

# THE MILITARY PSYCHOLOGIST



THE OFFICIAL NEWSLETTER OF DIVISION 19 OF THE APA

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SPRING 1986

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PRESIDENT  
Randall M. Chambers

PRESIDENT-ELECT  
Joyce L. Shields

PAST PRESIDENT  
Martin F. Wiskoff

SECRETARY-TREASURER  
Francis Joe Fishburne

REPRESENTATIVE TO COUNCIL  
A. David Mangelsdorff

MEMBERS AT LARGE  
Laurie A. Broedling  
Timothy B. Jeffrey

### STANDING COMMITTEE CHAIRPERSONS

NOMINATIONS AND ELECTIONS  
Joyce L. Shields

PROGRAM  
Charles H. Cory

NEWSLETTER  
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## PRESIDENT'S MESSAGE

Many of our concerted efforts and goals are on future directions for military psychology and military psychologists within projected high technology military environments, personnel structures and systems. These will be highlighted in our planned 1986 APA Convention program which emphasizes the theme psychological research and service for defense. The program includes several invited addresses and symposia which present significant advances in the technology and science of military psychology. We appreciate the thorough work of the Program Committee, the Committee on Selection and Training, and the contributing division members for developing such a fine program for the APA Convention in Washington, D.C.

We believe that we are making progress in strengthening the foundations for military psychology as a profession and science. Military psychology, as a microcosm of the total field of psychology, needs improvement in its professional standards, data bases, training and continued education, techniques and methods, and communications network of practicing psychologists and researchers. Working towards these goals, we have increased our efforts to get a military psychology journal established in the very near future. This journal will enhance our opportunities for military psychology publications and other communications in social and organizational psychology, personnel, measurement, testing, training and cognition, clinical and health psychology and human factors. This journal may serve as a central focal point for scholarly and professional papers and communications among military psychologists and their many related supportive agencies, institutions, industrial contractors, universities, research and service centers, field operations, and laboratories which provide important psychological functions in military environments, systems and missions.

The Military Psychology Division is actively involved in APA corporate issues and activities. The proposed reorganization of APA, and the key issues for restructuring APA, were discussed at the Mid-Year Executive Committee meeting. Please call or write if you have strong interest or concern regarding these issues, and if you wish to participate in the resolution of the emerging problems. Uniformed psychologists who are interested in these problems are especially needed to volunteer opinions and service regarding the proposed reorganization of APA. The Executive Committee of the Division of Military Psychology voted to examine the desirability and feasibility of establishing a Society of Military Psychology and will review the advantages and disadvantages of the proposed society, along with a statement of purpose and goals.

We continue to invite the membership to nominate military psychologists for Military Psychology Awards and for APA Awards. Recognition for outstanding research, technology, service, product development, or management reflects the advancement of the profession and science, and contributions to improved effectiveness in military environments and systems.

Randall M. Chambers  
President

MINUTES OF THE DIVISION 19 MID-WINTER MEETING

The Mid-Winter meeting of Division 19 was held on March 19, 1986 at APA Headquarters in Washington, DC. The meeting was opened by President Chambers at 9:40 a.m. The following members were present: Randy Chambers, Joyce Shields, Marty Wiskoff, Chuck Cory, Brian Waters, Joe Fishburne, Jared Jobe and Jim La Rocca. Bob Nichols joined the meeting at 1 p.m.

Minutes of the executive committee and business meeting conducted in Los Angeles were reviewed and approved. The treasurer's report was rendered by Joe Fishburne. The division presently has slightly over \$8,000.00 in a money market fund. Most of the expenses for the present fiscal year have not been incurred. Thus, it is anticipated that the division will spend the approximately \$3,000.00 allocated in the budget.

The proposed reorganization of APA was discussed. Dave Mangelsdorff has requested guidance from the executive committee. Bob Nichols will provide the newsletter editor with a short synopsis of key issues for restructuring APA. This will be published in the newsletter along with a call for members opinions to be provided the president. Further guidance will be developed as a result of discussion generated from this interchange and provided to council representative.

There followed a discussion of the desirability and feasibility of establishing a Society of Military Psychology. A motion was moved, seconded and approved that Marty Wiskoff be appointed chairman of a committee to examine the establishment of such a society. The committee will provide the executive committee with advantages and disadvantages of the proposed society along with a statement of purpose and goals. Joyce Shields, Bob Nichols, and Randy Chambers volunteered to be on the committee.

Chuck Cory recommended that steps be taken to reestablish initiatives to publish a military psychology journal. Chuck indicated that Glenda Nogami's efforts to establish a journal have not proved fruitful and that she is ready to relinquish the effort. It was moved, seconded and approved that Randy Chambers should draft a letter to APA requesting that the division be given permission to publish a journal. Marty Wiskoff has been proposed as editor for the journal.

APA has advised divisions and others interested that Psych Scan is in need of subscribers if this service is to continue. The executive committee requested that this information be published in the newsletter to inform members of the purpose of Psych Scan and the need for subscribers.

There was discussion regarding the absence of some members of the executive committee for the mid-winter meeting. Unfortunately, not all members of the committee can obtain funding from their organization to attend the meeting. In view of the value of this meeting, it was moved,

seconded and approved that \$2,000.00 be included in next year's budget to partially defray the cost of members' attendance at the mid-winter meeting for those members who would not otherwise be able to attend.

Joyce Shields reported that response to the call for nominations had been tallied. Nominees are: for president - Joe Fishburne, Paul Gade, and Steve Sellman; for secretary/treasurer - Bruce Bell and Zita Simutis; and for member-at-large - Art Gilbert and Marty Wiskoff.

Chuck Cory reported on the work of the Program Committee. Three invited addresses will be presented at the upcoming convention. Nine symposia and three paper sessions will be scheduled. There was excellent representation in the materials submitted and selected for the convention program. The division will be co-sponsoring programs with divisions 2, 5, 7, 21 and 32. The Social Hour will be cosponsored with Division 21. A hospitality suite for Division 19 will be identified in the convention program and manned by program committee personnel. It was moved, seconded, and approved that future social hours be independently sponsored by Division 19 and that future hospitality suite sponsorship be solely by Division 19.

Virginia Holt of the Scientific Affairs Office, APA joined the meeting after lunch and gave a presentation on the activities of her office. She indicated that a task force on Scientific Development in Psychology has been created. APA is currently searching for a distinguished psychologist to act in the capacity of Scientific Advisor, a newly created position within APA. The DOD has recently held a research roundtable to present and review research within the DOD.

Brian Waters provided the committee with an overview of the proposed pre-convention workshop. The workshop is entitled - "Applications of Artificial Intelligence/Expert Systems to the Military". Several distinguished individuals in the field have agreed to present at the workshop. It is anticipated that this will be an outstanding workshop with high demand for attendance. It was moved, seconded, and approved that a \$25.00 registration fee be assessed attendees to defray expenses for the workshop.

Jared Jobe reported that the newsletter has met deadlines so far this year. The cutoff for submission of material for the summer issue will be June 15th. This is because the summer issues will contain the Division 19 convention program. Thus, the issue will be in the hands of division members well before the convention. Jared requested that more individuals be encouraged to send in news regarding themselves and other Division 19 members.

Anne Hoiberg was not present for the meeting, but provided the following plans for the APA-1986 Convention. The committee has proposed an Open Forum to be held from 4:00 to 6:00 p.m., Friday, August 22 in the Hospitality Suite. The purposes of this session are: (1) to provide an opportunity to meet several high-ranking women in the military, and

(2) to serve as a forum for the exchange of research results and viewpoints concerning the status of women and minorities in the military.

The meeting was adjourned by President Chambers at 4:00 p.m.

Joe Fishburne  
Secretary/Treasurer

DIVISION 19 AD HOC COMMITTEE ON INTERNATIONAL RELATIONS

Dr. Bob Thorslund is engaged in research on audio subliminal stimulation. He can be reached at 4502 West 4th, Vancouver, B.C., Canada V6R1R3.

The Organization Development Institute annually publishes the International Registry of Organization Development Professionals and Organization Development Handbook. The Institute can be contacted at 11234 Walnut Ridge Road, Chesterland, Ohio 44026.

Upcoming meetings:

The 44th Annual Convention of the International Council of Psychologists will take place in Tel Aviv, Israel, 7-11 July 1986; contact ICP secretariat, 4805 Regent Street, Madison WI 53705.

International Symposium on Violence and Aggression, Saskatchewan, Canada, 22-25 June 1986; contact David Keegan, c/o Division of Extension and Community Relations, University of Saskatchewan, Saskatoon, SK S7N0W0, Canada.

Ninth Annual Scientific meeting of the International Society of Political Psychology, Amsterdam, The Netherlands, 29 June - 3 July 1986; contact Professor Rosalind Lorwin, Psychology Department, San Diego State University, San Diego CA 92182-0350

21st International Congress of Applied Psychology, 13-18 July 1986; contact Congress Secretariat, 21st International Congress of Applied Psychology, P.O.B. 50006, Tel Aviv 61500, Israel.

First Conference of European Clinical Psychologists, Canterbury, England, 18-22 July 1986; contact Ms. Chris Arundell, British Psychological Society, 48 Princess Road East, Leicester LE1 7DR, U.K.

The trial of Argentina's former military rulers ended in December 1985 with 5 of the 9 being convicted of human rights abuses. They were deemed responsible for the "disappearance" of over 9,000 people through murder, kidnapping, and torture during the "dirty war" against terrorists and insurgents. The trial and its aftermath have engendered an overriding sense of insecurity among Argentines, according to Dr. Osvaldo Daniel Avelluto, President of the Argentine Federation of

Psychologists. While many people had no idea of the magnitude of the atrocities committed during military rule, many feel guilty because they welcomed the military into office after Isabell Martinez de Peron's government could no longer maintain order and provide basic services. Unfortunately, the social psychological phenomena accompanying conflict and turmoil often is easier to identify than to humanely prevent or treat.

That rarity of occurrences, a psychological construct that has been experimentally studied and attributed to behavior in a natural environment, graced the Philippines leading up to the 7 Feb 1986 elections. Many government employees were being required by their supervisors to actively campaign for President Marcos. Employees of the government-owned Philippine Airlines and the Bureau of Internal Review received "snap bonuses" of up to 2 weeks pay, with the understanding that their support of Mr. Marcos was desirable. How does being forced to campaign for a candidate and being paid to vote for a candidate change one's initial attitude towards that candidate? Was this an opportunity to identify and delineate the parameters of cognitive dissonance? An excellent study awaited the enterprising researcher. Hopefully someone "seized the time."

US and Soviet scholars recently signed an exchange agreement in Moscow that would significantly expand academic cooperation. More than 100 joint research groups were established including international relations, history and psychology.

Dick Bloom  
AFMIC, Ft Detrick, MD 21701  
AV 343-7603, Comm (301) 663-7603

#### CANDIDATES FOR DIVISION 19 OFFICES

The following people were nominated for Division 19 offices: Bios are from the current edition of the register:

##### President Elect

Fishburne, Francis J. Jr., (301) 656-6291, b Dec 11 '38. Ph.D. Couns Psychol '73 Ohio State U. MF-Clin Psychol. SP-Clin Neuropsychol; Indiv & Grp Ther. ABPP-CL. L/C-Md, DC, Va SPA-Md. Chf, psychol svc, Dept of Psychiat 76- US Army Walter Reed Hosp; Clin neuropsychol 78- Priv Prac. M(75) 12, 19, 38, 40, 42.

Gade, Paul A., (202) 274-9136, b Mar 15 '39. Ph.D. Exptl Psychol '74 Ohio U. MF-Exptl Psychol. SP-Pers; Human Factors. Chf, Pers Utiliz Tech Area 75- Army Res Inst; Adj prof of psychol 78- Geo Mason U; Asst prof, Psychol 74-75 U Pittsburgh. M(76) 2, 15, 19, 26.

Sellman, Wayne Steven, (202) 595-5525, b Aug 30 '40. Ph.D. Indust & Org Psychol '68 Purdue U. MF-Indust & Org Psychol. SP-Pers Sel & Plcmt;

Psychomet. Dir for accession policy 78- Ofc of the Sec of Def (DOD);  
Chf, AF Pers Tstg 74-78 USAF; Chf, Job Analy & Trng Eval 72-74 Royal  
Australian AF. M(69) 5, 14, 15, 19.

#### Secretary/Treasurer

Bell, Bruce, (703) 274-8119, b Jan 11 '40. Ph.D. Couns Psychol '69  
Texas Tech U. MF - Milit Psychol. SP - Pers Rsch; Milit Famil & Deliq;  
Job Sat and Morale. L/C-DC, Va. Tm Chf 72- Army Resch Inst; Ther 71-  
Pvt Prac; Rsch Analyst Ofc of Rsch in Stat 69-72 Social Sec Admin.  
M(70) 17, 22; F(80) 19.

Simutis, Zita M., (703) 274-5540, b Mar 14 '45. Ph.D. Exptl Psychol '74  
U Conn MF-Exptl Psychol. SP-Milit Psychol; Ed Tech. Chf, Instructnl  
Tech Sys 76- Army Res Inst; Postdoc fel. Dept of Psychol 74-76 U  
Toronto; Tchg Asst, Psychol 67-71 U Conn. M(75) 1, 3, 19.

#### Members at Large

Gilbert Arthur C.F., (703) 274-8293, '57 U. Neb. MF-Indust & Org  
Psychol. SP-Pers; Clin Psychol. L/C-DC, Md SPA-DC. Res Psych't 73-  
Army Res Inst; 66- Priv Prac; Lect, Psychol 75- U Md A(56); M(58) 5, 12,  
14, 15, 17, 39; F(82) 19.

Wiskoff, Martin E., (619) 225-6159, b Mar 12 '35. Ph.D. Indust & Org  
Psychol '63 U. Md. MF- Milit psychol. SP-Pers; Pers Sel & Plcmt. Dir,  
Manpower & Pers Lab 72 US Navy Per R&D Ctr; Psychit & Psychol Res Br  
63-72; Bu of Naval Pers; Res psych't 59-63 Army Res Inst. A(60); M(64)  
F(86) 19.

#### REPORT FROM DIVISION 19'S REPRESENTATIVE TO APA COUNCIL

This report will be my last, since my term ended with the January,  
1986 Council meeting. Dave Mangelsdorff will take over in August.

The APA Monitor has reported Council activities well and I have  
generally voted with the majority, so in this report I'll focus only on  
a few special actions I helped initiate, or that are of particular  
concern to our Division.

I helped get the Council to adopt new guidelines governing how it  
will issue public policy resolutions. The rules stipulate that  
resolutions must be: (1) relevant to, and important to, psychology;  
(2) supported by adequate psychological data; (3) reflective of  
general consensus among the members of APA; and (4) reasonably likely  
to have a constructive impact on public opinion. It is hoped that the  
use of these guidelines will lead APA to issue fewer resolutions, and  
that those which are approved will be more psychological and less  
political in nature. I also tried to get the Council to agree not to  
issue resolutions on "non-psychological" issues (such as nuclear arms  
testing freezes) but that proposal was voted down.

Another action I helped initiate was to ask APA to withdraw its approval from continuing education (CE) courses such as foreign travel and ocean cruises which are really vacations disguised as tax-deductible continuing programs, I was sometimes asked to fund attendance at these "boondoggles", and discovered that their existence brings discredit on other legitimate CE programs. Moreover, people who oppose genuine CE often use these questionable courses as evidence that CE is really a dubious enterprise. Two other Divisions (18 and 23) joined me in this proposal. So far, APA has responded that it only approves "sponsors" and not "individual courses" and it seems reluctant to challenge dubious courses, but perhaps this may change. The issue will come before Council perhaps as early as August.

The most important issue Council is facing is possible restructuring of APA. The general proposals for reorganization have been presented in the Monitor, so I will not repeat them. They are still in draft and will not be voted on by the Council of Representatives until August, 1986 at the earliest. However, there already seems to be general acceptance of the need to fractionate into a small number of interest groups or societies. What is less certain is how many societies there should be, how they should operate, and whether members could belong to, and vote in, more than one society. At the moment, the plan is to permit people to belong to, and vote in, more than one society if they pay dues to each one. Many object, however, that this permits people to buy extra power in APA by buying multiple participation. My own hope is that multiple partial memberships will be allowed at no extra cost, perhaps by giving each member the option of allocating his membership among the societies on a percentage basis in the same way we now can allocate our 10 votes to divisions and state associations as we prefer. Someone who was a 40% member of a society might pay 40% of his dues to that society. Just how this representation question and other related issues will turn out is impossible to say at this time.

For our own division, several key concerns seem evident at this point in the planning.

1. What society should we enter or affiliate with? Our membership is so diverse in interests that we cannot clearly identify with just one society, yet we might be allowed to affiliate with only one. Many other divisions (women; humanistic; public service; public service; religion; adult; gay/lesbian; community, etc.) face similar questions of where they belong. Perhaps we will be allowed to be involved with more than one, as I and some other divisional representatives on Council have proposed.

2. What could our division do? Our division would still exist, and could hold meetings, publish newsletters, hold convention sessions, etc. But, it could influence APA policy only by acting through one or more of the societies or by getting members on the various boards and committees. Whether the division could exercise its influence on the



societies by having elected divisional representatives in the societies, or whether it could have an effect only by the actions which individual division members might take as members in the new Societies, is not yet clear.

3. How will our division be able to influence APA? Under the new proposal, the Council of Representatives would be abolished, and divisions would have no direct representation on the Board of Directors. Only the societies would have representatives on the Board (which would also have additional representatives-at-large directly elected by the full APA membership). In other words, our influence could no longer be exercised by direct representation on a Council, but only by participation in one or more societies. This feature of the plan may cause great trouble and loss of influence of divisions.

4. How else could we affect APA? As a small division, we already lack power in APA affairs, and if we must deal with four separate societies, our ability to influence each or all of them may not be very great. To prevent this, we could have to step up our activity in all relevant societies, and also try harder to place division members on APA boards and committees.

Despite these reservations, I feel the proposed plan is headed in the right direction. APA members are so diverse in their interests that the present type of organization can no longer meet the needs of all its members. Many members or potential members, especially those with academic or scientific interest, are withdrawing or not joining. If we do not create some kind of federated societies model which can serve different interest groups (which is what is proposed), APA may gradually become solely an applied practitioner group with a resultant loss in scope and influence. However, in moving to a federation model, we need to give heterogeneous groups, such as our division, a chance to be influential in each society that might be relevant to our interests. I believe the planning group is aware of that problem (which we share with many other multi-interest divisions) and is trying to deal with it in its further planning.

I am very grateful to you all for giving me the chance to serve on Council these three years. I've learned a lot more about APA, and liked most of what I've seen. The members of Council and the various boards and committees, and the APA staff are generally dedicated, sensible people trying hard and usually successfully to meet the needs and wishes of our membership. I also found in the various APA agencies an increasing understanding of, and support for, issues of special concern to military psychologists. I hope I was able to help increase this support. I leave the post with a good feeling, and with best wishes to Dave Mangelsdorff, my very capable successor.

Bob Nichols  
Representative to Council

FEATURE ARTICLE

The 1984 Active Duty Psychologists' Survey

A. David Mangelsdorff, Ph.D., M.P.H.  
3425 Turtle Village Drive  
San Antonio, TX 78230-3917

What factors affect the decision to remain in the military or to leave? The current study was part of the 1984 survey of active duty military psychologists conducted by Division 19 of the American Psychological Association. The purpose was to document issues of concern to military psychologists.

The Division 19 survey instrument was mailed to all military psychologists on active duty in 1984. Respondents were asked for demographic data, attitudes toward a military career, and attitudes toward a variety of issues.

A regression equation was developed to predict the response to the 7-point criterion item "likelihood remain until eligible for retirement" (scale endpoints were 1 = low probability and 7 = high probability). From the pool of demographic section responses and Long Term Motivators, items having content specifically dealing with military career, psychology, and/or military identity were identified. The items selected in the stepwise linear regression analyses best reflect issues affecting the decision to remain in the service.

The issues of most concern in 1984 to the active duty psychologists dealt with the establishment of a professional career and a professional identity. Though there were variations between the services and specialties, the common themes focused on career development and progression, responsibility, the opportunities for self-improvement, opportunities for independent thought and action, availability of retirement benefits, and professional experience. The promotion criteria, professional military education, and elements that might affect promotions or career progression were also of concern.

Active duty psychologists with more years of active service completed were more likely to express the intention of remaining on active duty until eligible to retire, regardless of the branch of service. In addition, there was a significant relationship between "likelihood remain until eligible to retire" and years prior active military service completed before becoming a psychologist, with those individuals having prior military service being more likely to remain in the service. Career officers with 8 to 10 years of service are more likely to remain until eligible to retire than are officers with less military service completed.

In looking at the two major specialty areas (clinician and researcher), the composite profiles of each are revealing in their similarities and differences. The composite clinician ranks self as a psychologist first and military officer last. The factors likely to affect the clinician remaining until eligible to retire affect: promotion eligibility (licensure/certification will be required), the extent the military offers professional growth options, and the availability (or lack of) civilian job openings offering comparable economic and advancement opportunities. The composite researcher is more likely to rate self as a military officer highest. The factors affecting the researcher remaining until eligible to retire include: the extent being a psychologist officer opportunities for advancement and promotion in the military, the years prior active military service completed before becoming a psychologist, the salary paid by the military, and the availability (or lack of) comparable civilian job opportunities. The military offers some distinct advantages.

Distribution of Rank/Grade of Respondents

	<u>Arm</u> <u>Cln</u>	<u>Arm</u> <u>Res</u>	<u>ArFr</u> <u>Cln</u>	<u>ArFr</u> <u>Res</u>	<u>Nav</u> <u>Cln</u>	<u>Nav</u> <u>Res</u>	<u>Nav</u> <u>Aero</u>	<u>Pub</u> <u>Hlth</u>
Rank/Grade:								
E7	0	0	0	0	0	0	0	1
01	0	0	0	0	0	0	0	0
02	0	0	0	9	1	3	1	0
03	60	21	69	10	45	3	7	1
04	26	13	25	9	16	5	8	1
05	10	3	8	7	10	0	2	1
06	2	0	1	2	0	1	2	0
Total Respondents	98	37	103	38	72	12	20	4
moved/undeliver- able	19	2	2	5	4	0	0	0
Total sent out	127	46	151	143	98	15	35	5

The author wishes to thank all those who participated for their assistance. An expanded version of this article is available on request and well as a specialized version for each of the service and specialty areas. Please use your civilian address when requesting information or providing feedback.

ANNOUNCEMENTS

Manuscripts wanted. Manuscripts and articles on psychological aspects/impact of terrorism - counterterrorism - victimization are wanted for a book. Write for details: Dr. Jim Kleckner, 9420 Farnham Street, Suite 118, San Diego, CA 92123.

APA Workshop. The APA will be offering the following workshops at the 1986 Annual Meeting in Washington, DC.:

Writing and Getting Published, Brian Yates, Ph.D.

Starting a Successful Consulting Practice, Brian Yates, Ph.D., Nancy Demuth, Ph.D., M.B.A., Thomas Backer, Ph.D. and Margaret Hastings, Ph.D.

The Effects of Racial/Cultural Issues on Therapy Relationship, Janet Helms, Ph.D., and Robert Carter, Ed.M.

Psychopharmacology and Psychoactive Drugs, Ronald M. Claviet, Ph.D.

Women in Psychology. The Committee on Women in Psychology invites you to become more involved in APA by offering to serve on a committee or board. Please contact our office for a Nominations Information Form: Renee Garfinkel, Ph.D., Women's Programs Office, 1200 - 17th Street, N.W., Washington, DC 20036.

Representation on the Advisory Council of the Inter University Seminar on Armed Forces and Society. For over 10 years I've served on the IUS Advisory Council, as a representative of psychology. When I was appointed, I was a senior active duty officer teaching at the Army War College, with time, travel funding, and other logistical support to do IUS work. As a result, I was able to participate actively. However, none of those conditions are true now. In my new civilian job I lack the time, the funds, and the opportunities to be an effective liaison to IUS. Hence, I feel I should resign from the Council (but not from IUS). When I submit my resignation, I'll ask if they want me to help find a replacement. If I'm asked to do so, I'll need to know of people who might be qualified and interested in replacing me. Candidates should be IUS members who have good contacts with both the military and academia, have a broad understanding of military professional issues, and have comprehensive interests in psychological/military matters.

If you are interested, or know of anyone else who is interested, please contact: Dr. Robert S. Nichols, Ph.D., 7124 Roslyn Avenue, Rockville, MD 20855, Home phone (301) 926-2952 or Office (703) 281-6420.

Pre-convention Workshop. Full-day workshop sponsored by Divisions 19 and 21, entitled, "Applications of Artificial Intelligence/Expert System to the Military" open to all interested persons to be held in Hilton Hotel, Washington, D.C. on August 21, 1986, 8:30 a.m. to 5:00 p.m. Expert speakers from university, industry and military research laboratories. Afternoon session includes demonstrations of hardware and software systems. Registration fee of \$25.00 covers attendance, refreshments at a.m. and p.m. breaks, audio-visual equipment and room rental. For pre-registration, make check payable to "Division of Military Psychology". Preregistration deadline is August 1. Limited space available; registration will be accepted at door on a space-available basis only.

Artificial Intelligence  
Workshop Pre-Registration

Registration Fee \$25.00

Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

Prior to August 1, 1986, send to:

Dr. Brian K. Waters  
HumRRO  
1100 South Washington Street  
Alexandria, VA 22314

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The workshop will be chaired by Dr. Randy Mumaw, Simulation & Modeling Program, HumRRO, and co-chaired by Dr. Randy Chambers, Army Research Institute for the Behavioral and Social Sciences. The workshop agenda is as follows:

- 0830 - 0845 Introduction and Workshop Overview - Dr. Mumaw
- 0845 - 0945 AI: A Technology in Transition - Dr. James Hendler  
Dept of Computer  
Science  
Univ of Maryland
- 0945 - 1000 Coffee Break
- 1000 - 1100 AI: Applications in Industry - Dr. Eugene  
Silverman  
Advanced Res &  
Dev. Corp.
- 1130 - 1230 Lunch
- 1230 - 1445 AI: Applications in the Military
- o Mr. Joe DuVal - AI R&D in the Military, ARI
  - o Dr. Joe Psocka - AI Tng Research in the Army, ARI
  - o LtCol George Buckland - AI in Flying Tng, NRL
  - o Dr. Frank Moses - Vehicular Integrated Intel, ARI
- 1445 - 1500 Coffee Break
- 1500 - 1700 Equipment and Software Demonstrations

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Workshop Coordinator: Dr. Brian Waters  
Chair - Div 19 Selection & Tng Committee  
Human Resources Research Organization  
1100 S. Washington Street  
Alexandria, VA 22314  
(703) 549-3611

Navy Psychology Day. The Navy Psychology Training Program, which is located at Naval Hospital Bethesda, has arranged a unique and informative one-day pre-convention program in conjunction with the 1986 Annual Meeting of the American Psychological Association in Washington, on Thursday, 21 August, 1986. All active duty and reserve Navy psychologists are invited to attend this series of state-of-the art presentations by nationally prominent colleagues who are recognized in the Navy. Arrangements for continuing education credits are being

made. The program will be held at Naval Hospital Bethesda, which is located a short distance from the APA convention hotels area. Transportation and lunch will be available. Active duty Naval psychologists are urged to make immediate arrangements for funding and travel through their appropriate command channels. Those planning to attend should advise Melvin A. Gravitz, Ph.D., Director, Navy Psychology Training Program, Code 51, Naval Hospital Bethesda, Bethesda, Maryland 20814 (autovon) 295-0500; Commercial 202/295-0500). Further information may be obtained by contacting Dr. Gravitz as above. Agenda is as follows.

Lewis E. Angelo, Ph.D.  
Rear Admiral, Medical Services Corp  
US Navy

Introductory Remarks

Joseph D. Matarazzo, Ph.D.  
Director, Dept. of Medical Psychology  
University of Oregon Health Sciences Ctr  
and Captain, Medical Service Corps, USNR-R

New Directions in Health  
Psychology

Theodore H. Blau, Ph.D.  
Former President APA

New Directions in  
Professional Psychology

Florence W. Kaslow, Ph.D.  
Co-author, "The Military Family"

New Directions in Working  
with the Military Family

Frank A. Mullins, CDR, MSC, USN  
Specialty Advisor for Psychology, USN

New Directions for Navy  
Psychology

What Price People. "What Price People" the Personnel Testing Council of Southern California (PTC-SC) Spring Conference will take place on May 15, 1986 at the Castaway Restaurants in Burbank California. The objective of the Conference is to present a spectrum of approaches on how to establish the cost of human resources within an organization. The purpose for understanding methods for establishing human resource costs to assist in determining the value of alternate human resource options.

The speakers are considered to be experts in the field of human resource cost estimation. The three speakers are:

Jac Fitz-enz, Ph.D., President of Saratoga Institute  
Author of the book: How to Measure Human Resources Management

Eric G. Flamholtz, Ph.D., President of Management Systems  
Author of the book: Human Resource Accounting

Wayne Cascia, Ph.D., Professor at Colorado University  
Author of the book: Costing Human Resources

In addition to hearing their most current thinking about costing of human resources, the attendee will have an option to interact with the presenters in short workshop sessions. The program will be chaired by

Duncan L. Dieterly, Ph.D., Management Consultant at Southern California Edison. Frank J. Ofsanko, Ph.D., Senior Staff Consultant at Southern California Edison will act as the discussant.

It is of great advantage to be able to discuss the estimated cost savings of personnel action as well as the qualitative advantages. For example the use of tests in selecting candidates may be more cost effective than other selection methods since their introduction may reduce the candidate pool to only those qualified, therefore saving considerable interview time. To be able to clearly establish the savings dollars per year allows for a more comprehensive decision based upon an expanded data base.

For further information, contact: Duncan L. Dieterly, Vice-President, Conferences (213) 721-1517.

APA Journal Donation Program. APA continues to seek donors and recipients for the active journal donation clearinghouse managed by the International Affairs Office at APA. The program is designed primarily to enable individual psychologists to donate collections of psychological journals to libraries (or other groups) that can use them. The program presently involves approximately 50 donors and 75 recipients.

Prospective donors should write for a complete description of the program, including information on packing and shipping donations, and on the general tax treatment of such donations.

Prospective recipients: Libraries and other groups in the United States and abroad are eligible to receive private donations of back issues of psychological journals under the APA-coordinated program. If you wish to receive mailings of lists of available collections, please write to the International Affairs Office describing your journal needs, including some information on the users of your library.

Twice each year, we circulate to potential recipients the lists of offerings of active donors in the program. Upon receipt of the lists, recipients should contact a donor (or donors) to arrange for packing and shipping. Recipients will be expected to bear or reimburse shipping charges unless other arrangements can be made.

APA has a small fund for use on behalf of recipient libraries outside the United States that cannot, because of currency restrictions or extreme shortages of funds, reimburse donors for costs incurred in shipping collections overseas. Requests for use of this fund will be considered on a case-by-case basis.

APA does not have the facilities to accept collections of journals for reshipment to a recipient except in the rarest of cases involving very attractive collections that the donor, for reasons of force majeure, must dispose of immediately.



To obtain more information about the APA Journal Donation Program, please write to Mr. Steven Kennedy, APA International Affairs Office, 1200 17 Street, N.W., Washington, DC 20036, USA.

#### NEWS ABOUT MEMBERS

Joyce Shields has assumed a new position at Hay Systems, Inc., as Vice-President and Manager, Performance Systems Division. Her new address is 2000 M Street, N.W., Suite 650, Washington, DC 20036. Her new phone number is (202) 223-3703.

Dave Mangelsdorff was awarded the Professional Employee of the Year by the Federal Executive Association of San Antonio.

David Hunter reports that the Army Research Institute has established an office at the Army Aviation Systems Command (AVSCOM) headquarters in St. Louis, MO. This new office is an element of the Ft Rucker, AL, ARI field unit, and is charged with supporting AVSCOM, particularly in the application of MANPRINT (manpower, personnel, training, & human factors) in new system development. The office is headed by Tom Metzler, a human factors engineer formerly with the AVSCOM human factors engineering office, and has one psychologist (Dave Hunter), who came from the AF Human Resources Laboratory at Brooks AFB, TX. They can be reached at ARI - AVSCOM Element, 4300 Goodfellow Blvd, St Louis, MO 63120-1798. Phone is (314) 263-2701.

L. Ralph Chason was recently promoted to Director, Corporate Education and Training, Northrop Corporation, Los Angeles, CA.

H. Wallace Sinaiko has a book due in early 1986, entitled Life in the Rank and File: Enlisted Men and Women in the Armed Forces of the United States, Australia, Canada and the United Kingdom. The book is edited by David Segal (University of Maryland) and H. Wallace Sinaiko, (Smithsonian Institution). Published by Pergamon - Brassey's, Oxford & New York.

Dennis A. Kelly has published an article in the September 85 issue of the Journal of Sport Psychology entitled: "Physical, Cognitive, Emotional and Interpersonal Requirements of Different Athletic Activities." This research was based on midshipmen at the US Naval Academy and yielded standardized factor analytic profiles for 48 sports. For more information contact Dennis A. Kelly, Ph.D., LCDR, MSC, USN, Psychiatry Department, Naval Hospital, Graten, CT 06349-5600. Phone commercial (203)449-4966 or Autovon 241-4966.

Jared Jobe has published two articles:

Jobe, J.B. et. al., Induced vasodilation as a home treatment for Raynaud's disease: Journal of Rheumatology, 1985, 12, 953-956.

Jobe, J.B., et. al., Comparison of behavioral treatments for Raynaud's disease. Journal of Behavioral Medicine, 1986, 9, 89-96.

#### EDITORS' COMMENTS

Only 41 out of our more than 600 members, fellows, and associates responded to the call for nominations this year. In order to facilitate the nomination process, next year's call for nominations and response forms will be printed in the fall edition of the newsletter.

You are encouraged to solicit APA members who are not members of Division 19 to join our division, and to solicit new members for APA and Division 19.

Joyce Shields would like to hear from members who desire to serve on a Division 19 committee, at least one opening is available each year per committee. Committees are nominations and elections, program, membership and fellows. Ad hoc committees are human factors and engineering, selection and training, psychologists in uniform, interuniversity seminar on armed forces and society, international relations, and organizational psychology. A new ad hoc committee on workshops has also been formed. Contact Joyce if you are interested in volunteering. Her address and phone number appear elsewhere in this issue.

We would like to solicit your contributions for feature articles for the summer 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. Information is requested on new jobs, promotions, awards and publications. Members who have moved are especially invited to submit your new address and phone numbers so your friends and colleagues can keep in touch. 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.  
Deadline for the summer issue is 15 June. For your convenience you can  
use the form below to submit your input.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

Input: