

THE MILITARY PSYCHOLOGIST



THE OFFICIAL NEWSLETTER OF DIVISION 19 OF THE APA

Volume 9 Number 1

Fall 1992

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PRESIDENT'S MESSAGE

Brian Waters

I am honored to be the Division 19 President for Association Year 1992-1993. Our membership serves an enormous client base. As I'm sure you know, we focus on research and clinical practice for the military (over four million Active and Reserve military and civilian personnel, and additional millions of family members and military retirees). Our U.S. members aid this population, as well as the professional community of researchers and research users worldwide. Our membership also includes military psychologists from around the world, including the substantial contingent of our Canadian hosts for the forthcoming 1993 APA convention. Division members support the mental

health, personnel research, training, manpower management, human factors, and personnel security needs of the Armed Forces. Even though much of our work as researchers, health care providers, and personnel managers is similar to that of psychologists in general, the context and issues with which we concern ourselves are often quite different. Supporting national security is an imposing mission. In this context, we military psychologists also have a significant responsibility to our profession. The work of the Division and its members is important to psychology outside the confines of DoD.

I have three primary goals for my tenure as President: (1) assuring the long-term viability of the Division (the most important goal), (2) addressing key issues affecting our membership, and (3) making the quality research performed under the auspices of the military known to the behavioral science profession outside military circles. I'll discuss each in turn.

Division 19 has been through a tough period. First, membership dropped substantially over the last few years in the fellow, member, and associate categories. Only the number of new affiliates increased. Second, financial pressures rose, primarily because of problems in membership accounting between the Division, our journal publisher, and APA. Third, relations between DoD and APA were strained over the DoD policy of excluding gays and lesbians from the military. APA's subsequent prohibition of recruiting advertising for military clinical psychologists in APA publications (e.g., The Monitor), effective December 31, 1992, and of recruiting military clinical psychologists at the APA convention, exacerbated the problem. These issues threaten the long-term stability of Division 19, and we must respond. Significant gains were made last year on the financial front. Past President **Dick Bloom** and our current Treasurer **Deborah Rogers Isett** negotiated a settlement between the Division, APA, and our publisher Lawrence Erlbaum. I'd like to thank Mr. Jack McKay of APA and Mr. Joe Petrowski of Erlbaum for their help in settling this problem. We now seem to be in reasonably sound financial shape, assuming the decline in membership can be turned around.

To attack that problem, I've asked **Steve Sellman** to be our new Membership Chair. Steve has served the Division in practically every function possible and was membership chair during our most successful recruiting year in the past decade. He agreed to tackle this major Division problem once again. We're not sure why the loss happened, given that APA membership overall has been growing. Is it APS, the economy, our service to members, or some other reason? To get a handle on it, we plan a survey of former members who left the Division. I have also formed an ad hoc committee comprising Steve, **Jim Harris** (last year's membership chair), and me to investigate better ways to manage membership accounting, and we plan a concerted recruiting effort. I implore every member to convince at least one colleague to join the Division as either a member or affiliate. Show them our journal, Military Psychology, and our newsletter, The Military Psychologist. These outstanding publications should help with recruiting. Make soliciting one new member your personal Division 19 mission for the coming year.

My second goal -- to deal with the issues most critical to our membership -- is affected by the times. Five issues now before us come to mind: (1) women in combat, (2) sexual harassment in the military, (3) psychopharmacology privileges, (4) gays and lesbians in the military, and (5) effects of the military drawdown on military personnel (both those who stay in and those who become civilians), including force restructuring. We do, indeed, have significant contributions to make to our profession. I'd appreciate member input to me or to the Executive Committee by the early February Executive Committee meeting to help us explicate Division positions on issues should we be asked for congressional testimony or other public statements. And, please, make us aware of issues with which we may not be familiar.

My third goal -- making the quality research done by our membership known to the psychological profession outside military circles - has been a long-time pursuit of mine. We simply do

not do enough by way of broadcasting our professional accomplishments to the general psychological and decision-making community. The military is unique in its ability to conduct large-scale research studies. The findings are frequently germane to the entire research community. Our agencies and institutions do not reward efforts to publish our work, and we, as individuals, can't seem to find the time to do it. I'm as guilty as anyone. We all need to find a way to publicize significant results. We owe it to our profession and ourselves. Our journal, Military Psychology, helps, but its readership is limited. We must get our work in the open, refereed literature. It is too important to be restricted to a military audience.

One of the truly rewarding aspects of being Division president is the response from our membership. Two new committee chairs are of particular importance. My HumRRO colleague, **Jim Harris**, is our new Program Committee Chair. Program proposals are due to Jim by early December. Feel free to call him at (703) 706-5658 with ideas for our program in Toronto. **Jim Griffith** has agreed to be Education and Training Chair. His first major duty will be to coordinate our pre-convention workshop on "Sexual Harassment in the Military". This critical topic should attract a great deal of interest. Let your colleagues know it's coming soon enough so that they can go to Toronto a day early to attend the workshop. We plan on both U. S. and Canadian military participants in the curriculum, and we anticipate giving APA CE credits to attendees.

The new committee lineup is shown elsewhere in this newsletter. These unrewarded (but greatly appreciated) members make the Division function. I thank them for the generous donation of their time and efforts.

I look forward to the coming busy year. Please call me at (703) 706-5647 if I can be of service to you. I hope to see all of you in Toronto, if not before!

EDITOR'S COMMENTS

Alma Steinberg

This issue highlights updates on happenings in the Division and some short articles on the following topics: (a) the Presidential Commission on the Assignment of Women in the Armed Forces and its recommendations, (b) current personnel security research, (c) the Military Offender Project, and (d) some characteristics of VSI/SSB takers. This issue also updates the Division officer and committee list -- in terms of people and phone numbers. For your convenience, we've also added FAX numbers. Note that Rod McCloy has joined the Newsletter committee. Welcome Rod!

This is your Division and we want to encourage you all to participate. Note the information on registering for the annual Division 19 workshop, the request for your nominations of Division 19 officers, the request for nominations for the 1993 awards, and the Division 19 membership application to pass on to as many potential members as you can.



Welcome !



NEW MEMBERS

Clint Alan Bowers
Orlando, FL

Steven C. Caberto
APO AE

James E. Covington
Springfield, VA

Gordon J. Curphy
Colorado Springs, CO

Dennis Doverspike
Akron, OH

Christopher Earls
Montreal, Quebec Canada

John Dexter Fletcher
Vienna, VA

Rodney Alan McCloy
Alexandria, VA

James W. Miller
Eagan, MN

Ruth L. Osato
Seattle, WA

Alan L. Peterson
Ocean Springs, MS

Martin Anthony Petrillo
FPO AE

Robert L. Reynes
Lackland AFB, TX

James Scaramozzino
Monterey, CA

Jack I. Shortridge
Goose Creek, SC

Martha L. Teplitzky
Burke, VA

Mar Vladimir
Fontana, CA

John Robert Welsh, Jr.
Carmel Highlands, CA

Lauress L. Wise
Monterey, CA

Ray Ophus Wood, III
New Windsor, NY

Thomas M. Zazekis
Wichita Falls, TX

NEW AFFILIATES

Nell Carey
Arlingdale, VA

Paul J. Cook
Montclair, VA

Peter Ramsberger
Alexandria, VA

Mary Rose
Tucson, AZ

Teresa Lynn Russell
Alexandria, VA

ASSOCIATE

Kathleen Emma Holland
Sebastapol, CA

MINUTES OF THE AUGUST DIVISION 19 EXECUTIVE COMMITTEE MEETING

Steve Goldberg

The Division 19 Executive Committee Meeting was called to order by President **Dick Bloom** at 0700 15 August 1992 in Washington, DC. Dick announced the winners of the recent Division elections. **Paul Gade** will be President-Elect. **Jared Jobe** was elected to a 3-year term and **Steve Sellman** to a 2-year term as Member-at-Large. **Dave Mangelsdorf** will be the Division 19 APA Council Representative.

Deborah Rogers Isett presented the financial report. The Division started the year with a considerable debt that was incurred as a result of inaccurate membership rosters causing many more copies of Military Psychology to be sent than we had paying members. The Division has worked out an arrangement with APA in which APA holds a promissory note covering the Division's debt. The size of the debt was lowered when the publisher of Military Psychology graciously reduced the amount owed by the Division. Division 19 will be required to pay \$500 a year to APA until the loan is paid. The Division currently has \$4,500 in the bank and after convention expenses \$2,500 will remain. This will allow \$1,500 to be applied against the note this year.

Given the cost of hotel suites in Washington, DC, the Division could not afford to have a hospitality suite at this year's convention. There was considerable discussion of how future financial and Division services problems could be avoided and how to increase membership in the Division.

Marty Wiskoff gave a report on the status of our journal, Military Psychology. This year Volume 3, containing 267 pages, was published. This included the Journal's first special issue. The coming year will have another special issue on Stimulants to Ameliorate Sleep Loss for Special Operations. The number of articles submitted to the Journal continues to decline. **Dick Bloom** suggested that an effort be made to make the Journal more well known internationally.

Alma Steinberg gave a report on the Newsletter. She noted that there was a smooth transition as the newsletter went from three to two editions per year. Comments about the newsletter have been very favorable. APA has been using it as an exemplar. Alma requested that articles be submitted on computer disks.

Jim Georgoulakis presented the Convention Program Committee report. Setting up the program for this year's convention has been frustrating since APA spread Division 19's program over three hotels. Dr. Enrique Mendez, Assistant Deputy Secretary of Defense for Health Affairs canceled his invited address and he was replaced by Pat DeLeone. Due to resignations from the Program Committee, **Jim Harris** will chair the committee next year.

Paul Gade reported on this year's pre-convention workshop. The workshop on the History of Military Psychology was attended by 23 people and had a net profit of \$500.

Jim Harris gave the Membership Committee report. Jim discussed the continuing problems with APA Division Services. The membership lists generated by different parts of APA Central Office do not match. New members' names have not been added to lists yet. Jim would like to see HumRRO take over the collection of dues, maintenance of membership lists, and generation of mail labels. A motion was made and passed to empower a committee comprising **Brian Waters**, **Debbie Rogers Isett**, and the Chair of the Membership Committee to look at the services the Division requires

and determine the best way to proceed. The committee's report will be faxed to the Executive Committee within 2 months for a vote. Division membership fees for the coming year will be \$19 for APA members, and \$28 for students and affiliates.

Division 19, which lost its seat on APA's Council of Representatives this year, and Division 21, which will lose its seat for next year, have decided to alternate representing each other's interests. As part of this mutual cooperation, Susan Kirschenbaum, from Division 21, reported on issues to be discussed before Council.

The committee report on Women and Minorities discussed the committee meeting last June on women's Issues. Sexual Harassment was proposed as the topic for next year's pre-convention workshop.

Paul Gade, Chair of the History Committee noted that Bob Nichols was working with Greg Laskow on the history of psychological consultants in the Services. Paul also announced that he needs to be replaced as committee chair.

The Practice Committee report was presented by **Russ Hibler**. He discussed a number of issues affecting uniformed psychologists, including how the ethics revisions by APA and downsizing of the military will effect them.

Dave Payne presented the Science Committee report. Members of the committee met several times with representatives of the APA Science and Public Policy offices to acquaint them with the goals of the committee and open channels of communication. **Paul Cook** is soliciting ideas from military psychologists on ways to enhance the role of behavioral science in DoD policy formulation. The Science Committee would like to pursue a periodic news release program to increase awareness of work performed by military psychologists.

TREASURER'S REPORT

Deborah Rogers Isett

We ended the 1992 membership year on a high note, with a balance of over \$1,300 to begin the 1993 membership year (see balance sheet on next page). This is particularly noteworthy as we began the 1992 membership year with a deficit of over \$6,000. The negative balance came about as a result of miscommunication among representatives from the publisher of our journal, APA Division Services, and our Executive Committee. In negotiations with APA and the publisher, we were able to reduce the debt to \$4,200. To pay the debt, the Executive Committee approved borrowing the money from APA. The Division borrowed \$4,200 at the prime rate of interest, to be repaid over an unspecified period of time, with annual payments of not less than \$500 until the debt is repaid in full. With the support of you, the Division members, we were able to make our first year's payment sizable--\$1,500.

As we start our 1993 membership year, we are hoping that you will continue to support the Division. Your support in recruiting new members, associates, and affiliates to increase our membership not only helps financially, but also results in our having a stronger voice in APA. We look forward to seeing your name on the 1993 roster. If you have questions concerning membership or our financial status, please do not hesitate to write to me at: P.O Box 15937, Arlington, VA 22215 or call (703) 836-8675.

APA DIVISION 19 - BALANCE SHEET 1992-As of 8/31/92

FY 1992

Income

Beg Bal - Nations	\$1,130.22
Beg Bal - Hancock	\$735.17
Subtotal	\$1,865.39
Member Revenue	\$6,846.00
Affiliate Revenue	\$805.00
Dues Exempt Revenue	\$225.00
Subtotal	\$7,876.00
Convention Revenue	
Workshop	\$900.00
Leadership Conference	\$255.00
Subtotal	\$1,155.00
TOTAL	\$10,896.39

Obligations

LEA	\$3,872.00
APA Division Services	\$2,656.92
Convention Expenses	
Hospitality Suite	\$0.00
Room	
Food	
Social Hour	\$878.83
Room	\$0.00
Food	\$878.83
Workshop	\$382.57
Room	\$0.00
Food	\$303.52
Supplies	\$79.05
Account Expenses	\$283.76
Subtotal	\$8,074.08
Payment to APA	\$1,500.00
Subtotal	\$9,574.08

FY 1992 TOTAL

\$1,322.31

PRESIDENTIAL COMMISSION ON THE ASSIGNMENT of Women in the Armed Forces

Steve Sellman

The Presidential Commission on the Assignment of Women in the Armed Forces was mandated by the National Defense Authorization Act of 1991 (Public Law 102-190). The Commission's purpose was to assess the laws and policies governing the assignment of women in the military and make recommendations on such matters to the President by November 15, 1992.

The 15-member Commission was appointed by the President in consultation with the Congress in March, 1992. The commissioners were: General Robert T. Herres, USAF (Retired), Chairman, Major General Mary Elizabeth Clarke, USA (Retired), Brigadier General Samuel G. Cockerham, USA (Retired), Elaine Donnelly, Brigadier General Thomas V. Draude, USMC, Captain Mary M. Finch, USA, Dr. Darryl Henderson, Admiral James R. Hogg, USN (Retired), Newton N. Minow, Charles Moskos, Meredith A. Neizer, Kate Walsh O'Beirne, Ronald D. Ray, General Maxwell Thurman, USA (Retired), and Sarah F. White. The panel's makeup has been controversial from the start and much has been written in the news about the selection of individuals known to have strong views against women in combat (e.g., The Washington Post, October 9, 1992, p. A25).

The Commission met November 1 - 3 to vote on the issues which will be the framework for its recommendations to the President. The following are the verbatim recommendations the Commission voted to adopt and the voting for each (Y=yes, N=no, A=abstain):

- A. DoD should establish a policy to ensure that no person who is best qualified is denied access on the basis of gender to an assignment that is open to both men and women. As far as it is compatible with the above policy, the Secretary of Defense should retain discretion to set goals that encourage the recruitment and optimize the utilization of women in the Services, allowing for the requirements of each Service. (Y=9, N=6, A=0)
- B. The Services should adopt gender-neutral assignment policies, providing for the possibility of involuntary assignment of any qualified personnel to any position open to them. (Y=10, N=2, A=3)
- C. Entry level training may be gender-specific as necessary. Each advanced training program should be classified according to the military specialties to which it is principally dedicated, or to which it supplies personnel. Training programs which are dedicated to combat specialties shall be governed by policies which are consistent with laws and policies regarding the use of women in combat. (Y=8, N=6, A=1)
- D. Military pre-commissioning training may be gender-normed in as much as post-commissioning training is designed specifically for individual specialties, combat, and combat service support. (Y=10, N=4, A=1)
- E. The Services should retain gender-specific physical fitness tests and standards to promote the highest level of general fitness and wellness in the Armed Forces of the United States, provided they do not compromise training or qualification programs for physically-demanding combat or combat support MOSs. (Y=12, N=0, A=1)
- F. The Services should adopt specific requirements for those specialties for which muscular strength/endorurance and cardiovascular capacity are relevant. (Y=9, N=4, A=2)
- G. The Services should adopt gender-neutral muscular strength/endorurance and cardiovascular capacity requirements for those specialties for which they are relevant. (Y=14, N=0, A=0)
- H. During and after U.S. involvement in the Gulf War, the American public and military community expressed extreme disapproval of the deployment of single mothers/fathers due to the possible effect on the children left behind. The Commission recommends that DoD review its policies and either adopt new policies or better implement current policies to reflect concerns of the public and military communities. Specifically, the Commission recommends that DoD consider the following alternatives (Y=9, N=0, A=1):

1. DoD should adopt a waivable policy that single parents with custodial care of children up to two years of age must accept assignment to a nondeployable position, if available, or be discharged from the Service with the opportunity to re-enter the Service without loss of rank or position.
 2. For those single parents who have children older than two years and those parents who have been out for two years, they must have an approved and reliable child care package to re-enter the Service.
 3. In dual-service families, only one parent should be allowed to serve in a deployable position.
 4. Single parents with custody of children under school age should not be allowed to deploy.
 5. Single parents should not be permitted to join the Armed Forces. (current situation)
 6. Spouses of military parents should not be allowed to enter the Service.
 7. One parent in a dual-service couple should be forced to separate.
 8. In order to reduce the number of children subjected to prolonged separation or the risk of becoming orphans during deployment, long-term DoD policies regarding the recruitment, deployment and retention of single and dual-service parents should be revised on a phased-in basis. Such policies should allow for voluntary or involuntary discharges at the discretion of local commanders, or reasonable incentives for separation. They may also include waivers by local commanders in certain circumstances.
- I. The Commission reviewed the rules regarding pregnancy and found no specific areas of concern other than the problems associated with deployability and lost time; these problems are addressed in a separate issue. However, DoD should review rules regarding pregnancy to ensure consistency and force readiness. (Y=8, N=0, A=2)
- J. Comparable deployability standards for each Service should be adopted by DoD and should be applied on a gender neutral basis with exceptions for pregnancy. (Adopted without objection)
- K. A pregnant servicewoman should not be assigned to or remain in a position with a high probability of deployment. The Commission suggests that deployability for purposes of implementing such a policy be defined in terms of probabilities; a deployment-probability-designation coding system could be established to determine which positions have the higher probabilities of deployment and thus would be subject to restrictions under the recommended policy. Comparable restrictions should be applied to other servicemembers based on projected amount of time an individual will be unable to fulfill normal duties of his/her position because of injury, etc. (Adopted without objection)
- L. In order to avoid severe separation, child care and deployability problems at a time of mobilization, all family care plans must be regularly reviewed and evaluated by local commanding officers, with consideration given to the relationship of the potential caregiver to the child(ren) of deployable parents. Failure to ensure full compliance with family care requirements may constitute grounds for administrative or disciplinary action. (Y=15, N=0, A=0)
- M. Military readiness should be the driving concern regarding assignment policies; there are circumstances under which women might be assigned to combat positions. (Y=8, N=1, A=1)
- N. The sense of the Commission is that women should be excluded from direct land combat units and positions. Further, the Commission recommends that the existing Service policies concerning direct land combat exclusions be codified. Service Secretaries shall recommend to the Congress which units and positions should fall under the land combat exclusion. (Y=10, N=0, A=2)
- O. In view of the evidence gathered by this Commission with regard to the potential consequences of assigning women to combat positions, current DoD and Service policies with regard to Army, Air Force and Naval aircraft on combat missions should be retained and codified by means of the re-enactment of Section 8549 of Title 10, U.S. Code which was repealed by Public Law 102-190, Section 531 for the Air Force and re-enactment of the provisions of 10 U.S.C. Section 6015 prohibiting women from assignment to duty on aircraft engaged in combat missions, which was repealed by Public Law 102-190 for the Navy, and codification of Army policy. (Y=8, N=7, A=0)
- P. Repeal existing laws and modify service policies for servicewomen to serve on combatant vessels except submarines and amphibious vessels. (Y=8, N=6, A=1)
- Q. Retain the existing policies...[restricting the assignment of servicewomen with respect to Special Operations Forces]. (Y=14, N=0, A=0)

R. Retain the DoD risk rule as currently implemented. Navy policies which implement the risk rule should be modified to reflect the changes made...[allowing women to serve aboard combatant vessels except submarines and amphibious vessels]. (Y=9, N=4, A=2)

S. The integration process should be accomplished in an orderly fashion and without undue haste. Any necessary modification to vessels, equipment, and facilities should be done during the normal course of maintenance in a fashion that minimizes cost. Additionally, the integration process should be consistent with the Commission's recommendations on...[physiological requirements relevant to specific occupational roles]. (Y=11, N=3, A=1)

T. Women should not be required to register for or be subject to conscription (Y=11, N=3, A=0)

As of this writing, the Commission is entering the final stage of drafting the report which it will present to the President on November 15. The President is scheduled to forward the report to Congress with his recommendations on December 15. At this time, President-Elect Clinton has not made known his reactions to the Commission's recommendations.

The Commission's votes on the recommendations came after "months of fractious debate and testimony" (Los Angeles Times, November 6, 1992, p. 10) and "noisy and acrimonious hearings" (The Washington Post, November 7, 1992). The issue of women in combat is clearly one that people feel strongly about one way or another, and it is therefore unlikely that, in the long run, the issue will be left to rest with the Commission's recommendations.

MILITARY OFFENDER PROJECT

Eli Flyer and Chuck Curran

To qualify for enlistment, prospective recruits must satisfy aptitude, educational, physical, age, citizenship, and moral character standards. The Office of the Assistant Secretary of Defense (Force Management and Personnel) has initiated research to validate the moral character standards against the likelihood that Service members will receive unsuitability discharges or will commit criminal offenses while on active duty.

The Military Offender Project includes: (a) an in-depth evaluation of the accuracy and effectiveness of procedures used to identify and evaluate applicants who are pre-service offenders, and (b) a longitudinal assessment of the relationships between pre-service and in-service offense behaviors. Although there are large Service differences, current estimates indicate more than one in five enlistees have a pre-service offense history. Moreover, many of these individuals commit criminal acts on active duty.

To conduct the required analyses, criminal history information is being obtained for a 10-year period from several state criminal record repositories. These data will be compared to the information available in Defense and FBI files to assess how well the Services are identifying pre-service criminal history information. It will also be used to track the pre-service behavior of individuals who enter the military with offense histories, with particular emphasis on those discharged from active duty for

unsuitability or criminal conduct. The results of these investigations will be useful for identifying the most accurate sources of information to screen applicants for juvenile and adult offense histories.

For further information, contact:

Steve Sellman
OASD (FM&P)
Accession Policy Directorate
Room 2B271; The Pentagon
Washington, DC 20301-4000

(703)697-9271 or DSN 227-9271

CURRENT PERSONNEL SECURITY RESEARCH AT PERSEREC

Roger P. Denk

The Defense Personnel Security Research Center (PERSEREC), established in 1986, consists of a small group of social scientists who conduct research, primarily in the area of personnel security. PERSEREC's goal is to effect improvements in personnel security efficiency and effectiveness in this new era of military downsizing. Below are descriptions of just a few of our current PERSEREC research projects:

(1) In 1991, we were tasked to study options for the consolidation of DoD facilities that adjudicate security clearances. Our report presented two options, one in which all 18 DoD adjudicative operations would be assigned to six authorities, and one in which all of the operations would be centralized into one. We are continuing to provide policy makers with data relevant to the consolidation decision so that their final decision will include input from systematic analyses.

(2) We are developing a PC-based security screening instrument for use with applicants to military service. The system will permit personnel security interviews to be conducted by classifiers before an applicant is assigned to sensitive duties. Field tests of the instrument are under way. Extension of the program to industrial Special Access Programs (i.e., those requiring extra security) has been initiated.

(3) Jobs in the DoD and contractor world often carry their own vulnerability; some are more sensitive than others. We are presently working to develop a PC-based computer application that will allow security officials to assess the relative vulnerability to espionage of different positions within their organization. The ultimate aim is to achieve more effective utilization of limited personnel security resources in assessing individuals in jobs.

(4) In the financial/credit area, we are developing software that would permit the Defense Investigative Service (DIS), the agency that conducts background investigations for clearances, to make their credit report acquisition systems more efficient and more economical. Earlier PERSEREC projects have already saved DIS considerable sums of money.

(5) We are addressing the issue of how to improve security awareness among clearance-holders. One of our efforts is the development of a desktop resource guide to help facility security officers in smaller companies develop high quality security briefings and other materials.

(6) We recently completed an analysis of American citizens who spied against their country since World War II. We are now conducting exploratory research analogous to espionage: illegal technology transfer and security aspects of computer crime.

PERSEREC and its contractors have produced more than 50 technical reports in 6 years, and PERSEREC has sponsored numerous symposia and conferences. Information on our programs is available by writing to:

Director, PERSEREC
99 Pacific Street
Suite 455-E
Monterey, CA 93940

(408)646-2448 or DSN 878-2448

THE MILITARY DRAWDOWN AND CHARACTERISTICS OF VSI/SSB TAKERS

Kenneth A. Martell and Jane M. Arabian

From the post-Vietnam peak in FY 87 to the completion of the planned drawdown in FY 97, the total active military end strength will be reduced by 25 percent. By the end of FY 93, DoD will have reduced active duty military end strength by over 400,000 - and will have accomplished three quarters of the planned drawdown.

The National Defense Authorization Act for FY 92 and FY 93 authorized separation incentives for officers and enlisted members who: (a) volunteer to leave the military, (b) have at least 6 years of active service, and (c) meet certain criteria established by each Service. The authorized Voluntary Separation Incentive (VSI; an annuity), and the Special Separation Benefit (SSB; a lump-sum payment), are temporary measures designed to help the Services reduce involuntary separation, align inventories with requirements, and permit programming of accessions to the proper sustainment levels.

The VSI/SSB program is expected to result in 143,000 takers over the FY 92-95 period (i.e., about 35 percent of the total reduction). For FY 92, with respect to enlisted Service members, the grades of E-5 and E-6 make up 80 percent of the takers and have an average of 11 years of service. Preliminary demographic pictures of the enlisted takers for each Service are generally similar to that of DoD: there is a somewhat higher proportion of females and Blacks selecting the VSI/SSB program as compared to their representation in the inventory. The Services' selection of administrative specialties (which typically have a higher proportion of females and Blacks) for personnel reductions to support the smaller baseline forces may be the most significant cause of these differences.

Fears had been expressed that the voluntary separation programs would induce higher quality Service members to leave before those of lower quality. Therefore, the quality of the takers was

compared with the non-takers. The two indices of quality used were: (a) scores in the top 50th percentile (Category I-III A) on the Armed Forces Qualification Test (AFQT) and (b) the average promotion rate (for the Service, specialty, and grade).

The results indicated that, at the lower grade levels, the takers tended to have lower AFQT scores and somewhat slower promotion rates. Differences were negligible at the higher grades. It is important to note, however, that the long-term impact of the VSI/SSB program on females, minorities, and the quality of the force will probably not be as great as that of other personnel policies such as the accession and retention requirements for each Service. Requests for additional information should be addressed to: Dr. Jane Arabian, OASD(FM&P), Accession Policy Directorate, The Pentagon, Rm 2B271, Washington, DC 20301-4000

WORKSHOP ON CONTEMPORARY ISSUES: SEXUAL HARASSMENT IN THE MILITARY

James Griffith

As a part of the pre-convention activities at this summer's APA convention in Toronto, Division 19 is sponsoring a Continuing Education Workshop. The topic is "Sexual Harassment in the Military." Workshop discussants will represent each of the U.S. Services, DoD civilians, and Canadian Forces. This year we will structure the workshop to facilitate greater audience participation. Group discussions will follow speaker presentations to help identify and develop the issues of sexual harassment from a research and applications perspective. We will examine such questions as: What is sexual harassment? What is the extent of its occurrence? How is sexual harassment related to important work processes and outcomes? Who is a likely offender? How do other nations develop and resolve these questions? The workshop discussion should lead to better identification of the issues, operational definitions, interventions, and meaning of this topic in the broader context of the military and society.

Mark your calendars! The workshop is scheduled for the entire day, Thursday, August 19, 1993 (the day before convention activities commence). You can earn Continuing Education (CE) credits through the workshop.

The cost of enrollment will be \$50.00. Preregister to assure a space in the workshop! To help development and planning of the workshop, we request that you register by June 15, 1992. Registration on-site will be accepted on a space-available basis. Please make checks payable to: Division 19 Workshop. For further information, contact:

James Griffith
Westat, Inc.
1650 Research Boulevard
Rockville, MD 20872

(301) 251-8280

NOMINATIONS FOR 1993 AWARDS

Dick Bloom

1993 Military Psychology Award

Each year, Division 19 solicits nominations of individuals who have made outstanding contributions to military psychology. The award is made for excellence in research, service, product development, or administration. Nominees are evaluated by a committee consisting of the Past-President (chair), the President, and the President-Elect of Division 19.

Nominees need not be members of Division 19 or even of APA. Nominations should include a 2-3 page statement explicitly denoting the aspects of the nominee's work that are considered exceptional. Nominations should also include a selection of supporting material in the form of articles, technical reports, product descriptions, or histories of service for review by committee members who may not otherwise be familiar with the nominee's contributions. Endorsements by others who may testify to the scientific merit or practical impact of the nominee's work are particularly helpful. The nominating statement and supporting materials should demonstrate the individual's current active involvement in military psychology, evidence of a series of outstanding contributions, and/or evidence of significant contributions to Division 19.

The nominating statement and supporting materials should address the following: Has the individual conducted research or inquiry that meets a high standard of quality? Does the individual's work have the potential for significantly influencing the field of military psychology? Are the insights gained from the individual's work likely to be thought-provoking and informative for scholars or practitioners from a wide range of specialties? Does the individual's work have significance in terms of contemporary psychology or social issues? Has the individual been active in Division 19, and if so, what are his/her accomplishments? Obviously, an individual will not have to satisfy all of the above criteria to qualify for the award. However, standardized documentation will assist the Awards Committee in placing the nominee's achievements in context regarding his/her contributions to military psychology.

Nominating statements and all supporting materials should be submitted in triplicate, by April 1, 1993, to Dick Bloom, PSC 2, Box 849, Sheppard AFB, TX 76311-5000.

1993 Yerkes Award

The Yerkes Award, named in honor of the father of military psychology, is for outstanding contributions to military psychology by non-psychologists. Previous Yerkes Award winners were Senator Daniel Inouye in 1986, the Honorable Craig Alderman, Deputy Under Secretary of Defense (Policy) in 1987, and General Maxwell R. Thurman, U.S. Army - retired, in 1988. In 1991, the award was presented to Mr. I. M. Greenberg, an economist, director of Project 100,000 under Robert McNamara, and Staff Director for President Reagan's Military Manpower Task Force.

Save for being a non-psychologist, nominees for the Yerkes Award should meet as many of the criteria for the Military Psychology Award as apply. Nominations should contain the same types of information and format as for the Military Psychology Award, and should be submitted to **Dick Bloom** by April 1, 1993.

1993 APA Awards

Each year, APA makes awards for science, practice, public interest, and education and training. Detailed information about the awards and nomination procedures are in the October APA Monitor. Although nominations can be from individuals as well as divisions, please submit nominations to Dick Bloom by January 1, 1993.

NOMINATIONS FOR DIVISION 19 OFFICERS

Brian Waters

This is the annual call for nominations for the elective offices of Division 19. This year, nominations are solicited for President-Elect and Secretary. The President-Elect serves a 1-year term (1993-1994), automatically succeeds to President for the following year, and then serves as Past President for 1 year. The term for Secretary is 3 years beginning with the 1993-1994 year.

The current President-Elect (Paul Gade) is the Chair, Nominations and Elections Committee, and is responsible for the election process. Other members of the Committee are the Members-at-Large. Only Division 19 fellows or members may be nominated for elected office. The Committee will determine the eligibility and willingness of the leading candidates for each office, and will submit the final ballot to the APA Central Office. Central Office mails the final Division 19 ballot as part of the official APA ballot.


Self-nominations are encouraged. Nominations of past officers are permitted.

Division 19 fellows, members, and associates may nominate and vote. Each person may nominate up to three candidates for each position. To ensure maximum overview of potential candidates, you may wish to consult the APA Directory which contains a membership roster.

Please complete the nomination ballot included in this issue of the Division 19 newsletter and mail to:

Dr. Paul A. Gade
PERI-RP
U.S. Army Research Institute
5001 Eisenhower Ave.
Alexandria, VA 22333-5600

DIVISION 19 NOMINATION BALLOT



The nomination ballot is designed as a tear-out form which can either be folded and mailed by itself or enclosed in an envelope to preserve anonymity. Remember to authenticate your ballot or the cover envelope by printing and signing your name. Deadline for nominations is 15 February 1993.

Please indicate up to three nominees for each position in rank order: (1) first choice, (2) second choice, and (3) third choice.

PRESIDENT-ELECT

(1) _____

(2) _____

(3) _____


SECRETARY

(1) _____

(2) _____

(3) _____

CUT HERE



Return to: Dr. Paul A. Gade
PERI-RP
U.S. Army Research Institute
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Alexandria, VA 22333-5600

TURN PAGE FOR FOLDING INSTRUCTIONS AND SIGNATURE AUTHENTICATION. IF YOU PREFER BALLOT ANONYMITY, PLACE BALLOT IN A SEPARATE ENVELOPE AND AUTHENTICATE IT WITH YOUR PRINTED NAME AND SIGNATURE ON THE ENVELOPE ONLY.

First Fold

Place
Stamp
Here

Dr. Paul A. Gade
PERI-RP
U.S. Army Research Institute
5001 Eisenhower Ave.
Alexandria, VA 22333-5600

Second Fold

Printed Name

Authenticating Signature

**APPLICATION FOR ASSOCIATE, MEMBER, OR AFFILIATE STATUS IN
THE DIVISION OF MILITARY PSYCHOLOGY (DIVISION 19)
OF THE AMERICAN PSYCHOLOGICAL ASSOCIATION**

Full Name _____ Date _____
Mailing Address _____
Telephone Number _____

Present Position _____

This application is for:

____ Associate
____ Member
____ Affiliate Status

Present APA membership status:

____ Nonmember (APA)
____ Associate (APA)
____ Member (APA)
____ Fellow (APA)

Status in other Divisions (Give Division Number):

Associate _____
Member _____
Fellow _____

Academic Training

<u>College or University</u>	<u>Degree</u>	<u>Date</u>	<u>Field</u>
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Masters/PH.D. Thesis Title (Give title for highest degree earned):

Advisor(s):

List two publications/presentations representative of your work:

1. _____
2. _____

Professional Experience (List present position first):

1. _____
2. _____
3. _____

I certify that the information contained in this application is correct to the best of my knowledge.

Signed _____ Date _____

Please return from at your earliest convenience to:

Steve Sellman
OASD (FM&P)
Accession Policy Directorate
Room 2B271; The Pentagon
Washington, DC 20301-4000

**DIVISION 19 OFFICERS AND COMMITTEES
AUGUST 1992 - AUGUST 1993**

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