

THE MILITARY PSYCHOLOGIST



THE OFFICIAL NEWSLETTER OF DIVISION 19 OF THE APA

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PRESIDENT'S MESSAGE

Brian Waters

A bit more than halfway through my tenure as Division President, my spirits are still high, but my back is bending a bit. In the Fall newsletter, I mentioned three goals for my year at the helm: (a) assuring the long-term viability of the Division, (b) addressing key issues affecting our membership, and (c) making the quality research done under the auspices of the military known to the behavioral science profession outside military circles.

With respect to the first goal, our Division membership appears to be increasing and we anticipate our financial status improving by the end of the membership year. **Steve Sellman** has been busy as membership chair. He sent surveys to people who had not paid current dues to find out if they were leaving the Division, and if so, why. He sent letters to heads of organizations who employ military psychologists to request recruiting help and to APA members who expressed an interest in Division 19 on their annual APA membership form. To date, these activities appear to be bearing fruit. Steve reports that 60 persons have applied for membership or affiliate status, and 31 have paid through April

30th. Membership is our life-blood--please keep up the recruiting efforts. **Deborah Isett**, our treasurer, has watched every cent like a hawk--even when I want to spend it. Despite slow membership renewal dollars, we're in reasonable financial shape as Deborah's treasurer's report shows later in the newsletter. Unfortunately, we did lose our Council seat for next year because we were shy 0.04% of the apportionment ballots (we needed 0.50% of the votes, but got only 0.46%). I charge our incoming President, **Paul Gade**, with fixing this problem!

The specific issues that I mentioned last fall (gays in the military, women in combat, sexual harassment in the military, psychopharmacological privileges for military psychologists, and the effects of the drawdown on the military) have truly surfaced with vengeance. Our Division's interaction with APA's Public Interest Directorate on the issue of gays and lesbians in the military has been constant. APA looks upon Divisions 19 and 44 (Gay and Lesbian Psychologists) as its in-house experts on this issue. At the request of APA, four representatives of the Division (**Jared Jobe, Dick Bloom, Christine Jaggi, and I**) attended a meeting on the Hill to provide a military research perspective to a coalition which drafted a letter of recommendations to the Clinton Administration. We also reviewed and provided input to the final version of this letter and to another sent to Senator Sam Nunn prior to his Senate Armed Services Committee hearings on the subject. Division representatives attended several other meetings as well.

Recent reports on the assignment of women in the military suggest that DoD will ignore the Presidential Commission's recommendation to prohibit women in combat aircraft and combat ships. Media reports say that prohibition against females in ground combat likely will remain. This is a significant issue for Division 19 because the decisions being made in this area impact on many of us directly and on the work that we do. I participated in the Roper Organization's testimony to the Commission on the results of the surveys of civilians and the military on attitudes on this issue. Other Division members also are doing research relevant to the utilization of women in the military (e.g., **Pat Thomas** at NPRDC and **Alma Steinberg** at ARI).

Russ Hibler, head of the Division 19 Practice Committee, has maintained close contact with the Psychologist Prescription Project conducted through USUHS and Walter Reed Army Medical Center. The project's success continues to be self-evident as the three military fellows (two Navy and one Army) are completing their 2 years of academics in the curriculum. Based on lessons learned, 9 months will be added to the 3-month clinical practicum that was to end in August 1993. In effect, there will be a total of 1 year clinical practicum combined with the academics in the management of all psychotropic medications. This will prepare the psychologists for assignments in which their hospital credentialing committees determine the formularies that they will be allowed to use at their assigned facilities. To date, most of the treatment emphasis has been for in-patient settings. Future plans call for integrating out-patient functioning in a general medical clinic and for redevelopment of a curriculum more tailored to specific needs of psychologists in these arenas. More changes are expected as a result of ongoing assessments by the American College of Neuropsychopharmacology.

Army Colonel **Gregory Laskow**, Project Director (Psychologist) and **Marvin Oleshansky**, Director of Training (Psychiatrist), will welcome nominees from each of the Services for the new class by July 1993. The perseverance of this project is in itself noteworthy, and its many milestones have been documented in a formal report recently provided to Congress.

The military drawdown is a moving target, to say the least. Bases are closing; units are being realigned; budgets are being reduced for recruiting, training, and assignment; and force size is falling drastically. DoD and the Services are trying to juggle changing force requirements, budget crunches, vocational counseling training, and placement programs for departing military personnel, and national service proposals, simultaneously. Our expertise on the effects on the people remaining in and leaving

the service is needed. **Pat Lerro, Janice Laurence,** and I met with Congressman Rick Santorum (R - PA) to discuss the military-to-civilian transition and the issue of gays in the military.

I haven't really accomplished very much towards my goal of publicizing military research, aside from making pleas to high-level policy makers and research managers that support is needed. I will attack this subject in my Presidential Address at the convention. My talk will be entitled "It Ain't Over Till It's Over: Implementation and Politic Issues in Research." I will lay out specific actions that I think will improve military research exposure in the general research community. I hope it is of interest and helps push us towards attaining my third goal.

The forthcoming convention program for Division 19 looks wonderful. **Jim Harris,** our program chair, and his program committee (**Deirdre Knapp, Dan Felker, Brian Sugden, Frank Norton,** and **Jane Arabian**) have done a terrific job. The symposia, in particular, should be of great interest and many of our sessions attracted co-sponsorship by other divisions. We also feature an invited address by Major Carol Barkalow, a graduate of the first West Point class that included women. She is the author of the well-received book In the Men's House. Carol's presentation of her experiences as a female West Point cadet, Army officer, and commander should be fascinating. I have read her book and anticipate a scintillating address. I'm also looking forward to attending as many Division 19 sessions as I can.

Jim Griffith has finalized plans for the pre-convention workshop at Toronto on August 19th in the Upper Canadian Room of the Royal York Hotel. (It starts at 8:30 a.m.) The workshop, "**Sexual Harassment in the Military**" will be co-sponsored by Division 14 (SIOP), and we will award 7 hours APA CEU credits to attendees interested in receiving them. Registration information is provided in the workshop announcement later in this newsletter. The workshop promises to be an exciting one. I will be there and I hope you will be too. Remember, it is the day before APA, on Thursday, August 19th. Talk the workshop up with your contacts and encourage them to join you there. A large turnout could go a long way to putting the Division on sound financial grounds.

A final request: **Paul Gade** will have a large number of vacancies to fill on our committees for the coming year. I have had wonderful support this year but many folks will rotate out in August. Even though our Division is small, it takes a lot of people to run the operations smoothly. We need new ideas and new blood. If you have any interest in helping out, please let Paul or me know.

In any case, thanks for a great year as Division President. Hopefully, I'll see you in Toronto. My duties next year as Past-President should permit much more time for my family and HumRRO. Both may consider this a prospect of dubious value.

EDITOR'S COMMENTS

Alma Steinberg

With this issue, I am completing my third and final year as editor of The Military Psychologist. One of the best things about being editor was the chance to meet and work with so many people in the Division. I am continually impressed with how much time and effort is volunteered by a dedicated group of people despite the many other demands on their time.

This issue highlights the Division program for this year's convention in Toronto. Come join us at the preconvention workshop, symposia, poster session, social hour, and hospitality suite!

MINUTES OF THE DIVISION 19 MID-YEAR EXECUTIVE COMMITTEE MEETING

Brian Waters

The Division mid-year meeting was held at HumRRO in Alexandria, Virginia on February 16, 1993. A combination of snow and last minute conflicts kept attendance down. Present were **Brian Waters, Deborah Isett, Joe Fishburne, Jared Jobe, Steve Sellman, Mike Fischl, Jim Harris, and Russ Hibler.**

Brian Waters reported that our Division again lost its seat on the APA council. We received .04% fewer apportionment votes than needed to retain it. Only 94 more votes were needed. (Each member can allocate up to 10 votes to the Division.) Only 231 out of over 400 members allocated at least one vote to the Division. Thus, 10 people who didn't vote at all could have put us over!

Brian also described a conference at the Senate Russell Office Building on December 7, 1992, sponsored by APA, on the proposed removal of the ban on gays and lesbians in the military. Representatives of 26 professional organizations, congressional staffers, and a large media contingent were present. **Dick Bloom, Jared Jobe, Christine Jaggi, and Brian Waters** represented the Division at the meeting. The Division was not cited specifically (our request), however we served as within-APA experts on DoD and Service policies, procedures, and attitudes. A report of the meeting entitled Sexual Orientation Discrimination in the U.S. Military was written by Clinton Anderson of APA.

Deborah Isett provided current and budgeted status of the Division. An inconsistency still exists between our paid membership roster and APA-provided membership rolls. We are working to resolve the discrepancy. Deborah reported a very tight budget for the August meeting.

Jim Griffith sent his report on the workshop on "Sexual Harassment in the Military." Advertising has been started. Division 14 (SIOP) will cosponsor the workshop and give CEU credits for attendance.

Mike Fischl reported for **Dave Mangelsdorff** on Fellows Committee activities. As of meeting time, two nominations had been received.

Steve Sellman presented the Membership Committee report. He had received a list of unpaid members from APA, and was writing to them to find out if they intended to retain their Division membership, and if not, why.

Jim Harris reviewed program submittals and acceptances for Toronto. A strong 26-hour program was briefed.

Brian Waters read **Marty Wiskoff's** Military Psychology journal report. Marty had received 42 submissions, the same number as this time last year. He reported that quality was generally good.

Russ Hibler described activities of the Practice Committee. Psychopharmacological privileges for military clinical psychologists remains an issue.

Brian Waters announced that **Bill Strickland** of the Armstrong Laboratory would replace **Dave Payne** on the Science Committee, and that **Chuck Curran** would join **Alma Steinberg** on the Newsletter Committee. Chuck will become newsletter editor in August.

THEME FOR THE 1994 CONVENTION

Paul Gade

As President-Elect of Division 19, I would like to suggest **Organizational Change: Diversity and Downsizing** as our Division theme for next year's (August 1994) APA convention. I know it's early -- we haven't even had this year's convention yet -- but the call for papers for the 1994 convention will be sent out with the October APA Monitor and the proposals will be due to the reviewers in mid-December. I'd like to solicit papers and especially symposia on all sorts of topics related to the tremendous organizational changes the military services are dealing with and researching. Some suggested topics are: new clinical, training, and/or leadership requirements for alternative missions such as peacemaking, peacekeeping, drug interdictions, civil disturbance control, and disaster relief; homosexuals in the military services (maybe this could be our pre-convention workshop since the ban may be lifted by then and there will be much interest in how to deal with this new level of diversity); women and minorities in the military -- life after the presidential commission; and the continuing impact of downsizing on military organizations and military careers. We might want to co-sponsor a workshop or symposium with other divisions who might be interested in these topics. For example, the Division of Peace Psychology has indicated that it might be interested in co-sponsoring programs related to peacemaking and peacekeeping.

Put your thinking caps on! I know what a creative bunch you are and I'm sure you'll come up with all sorts of ideas. If anyone has a burning urge to organize a pre-convention workshop around one of these topics, please let me know right away. Believe me, it's not too early to get started!

TREASURER'S REPORT

Deborah Rogers Isett

We are half-way through the 1993 membership year and looking forward to the convention. Our current balance of \$4,803.62 is lagging behind the same time last year due to several factors: (a) our membership revenue is down -- approximately \$700 from last year, (b) journal publication is up -- there has been an increase in the estimated journal subscription rate, and (c) costs for publication of the newsletter have increased. It is our hope, however, that with the membership drive conducted by **Steve Sellman**, our membership revenue will increase. Also, we are hosting what promises to be an outstanding workshop this year which should bring in additional funds.

As we move toward the end of this year, we look forward to continued member support. Our Division officers are here to provide you with information you need or to answer questions you may have about the Division. If you are not receiving the service and the benefits you are due as a Division member, please do not hesitate to call upon us. I can be reached at (703)836-8675 or:

Deborah Rogers Isett
P.O. Box 2744
Arlington, VA 22202

APA DIVISION 19 - BALANCE SHEET 1993

As of April 20, 1993

<u>Income</u>		
Beg Bal - Nations		\$646.22
Beg Bal - Hancock		\$742.74
	Subtotal	<u>\$1,388.96</u>
Member Revenue		\$6,415.00
Affiliate Revenue		\$606.00
Dues Exempt Revenue		\$177.00
	Subtotal	<u>\$7,198.00</u>
Convention Revenue		\$0.00
Leadership Conference		\$25.00
TOTAL INCOME		\$8,611.96
<u>Obligations</u>		
LEA	\$2,200.00	
APA Division Services	\$1,593.63	
Convention Expenses	\$0.00	
Account Expenses	\$14.71	
Payment to APA	\$0.00	
TOTAL OBLIGATIONS		\$3,808.34
FY 1993 TOTAL		<u>\$4,803.62</u>

APA DIVISION 19 - MID-YEAR BUDGET

1992-1993 Membership Year

<u>Income</u>		
Beg Bal - Nations Bank (9-1-92)		\$646.22
Beg Bal - Hancock (9-1-92)		\$742.74
	Subtotal	<u>\$1,388.96</u>
Dues & Assessments*		\$7,360.00
Interest		\$25.00
Convention Revenue (Workshop)		\$1,500.00
Leadership Conference		\$25.00
	Subtotal	<u>\$8,910.00</u>
TOTAL ASSETS		\$10,298.96
<u>Obligations</u>		
LEA**		\$4,535.00
APA Division Services***		\$3,200.00
Convention Expenses		
Hospitality Suite	\$900.00	
Social Hour	\$450.00	
Workshop	\$400.00	
Awards	\$200.00	
Subtotal		\$1,950.00
Divisional Affairs		
APA Costs for Membership	\$250.00	
Mid-Winter Executiver Meeting	\$75.00	
Division Memberships in Associations	\$75.00	
Loan Payment to APA	\$500.00	
Subtotal		\$900.00
TOTAL LIABILITIES		\$10,585.00
NET PROFIT/(LOSS) for the YEAR		<u>(\$286.04)</u>

*Assumes 300 members/associates/fellows, 30 affiliates, and 20 dues exempt

**Assumes 350 publication recipients (plus \$685 debt from 1992)

***Includes 2 issues of the newsletter, printing and mailing costs, and APA Division Services support

MEMBERSHIP COMMITTEE REPORT

Steve Sellman

For 1993, there are 461 fellows, members, and associates in Division 19. In addition, as of April 30, 60 people have applied and been accepted as new members or affiliates. Thirty-one already were APA members or associates, and 29 are non-APA affiliates. Of the 60, 31 have paid their 1993 dues and are now fully participating Division 19 members. Demographically, 38 are men and 22 are women. Four are Canadians and two are from Israel.

A major area of concern for the Membership Committee is the loss of members, either through resignation or failure to pay dues. To learn more about such Division attrition, we sent a questionnaire to the 67 people who dropped out of Division 19 in 1992-93. The questionnaire covered perceptions of advantages and disadvantages of APA as well as Division 19 membership. To date, eight people (12 percent) have returned the questionnaires. Although the results are hardly generalizable, all eight discontinued their APA membership because of excessive dues, and none expressed any displeasure with Division 19. I have invited all eight to resume their Division 19 association as non-APA member affiliates. Hopefully, by convention time, more returns will be available.

ANNOUNCEMENTS

INVITED ADDRESS

Division 19's invited address for the Toronto meeting features Major Carol Barkalow, U.S. Army. Major Barkalow was a member of West Point's first "coed" graduating class in 1980. She authored In the Men's Room, which was published in hardcover, and recently in paperback, by Poseidon Press. The book covers her experiences as a cadet and as an Army officer in Germany and in the U.S. It is an amusing, forthright, disturbing, and detailed account of what it is like to be a female Army officer. The address will be on Saturday, August 21st at 11:00 a.m. in the Kingsway Room of L'Hotel.

REQUEST FOR PAPERS

Laurel Oliver is collecting papers or reports, published or unpublished, that deal with group cohesion in military units. She will use these, in part, for a meta-analysis on the cohesion-performance relationship. However, papers/reports need not involve performance and group cohesion may be conceptualized as a dependent, independent, or moderator variable. If you know of any papers which fall into this category, call Laurel at (703)274-8293/DSN 284-8293 or write to her at the address below. She needs as complete a reference as possible (authors, title, data, source) or -- better still -- a copy of the paper.

Laurel Oliver
U.S. Army Research Institute
5001 Eisenhower Avenue
Alexandria, VA 22333-5600

MEMBER NEWS

Gregory Laskow, Colonel, U.S. Army, who is currently Psychology Consultant to the Army Surgeon will transfer this role during the summer to Dennis Grill, Lt. Colonel (promotable) who currently serves as Health Services Command Psychology Consultant at Brooke Army Medical Center in San Antonio. Congratulations to Greg for his support of Division 19 activities, and in particular, for shepherding the Psychologist Prescription Project which has required state-of-the-art diplomacy as well as expertise. He will continue in this position as Project Director as well as Chief of Psychology at Walter Reed Army Medical Center.

Congratulations to **Dick Bloom** on his new assignment in Panama. We wish him the best of luck!

Ed Fleishman was recently honored by the American Psychological Society which named him James McKeen Cattell Fellow in Applied Psychology. This is the first year this annual award has been given. Ed also was recently awarded a 10-day appointment as Elizabeth Mao Visiting Professor by the University of Hong Kong.

NOMINATIONS FOR FELLOW STATUS

David Mangelsdorff

The status of Fellow of APA and the Division is a singularly high honor. The nomination procedure is initiated by the Division, with final approval being made by APA. Criteria for Fellow status are:

- No less than 5 years of postdoctoral experience related to military psychology
- Contribution to military psychology that can be considered outstanding
- Current active involvement in military psychology; can be research, practice, teaching, administration, or any combination
- Current APA and Division 19 membership

The Fellows Committee of Division 19 will consider nominations, from any member, to include self-nomination. Potential nominees are urged to contact the Fellows Committee Chair as soon as possible for details and deadlines.

Contact: David Mangelsdorff
3410 Turtle Village Drive
San Antonio, TX 78230

WORKSHOP ON CONTEMPORARY ISSUES: SEXUAL HARASSMENT IN THE MILITARY

As a part of the pre-convention activities at this summer's APA convention in Toronto, Division 19 (Military Psychology) and Division 14 (Industrial/Organizational Psychology) are sponsoring a Continuing Education Workshop. The topic is "Sexual Harassment in the Military." Workshop discussants represent each of the U.S. military services, DoD civilians, and Canadian Forces. The workshop is structured to facilitate audience participation. Group discussions after panel presentations help identify and develop the issues of sexual harassment from research and applications perspectives. We 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 "at-risk" to sexually harass? How do other nations develop and resolve these questions? The workshop discussion should lead to a better identification of issues, operational definitions, interventions, and the meaning of this topic in the broader context of the military and society.



Mark your calendars! APA meets in Toronto, Canada. The workshop is scheduled the day before APA convention activities begin, on Thursday, 19 August 1993, 8:30 a.m. to 5:00 p.m. The workshop will be held at the Royal York Hotel, the Upper Canadian Room. The workshop offers 7 Continuing Education credit hours through the APA. Registration on-site will be accepted on a space-available basis. To assure a space in the workshop, pre-register! The cost of enrollment is \$50.00. Please make checks payable to: Division 19 Workshop. For more information, contact:

James Griffith
24436 Cutsail Drive
Damascus, MD 20872
Tel: 301-279-3845

DIVISION OF MILITARY PSYCHOLOGY CONVENTION PROGRAM

TIME	THURSDAY	FRIDAY	SATURDAY	SUNDAY	MONDAY	
0700-0750			DIVISION 19 EXECUTIVE COMMITTEE MEETING			
0800-0850			RY - Confederation Room # 3			
0900-0950	WORKSHOP	SYMPOSIUM "Impact of Gender on Selected Military Issues"			PAPER SESSION "Mental Health Issues for Veterans" RY - Salon B	
1000-1050	"SEXUAL HARASSMENT IN THE MILITARY"	LH - Oakville Room	SYMPOSIUM "Latent Structure of Performance: More Theory, More Research" LH - Kingsway	SYMPOSIUM "Multiculturalism in the Navy" CC - 103B	SYMPOSIUM "Prescreening for Behavioral Adjustment in the Military" CC - 203A	
1100-1150		PAPER SESSION "Military Human Factors and Personnel Research" CC - 203A	INVITED ADDRESS "In the Men's House" MAJ Carol Barkalow (U. S. Army) LH - Kingsway			
1200-1250		PAPER SESSION "Clinical Issues in the Military" CC - 201D				
1300-1350		Sponsored by	SYMPOSIUM "The New ASVAB" CC - 202A	SYMPOSIUM "Family Support Programs and Role of the Military in Society" CC - 202C	SYMPOSIUM "Methodological Issues in Military Surveys and Implications for Data Quality" CC - 202A	SYMPOSIUM "Helping Military Families Cope with Deployments" RY - Salon B
1400-1450		Divisions 14 and 19				
1500-1550			SYMPOSIUM "Cohesion: Current Issues and Future Directions" LH - Kingsway Room		DIVISION 19 BUSINESS MEETING RY - Tudor # 7	SYMPOSIUM "Substance Use in the Military: 1992 Worldwide Survey" RY - Confederation # 3
1600-1650		RY - Upper Canadian Room	POSTER SESSION CC - Exhibit Hall	SYMPOSIUM "Next Generation Computerized Testing" CC - 202C	DIVISION 19 PRESIDENTIAL ADDRESS Brian Waters "It Ain't Over Till It's Over: Implementation and Politic Issues in Psychological Research" RY - Tudor # 7	
1700-1750					DIVISIONS 14/19 SOCIAL HOUR RY - Tudor # 8	
1800-1850			DIVISION 19 HOSPITALITY SUITE			
1900-????				DIVISION 19 HOSPITALITY SUITE		

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LH - L' Hotel
 RY - Royal York Hotel
 CC - Toronto Convention Centre

CONVENTION PROGRAM
Division of Military Psychology
Program Committee

James H. Harris, Chair, Jane Arabian, Daniel Felker, Deirdre J. Knapp,
Frank Norton, and Brian W. Sugden

Sessions will be held in either the Metro Toronto Convention Centre, Royal York Hotel, or the L'Hotel. Please note that this is not an official program; only the APA-published program is official.

DIVISION 19 PROGRAM

FRIDAY, AUGUST 20, 1993

9:00-10:50

Oakville Room, L'Hotel

SYMPOSIUM: THE IMPACT OF GENDER ON SELECTED MILITARY ISSUES

Shirley M. Ross, Anheuser-Busch, Chair

Participants:

Shirley M. Ross, Anheuser-Busch, Women's Trust in Leadership: Results of Recent Air Force Study.

Judy D. Roomsburg, Headquarters, U.S. Air Force, Organizational Lost Time: Subgroup Measurement and Representation.

G. Jeffrey Worst, Booz-Allen & Hamilton, Gender Fairness and Score Reporting for the ASVAB.

Deborah Rogers Isett, Independent Consultant, The Force Drawdown and Women: A Five Year Assessment.

Karen O. Dunivin, Office of the Secretary of Defense (FM&P), Concept of the Social World and Consequences for Military Women.

FRIDAY, AUGUST 20, 1993

11:00-11:50

Room 203A, Convention Centre

PAPER SESSION: MILITARY HUMAN FACTORS AND PERSONNEL RESEARCH

James H. Harris, Human Resources Research Organization, Chair

Participants:

Thomas D. Kane and Trueman R. Tremble, U.S. Army Research Institute, An Application of Cognitive Resource Theory to Military Leadership.

Brad D. Scott and LTC Johnston Beach, U.S. Military Academy, C³ Decision Making.

Robert P. Steel and Guy S. Shane, Air Force Institute of Technology, Correlates of the Absenteeism and Performance of National Guard Personnel.

William B. Michael and Barbara McNeely Foraker, University of Southern California, Validation of a Self-Concept Measure in a Military Setting.

FRIDAY, AUGUST 20, 1993
12:00-12:50

Room 201D, Convention Centre

PAPER SESSION: CLINICAL ISSUES IN THE MILITARY
Brian K. Waters, Human Resources Research Organization, Chair

Participants:

Moshe Israelashvili and Sipora Magen, Tel-Aviv University,
Encouraging Family Supporting Behavior: A Community Intervention.

W. Brad Johnson, Department of Mental Health, Pearl Harbor Naval
Medical Clinic, and Robert M. Schlegel, U.S. Naval Academy, Ethical-
Legal Quagmires for Military Psychologists.

John P. Allen and Joanne B. Fertig, National Institute on Alcohol
Abuse and Alcoholism, A Brief Measure to Identify Hazardous Drinking
in Army Personnel.

A. David Mangelsdorff, Directorate of Health Care Studies and
Clinical Investigations, Fort Sam Houston, Patient Attitudes and
Behaviors in Army Medical Facilities.

FRIDAY, AUGUST 20, 1993
1:00-2:50

Room 202A, Convention Centre

SYMPOSIUM: THE NEW ASVAB
Lauress L. Wise, Defense Manpower Data Center, Chair

Participants:

Lauress L. Wise, Defense Manpower Data Center, Introducing the New
ASVAB.

John Wolfe, Navy Personnel Research and Development Center, The
Enhanced Computer Administered Test (ECAT) Battery Validity Study.

Kathleen Moreno, Navy Personnel Research and Development Center, The
Operational Test and Evaluation of CAT-ASVAB.

James R. McBride, Human Resources Research Organization, and Paul
Hogan, Decision Sciences Consortium, Inc., Identification of
Alternative ASVAB Testing Concepts.

Linda T. Curran, Defense Manpower Data Center, Plans and Issues in
Implementing the New ASVAB.

Discussants:

W.S. Sellman, Office of the Secretary of Defense (FM&P).
Fritz Drasgow, University of Illinois.

FRIDAY, AUGUST 20, 1993

3:00-3:50

Kingsway Room, L'Hotel

SYMPOSIUM: COHESION: CURRENT ISSUES AND FUTURE DIRECTIONS

A. David Mangelsdorff, Directorate of Health Care Studies
and Clinical Investigations, Fort Sam Houston

Participants:

Guy L. Siebold, U.S. Army Research Institute, The Case for Unit Cohesion.

James Griffith, Montgomery County Public Schools, Military Cohesion Revisited: How Meaningful a Psychological Construct to Units?

Dale Alexander, University of North Carolina, Department of Family Medicine, A. David Mangelsdorff, Directorate of Health Care Studies and Clinical Investigations, Fort Sam Houston, Kathy Platoni, Scott Middleton, and Roy Gruenther, U.S. Army Reserves, Psychological Distress in Army Reserve Units After Operation Desert Shield/Storm.

A. David Mangelsdorff, Directorate of Health Care Studies and Clinical Investigations, Fort Sam Houston, and Dale Alexander, University of North Carolina, Department of Family Medicine, Cohesion in Army Reserve Units After Operation Desert Storm.

FRIDAY, AUGUST 20, 1993
4:00-4:50

Exhibit Hall, Convention Centre

POSTER SESSION

Participants:

Alma G. Steinberg and Beverly C. Harris, U.S. Army Research Institute, Interpreting Leadership Ratings.

Ralph G. Burr, Daniel W. Trone, Elmer J. Labrance, and Christopher S. Parrish, Naval Health Research Center, Microclimate Cooling Effect on Perceived Exertion in Four Heat/Exercise Scenarios..

Kenneth W. Wegner, Boston College, Using OCCU-FIND Interest Classifications in Military Career Exploration.

James E. Driskell, Florida Maxima Corporation, Carolyn Copper, U.S. General Accounting Office, and Aidan Moran, University College Dublin, Does Mental Practice Enhance Performance?

Suzanne L. Hurtado and Terry L. Convay, Naval Health Research Center, Smoking Behavior Change Following a U.S. Navy Recruit No-Smoking Policy.

Lex L. Merrill, Daniel E. Braun, Naval Health Research Center, Lawrence J. Lewandowski, Syracuse University, Selective Attention Abilities of Experienced Sonar Operators.

Michelle L. Kelley, Peggy A. Herzog-Simmer, and Marci A. Harris, Old Dominion University, The Effects of Military-Induced Separation on Deploying Mothers.

Carolyn M. Copper, U.S. General Accounting Office, The Analysis of Tactical Psychological Operations.

Larry J. Grandmason, Canadian Forces Personnel Applied Research Unit, Steven J. Stein, Multi-Health Systems Inc., and George J. Huba, The Measurement Group, Converting Two Paper-and-Pencil Tests to Computer Administered Format.

Theresa E. Sykes, Robert M. Spaulding, II, and Michael G. Sanders, U.S. Army Research Institute, Fort Gordon Field Unit, U.S. Army Support to Middle School Math and Science 2000.

SATURDAY, AUGUST 21, 1993
7:00-8:50

Confederation Room #3, Royal York Hotel

EXECUTIVE COMMITTEE MEETING

Brian K. Waters, Human Resources Research Organization, Chair

SATURDAY, AUGUST 21, 1993
10:00-10:50

Kingsway Room, L'Hotel

SYMPOSIUM: THE LATENT STRUCTURE OF PERFORMANCE: MORE THEORY, MORE RESEARCH

Michael G. Rumsey, U.S. Army Research Institute, Chair

Participants:

Rod McCloy, Human Resources Research Organization, Scott Oppler, American Institutes for Research, John Campbell, University of Minnesota, and Chris Sager, American Institutes for Research, Latent Structure of Performance and Consistency Across Organizational Levels and Cohorts.

John P. Campbell, University of Minnesota, Norman Peterson, American Institutes for Research, Jeff Johnson, Mark Fellows, University of Minnesota, and Scott Oppler, American Institutes for Research, Predicting Performance with Performance: Convergent and Divergent Validity.

Norman Peterson, American Institutes for Research, John Campbell, University of Minnesota, Rod McCloy, Human Resources Research Organization, Jeff Johnson, and Mark Fellows, University of Minnesota, Test Battery Selection: Training Criteria Versus Job Performance Criteria.

SATURDAY, AUGUST 21, 1993
11:00-11:50

Kingsway Room, L'Hotel

INVITED ADDRESS: IN THE MEN'S HOUSE

Brian K. Waters, Human Resources Research Organization, Chair

MAJ Carol A. Barkalow, Strategic Mobility Division,
HQ, Department of the Army.

SATURDAY, AUGUST 21, 1993

2:00-2:50

Room 202C Convention Centre

SYMPOSIUM: FAMILY SUPPORT PROGRAMS AND ROLE OF THE MILITARY IN SOCIETY

M. Shelley Perry, Westat, Inc., Chair

Participants:

Michael J. Wilson, LTC (Ret.) Terry W. White, Westat, Inc., and Gamine Meckel, Defense Manpower Data Center, Family Support Services of the United States Military.

LTC R.G. McLellan, Director, Military Family Support Program, Ottawa, Canada, Military Family Support Services of the Canadian Military Forces.

Friederich Steege, Deputy Chief, Psychological Services of the Federal Armed Forces, Germany, Military Family Support Services of Germany During Cold War Era.

Gary Resnick, Westat, Inc., and COL Shmuel Kron, Department of Mental Health, Israel Defense Force, Military Family Support Services of the Israel Defense Force.

Discussants:

Veronica F. Nieva, Westat, Inc.

LTC John P. Nelson, Office of the Secretary of Defense (FM&P).

SATURDAY, AUGUST 21, 1993

4:00-4:50

Room 202C, Convention Centre

SYMPOSIUM: NEXT GENERATION COMPUTERIZED TESTING

Patrick C. Kyllonen, U.S. Air Force, Armstrong Laboratory, Chair

Participants:

Patrick C. Kyllonen, U.S. Air Force, Armstrong Laboratory, The Cognitive Abilities Measurement (CAM) Battery: The First 1,000 Cases.

Phillip L. Ackerman, University of Minnesota, "Back to Binet" or "On to Nintendo?"

Isaac I. Bejar, Educational Testing Service, A Generative Approach to Assessment With Complex Performance Tasks.

Clinton B. Walker, Jay M. Silva, and Henry H. Busciglio, U.S. Army Research Institute, Next Generation Computerized Testing for the Army.

David Alderton and Gerald Larson, Navy Personnel Research and Development Center, The ECAT Validity Study and the Future of Computer Administered Testing.

Discussant:

William Alley, U.S. Air Force, Armstrong Laboratory.

SUNDAY, AUGUST 22, 1993

10:00-11:50

Room 103B, Convention Centre

SYMPOSIUM: MULTICULTURALISM IN THE NAVY

Patricia J. Thomas, Navy Personnel Research and Development Center, Chair

Participants:

Jack E. Edwards, Paul Rosenfeld, Marie D. Thomas, and Patricia J. Thomas, Navy Personnel Research and Development Center, Navy Research on Diversity: An Update.

Paul Rosenfeld and Amy Culbertson, Navy Personnel Research and Development Center, Assessing Equal Opportunity Climate: Integrating Navy-Wide and Command-Level Approaches.

Marie D. Thomas and Stephanie Booth-Kewley, Navy Personnel Research and Development Center, Emotional Responses to Pregnant Navy Women in the Work Place.

Stephanie Booth-Kewley and Marie D. Thomas, Navy Personnel Research and Development Center, Women in Combat: Opinions of Navy Personnel.

D. Stephen Nice and Susan M. Hilton, Naval Health Research Center, Navy Women Health Care Professionals in the Gulf War.

Discussant:

Martin Wiskoff, BDM International, Inc.

SUNDAY, AUGUST 22, 1993

1:00-2:50

Room 202A, Convention Centre

SYMPOSIUM: METHODOLOGICAL ISSUES IN MILITARY SURVEYS AND IMPLICATIONS FOR DATA QUALITY

Joel M. Savell, U.S. Army Research Institute, Chair

Participants:

Judy D. Roomsburg, Headquarters, U.S. Air Force, Data Quality Issues in Air Force Survey Research.

Timothy W. Elig, U.S. Army Research Institute, Evolving Information Requirements and Survey Technologies in the U.S. Army.

Jack E. Edwards, Paul Rosenfeld, Stephanie Booth-Kewley, and Marie D. Thomas, Navy Personnel Research and Development Center, Methodological Issues in Navy Surveys.

Discussants:

Jared B. Jobe, National Center for Health Statistics.
Roger Tourangeau, National Opinion Research Center.

SUNDAY, AUGUST 22, 1993
3:00-3:50

Tudor Room #7, Royal York Hotel

DIVISION BUSINESS MEETING

Brian K. Waters, Human Resources Research Organization, Chair

SUNDAY, AUGUST 22, 1993
4:00-4:50

Tudor Room #7, Royal York Hotel

**DIVISION PRESIDENTIAL ADDRESS: IT AIN'T OVER TILL IT'S OVER:
IMPLEMENTATION AND POLITIC ISSUES IN RESEARCH**

Paul Gade, U.S. Army Research Institute, Chair
Brian K. Waters, Human Resources Research Organization

SUNDAY, AUGUST 22, 1993
5:00-6:50

Tudor Room #8, Royal York Hotel

DIVISION SOCIAL HOUR

Brian K. Waters, Human Resources Research Organization, Chair

MONDAY, AUGUST 23, 1993

9:00-9:50

Salon B, Royal York Hotel

PAPER SESSION: MENTAL HEALTH ISSUES FOR VETERANS

Deirdre J. Knapp, Human Resources Research Organization, Chair

Participants:

Robert C. Hulsebus, Eisenhower Army Medical Center, David Ruhland, Veterans Administration Medical Center, Elizabeth E. Correnti, M.D., Eisenhower Army Medical Center, Alice Nelson, 97th General Hospital, and Frank Gonzales, U.S. Public Health Service Hospital, Psychiatric Casualties of Operation Desert Shield/Desert Storm.

Darlene S. Klein, Veterans Administration Medical Center, Impact of Combat-Related PTSD on Intimate Relationships.

Janet K. Willer, Department of Veterans Affairs, Mental Health Needs of Female Veterans.

Glena L.N. Schubarth, Lawrence J. Wahlberg, and Peter T. Montgomery, Denver VA Medical Center, Impact of Brief Inpatient Treatment of Vietnam Veterans with PTSD.

MONDAY, AUGUST 23, 1993

10:00-11:50

Room 203A, Convention Centre

SYMPOSIUM: PRESCREENING FOR BEHAVIORAL ADJUSTMENT IN THE MILITARY

Brian K. Waters, Human Resources Research Organization, Chair

Participants:

Martin Wiskoff, BDM International, Inc., Prescreening for Military Jobs.

Jeff Barnes, Human Resources Research Organization, Youth Pool Morally Qualified for Military Service.

Chuck Curran, Human Resources Research Organization, Relationship Between Preservice Offense Histories and Unsuitability Discharges.

Eli Flyer, Personnel Assessment, Inservice Criminal Behavior--Another Measure of Adjustment to Military Life.

Discussant:

W.S. Sellman, Office of the Secretary of Defense (FM&P).

MONDAY, AUGUST 23, 1993

1:00-2:50

Salon B, Royal York Hotel

SYMPOSIUM HELPING MILITARY FAMILIES COPE WITH DEPLOYMENTS

D. Bruce Bell, U.S. Army Research Institute, Chair

Participants:

Gerald M. Croan and Barbara J. Janofsky, Caliber Associates, How Children in Non-Traditional Military Families Coped with Desert Storm.

James Griffith, Montgomery County Public Schools, and M. Shelly Perry, Westat, Inc., Reservists' Views of Role Conflicts Before and After Desert Storm.

Richard Fafara, U.S. Army Community & Family Support Center, Army Family Support Services During Operations Desert Shield/Storm: The Spouses' View.

D. Bruce Bell and Timothy W. Elig, U.S. Army Research Institute, Helping Army Families Cope with Deployments: Lessons Learned from Desert Storm and Somalia.

Discussant:

Charles R. Figley, Director, Inter-divisional Program in Marriage and Family Therapy, Florida State University.

MONDAY, AUGUST 23, 1993

3:00-4:50

Confederation Room #3, Royal York Hotel

SYMPOSIUM: SUBSTANCE USE IN THE MILITARY: 1992 WORLDWIDE SURVEY

Robert M. Bray, Research Triangle Institute, Chair

Participants:

Robert M. Bray and Larry A. Kroutil, Research Triangle Institute, Prevalence and Trends in Substance Use in the Military.

James W. Luckey, George H. Dunteman, Sara C. Wheelless, and Robert M. Bray, Research Triangle Institute, Negative Effects of Alcohol and Other Drugs among Military Personnel.

Mary Ellen Marsden, Brandeis University, Robert M. Bray, Larry A. Kroutil, and Sara C. Wheelless, Research Triangle Institute, Military and Civilian Comparisons of Substance Use.

Larry A. Kroutil and Robert M. Bray, Research Triangle Institute, Effects of Desert Storm on Substance Use in the Military.

Discussants

Ralph E. Bally, Office of the Assistant Secretary of Defense, (Health Affairs).

C. Peter Brock, Office of the Assistant Secretary of Defense, (Health Affairs).

**DIVISION 19 OFFICERS AND COMMITTEES
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