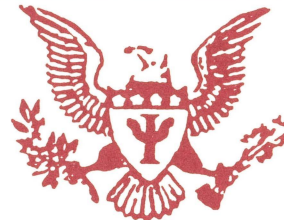


# THE MILITARY PSYCHOLOGIST

The Official Newsletter of Division 19 of the APA



Volume 10, Number 2

Spring/Summer 1994

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## PRESIDENT'S MESSAGE

**Paul Gade**

It is with great sadness that I report to you that **Chuck Curran**, Co-editor of the Newsletter and strong supporter of the Division, died on March 2, 1994. Chuck was suffering from cancer and succumbed to the disease after a battle of more than a year. During this time, Chuck effectively carried out his commitments to the Division and remained optimistic despite his difficulties. We will miss Chuck and his contributions to the division greatly.

**Special Thanks.** This is the last Newsletter in which I will have the opportunity to thank all the members of my administration for their support and good works for the Division during my tenure as President. I especially want to thank our Program Chair, **Deirdre Knapp**, for a super job of putting together an excellent program for our annual meeting in Los Angeles this August. I am looking forward, as I know you are, to participating in that program. As those of you who have been Program Chair know, this is one of the toughest jobs in the Division, and Deirdre deserves a special thanks from all of us.



I also want to give a special thanks to **Jim Griffith**, our Newsletter Editor who while being so very patient with our late submissions has managed to improve our Newsletter by developing articles of interest to a broad range of our membership. **Jared Jobe** also deserves a special recognition not only for his efforts in putting together a great pre-convention workshop in collaboration with Division 44 but for his continuing advice and support in other Division business matters. I also want to thank our Treasurer, **Debbie Isett**. She has been enormously helpful as our "rod and staff" in guiding the Division through the perilous valley of APA. I would be remiss if I failed to take special note of the fantastic job **Marty Teplitzky** has done for us as our membership chair. She has continued the difficult job of straightening out the membership roles with APA while developing creative new ways to expand our Division membership. Finally, I want to thank all the members of the Executive Committee and the special committee chairs. It has been a real pleasure working with all of you. The Division is indeed fortunate to have such valuable resources to draw on. Not the least of those resources is your President-Elect, **Steve Goldberg**. Steve has some innovative plans for moving the Division forward and I look forward to continuing to work with him during his administration.

**Advertising Ban on DoD.** Let me bring you up to date on what I've done to move toward lifting the advertising ban placed on DoD. I have written a letter to Dr. Oliva Espin, President of Division 44, to asking her to enlist her Division's support for our request to remove the ban. I will continue to work this issue before and during the convention. Now that the DoD position on homosexuals in the military services is based on a law enacted by Congress and signed by the President and not merely a DoD policy, I think our case is much stronger for removing the ban. I hope to have more news on this at the convention.

**APA Convention Activities.** Since this is the pre-convention issue of our Newsletter, I want to call your attention to several special events planned for the convention. First is the superb pre-convention workshop on Thursday that **Jared Jobe** and **Ralph Carney** have put together with Greg Herek of Division 44. The issues to be discussed there will have wide appeal to both researchers and clinicians alike. Don't miss the new Fellows address on Monday, August 15. **Jared Jobe** will give the address this year. The new Fellows address was reinstated by **Dick Bloom** when he served as President, and I believe it is a nice tradition to continue. The focus of these addresses should be on a career review by the new Fellow describing significant turning points in his or her career development. I don't believe we ought to force new Fellows to do this if they are really feel uncomfortable doing it; however, I think all new Division fellows should consider doing it because these addresses can provide insights and perspectives to younger Division members and prospective new members that can be very helpful for interpreting and developing their own careers.

I also want to *call your attention to the invited address by Dr. Larry Korb on Saturday, August 13, at 1:00 p.m.* Larry has graciously agreed to spend one whole day with us at our pre-convention workshop and to give an invited address on National Security Issues on Saturday. As most of you know, Larry is an excellent speaker and was a key figure in the DoD during the Reagan years. Larry, now a fellow at the prestigious Brookings Institution, continues to be a student of national policy issues, especially those affecting Defense. Let's be sure to extend a warm welcome to Dr. Korb by turning out a large crowd for his talk. You should also note that we will not have a hospitality suite this year. We tried but it just proved to be too costly for our Division to do so. Instead, we will have jointly sponsored social hours on Saturday and Sunday evenings that we hope will serve some of the same purposes. I'm also working on a third, jointly sponsored social for Friday night but was unable to finalize that before the Newsletter deadline. You will have to check with us at the convention about this one. We hope to have a few surprises for you at the business meeting this year. Be sure to attend if you can.

**The Downsizing.** The downsizing of the military services continues to affect our division members. The numbers of uniformed psychologists has shrunk considerably over the last two

years and civilian psychologists positions have been eroded by DoD and individual service hiring freezes. Most recently, early retirement incentives have been offered to personnel at the NPRDC and ARI, and I hear that NPRDC is anticipating a Reduction in Force (RIF) following on the heels of its early retirements. All of this will have a direct impact on our Division. Those who are retiring or being forced out by RIFs may feel the financial need to drop out of APA. However, they need not lose contact with the Division. They can still remain active in the Division by becoming an Associate Member which does not require APA membership.

The downsizing has resulted in massive restructuring of the military services and changes in the missions the services undertake. Not all of the news is bad, however. Special Operations forces have grown and Peace Operations have presented a new challenge to the combat leaders and soldiers who are undertaking them. The press of fewer troops has led the Chief of Staff of the Army to experiment with the use of the Army National Guard to serve as peacekeepers in the Sinai. A battalion composed largely of volunteers from the 29th Light Infantry Division, stationed primarily in the states of Maryland and Virginia, will begin training this summer to serve as peacekeepers. ARI has undertaken a research project for the Chief of Staff of the Army to examine various aspects of this new battalion as it assumes UN peacekeeping duties in the Sinai. ARI will look at a variety of short-term as well as long-term issues affecting the soldiers and families who participate. Things such as the establishment and maintenance of unit cohesion during the deployment, family support issues, and life course effects will be explored. In closing, I hope to see many of you in Los Angeles!!! Have a great summer and a great convention.

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## EDITOR'S NOTE

Jim Griffith

We are extremely saddened to report the sudden death of **Charles R. Curran**, on March 2, 1994. **Brian Waters** submitted the following:

**Chuck Curran** was an active member of Division 19, serving as Co-editor of the Newsletter at the time of his death. Chuck retired from the Air Force as a Colonel in 1992, after 26 years of service that included assignments with the Air Force Human Resources Laboratory, Defense Nuclear Agency, Air Training Command, Air Force Military Personnel Center, the Office of the Secretary of Defense, and the Defense Training and Performance Data Center. He joined the Human Resources Research Organization (HumRRO) immediately following his Air Force retirement, serving as a Senior Staff Scientist and head of HumRRO's Monterey, California office. Chuck Curran held a B.A from the University of Michigan, and M.A and Ph.D. in Experimental Psychology from Columbia University. Chuck's optimism, intelligence, wit, warmth, professionalism, and productivity will be sorely missed. We have truly lost a dear friend, colleague, and leader in military personnel and training research. Our condolences are offered to his wife Sandy and their three children: Rod, Marty, and Kelly.



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## ARTICLES OF INTEREST

### Editor's Comments -- Jim Griffith

This issue's articles of interest include an information paper on married Marines and an editorial paper on how to make research in the DoD more useful for consumers, satisfying to researchers, and meaningful to the broader field of military psychology. The first article is a clear-cut application of social science to examine the scientific basis for a commonplace perception -- that the demands of Marine service and mission requirements contribute to marital problems. **Steve Sellman** summarizes results of a study of marriage among Marines. He concludes by offering several concrete and practical interventions to help families of Marines cope with day-to-day and mission-related stresses and strains.

The second paper is a synopsis of **Brian Water's** Division 19 Presidential Address. In his paper, Brian espouses greater attention be paid to making military research more applied. Let me comment on Brian's paper. First, basic research is likened to experimental research design. I would like to point out that oftentimes basic research is carried out in naturalistic settings, employing careful and clever research designs, and statistical rather than experimental controls. Second, I agree with Brian that military studies must develop "widgets," but military researchers often fail to do this. Drawing on their own results and those of previous military and broader literatures might offer innovative and provocative applications. My own assessment of military research is that many military researchers are often not familiar with the broader, academic basic and applied research literatures that can greatly help the design, execution, summary, and application of their own research. Over the years, I have reviewed several articles relating to a variety of topics (e.g., military downsizing and distress among family members and soldiers after the Persian Gulf War). These articles often do not cite important work in their respective fields, i.e., organizational growth, decline, over-/under-staffed organizational settings, and social epidemiology. Third, I cannot agree more with Brian's call to "sell" products to consumers. Politics is a necessary evil; all too often getting in the way of "good" research and applications, i.e., telling the organization what's good for them and having the organization implement interventions. (A good example here is trying to stabilize leader movement during the unit replacement system, when officers understood that faster promotions equated to more and greater variety of jobs.) The key, as Brian points out, is the adeptness of the researcher in co-opting and optimizing politics to help the research process. In his conclusion, Brian "returns to the fold" by calling for broader dissemination of research findings, in particular, publications in layperson and academic journals and offering several strategies for built-in mechanisms to publish papers. The "sticky wicket" here, as I see it, is authorship, public release of findings, and other such issues. Good reading!!!

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## MARRIED MARINES

### Steve Sellman

In August 1993, General Carl Mundy, Commandant of the Marine Corps, announced a policy that would eventually deny enlistment of married recruits after September 1995, and would require premarital counseling for Marines. In his message to all Marine Corps units, he stated that 40 percent of the Service's first-term enlistees were married and that only 10 percent of first-term enlistees make the Marine Corps a career. "Although many of these marriages are strong, far too many are not," the message said. On average, Marines are deployed almost six months out of every year, and when not deployed they spend a substantial amount of time away from home on

training exercises. General Mundy's decision stemmed from legitimate worry that married life, at least for young Marines, is simply not compatible with the unique demands of the Marine Corps. Marine generals say the long deployments, numerous training hours away from family, and low pay for first-termers are putting strains on marriages.

Secretary of Defense Les Aspin directed the Marine Corps to withdraw its policy, and asked his staff to conduct a comprehensive, Department-wide study of marital status in the initial term of service. To collect the pertinent data, four panels were formed. Panel 1 compared single and married enlistees on such factors as finances, health problems, substance abuse, pregnancy, promotion rates, and disciplinary actions. Panel 2 studied the existing social service programs and assessed their effectiveness in helping families adjust to the demands of military life. Panel 3 focused on training and deployability issues -- key indicators of readiness. Panel 4 focused on compensation and financial matters.

Results of the study were released to the public on December 20, 1993. The main findings were: (1) there is no clear, statistically valid relationship, positive or negative, between marital status and readiness; (2) deployability is a key indicator of individual readiness; (3) the vast majority of members, regardless of marital status or dependents, deploy when ordered; however, Service members with dependents report more problems getting ready to deploy than do members without dependents; (4) married members tend to have slightly fewer performance and behavior problems; however, problems of married members tend to be more complex and much more time-consuming for commanders, distracting those commanders from mission-oriented activities and leading to a perception that marital status has a significant impact on readiness; (5) while marriage in the first term may pose challenges to the member, many members consider a strong marriage key to a successful long-term career in the military; (6) many married junior enlisted members have financial problems, especially in localities with high off-base housing costs. Finances and housing problems are at the root of many other problems which Service members experience in the first term. Service members and families frequently lack key information about compensation, financial management, and housing; (7) most members and spouses who use support programs are satisfied with the services they receive. However, not all members use program services. Service members and families frequently lack key information about available support programs.

The study recommended the Services provide a series of programs designed to support the needs of first-term members and their families. These programs should include: (1) educational opportunities that provide orientation to military life; (2) integration of family issues into the military education curriculum; (3) provision of financial planning assistance that addresses the needs of first-term families; (4) marketing efforts to provide education and orientation information; (5) pre-marital education programs within each Service carefully designed to ensure credibility, timeliness, and relevance; (6) information and pre-move counseling for first-term Service members before they depart their training assignment for their first duty assignment; (7) a "settling in" policy, giving first-termers time to orient themselves to their first duty assignment, which would include house hunting and exemption from being deployed for training or field exercises; and (8) community partnerships (military, civilian, and business) to address employment opportunities, rental policies, business financial practices, and similar issues. The DoD Family Policy Coordinating Committee is implementing the study's near-term recommendations and will help the Services provide improved, progressive educational opportunities to Service members and spouses.

The report consist of four volumes. Volume 1 contains a summary of the activities, findings, and recommendations of the study. Detail on the basis for the findings is in Volume II -- Trends and Indicators, which describes the study effort in detail and contains seven chapters that provide different but useful perspectives on the relationship of family status and the initial term of service. Volume III contains the full report of the field study, and Volume IV contains appendices and a consolidated bibliography. To request copies of the report contact **Steve Sellman**, Directorate for Accession Policy, OUSD(P&R), Room 2B271, Pentagon, Washington, DC 20301-4000.

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## IT AIN'T OVER 'TIL IT'S OVER: IMPLEMENTING BEHAVIORAL SCIENCE R&D

(Excerpt from Division 19, Presidential Address, August, 1993)

**Brian K. Waters**

Yogi Berra's 1973 espousal "IT AIN'T OVER 'TIL IT'S OVER" furnishes the framework for my paper. Yogi's wisdom and my long-time interest in R&D implementation are the context for me to ascend a soapbox to plead for more attention to the essence of military psychological R&D: implementation of applied research products.

Behavioral science R&D projects should not end with only a technical report. With the Air Force Human Resources Laboratory and HumRRO, my focus has been to make a difference beyond the specific user of research products. I came to military R&D from the operational Air Force, so my orientation has been to solve operational problems, not the purity of academic answers to theoretical questions. Military research cannot afford, particularly in times of diminishing funding, research for its own sake. Other agencies (e.g. NIH, Education, Energy) have that mission. DoD should support basic research only if it logically leads to application. This does not denigrate the importance of sound science -- it is the bedrock of applied research. But, applied researchers must make compromises in the operational world. Pure experimental control is unlikely, and generalizability of results is often at question. "Stuff" happens during operational data collection that causes unbalanced designs, imputed missing data, and deviation from purely random sampling. We must proceed with our work -- carefully citing impurities, evaluating their effects on results, and, nevertheless, making recommendations to our users. They must make decisions in spite of imperfections in our research; their decisions will be better even if based upon research that "ain't pure."

I offer a set often "Ps" which should enhance the likelihood of successful implementation of military behavioral science R&D. They reflect observations from my time in our business. I submit the 10 "Ps" as a checklist for R&D managers, scientists, users, and policy-makers to consider early in project planning. I will discuss each of the Ps briefly.

1. **PLANNING.** Successful implementation of R&D demands consideration of implementation issues be made during initial project planning. Everyone (organizations and individuals) likely involved or impacted by project results should be thoroughly familiar with the project as soon as possible in the program. All parties should be kept involved throughout research planning, development, and conduct. R&D program planners need to think like constituents to foresee their perspective. What sounds like a great idea to a researcher may be received with less than enthusiasm by operators. Understanding where "they" come from in advance heads off many confrontations.

2. **POLITICS.** A crucial aspect of program planning should be careful consideration of the politics of R&D. Politics are extremely important! Knowing the players and agencies affecting an incipient program's acceptance, their points of view, and what underlies their respective positions is essential to success. Behavioral science researchers are not typically trained in R&D politics. This is unfortunate. The ultimate goal of research is to make a real difference in the applied world. "Selling" a program to funders, political constituents, and users can be as essential as performing quality research! Most major R&D efforts rise or fall on their political base. Implementations should be done in small, incremental pieces if possible. The larger the scope of implementation, the more threatening to the status-quo. An implementation plan which includes gradually expanding technical scope and institutional trauma stands a better chance of succeeding.

3. **POLICY.** Often ignored players in R&D are policy-makers. Virtually no R&D product can be implemented without coordination, support, and, often, sponsorship of policy-makers throughout the affected organization. Regulations must be written, legal implications assessed, bureaucratic hurdles circumvented, and proponenty agents cultivated. Very often, the scientist is outside the environment of policy-makers, seeing only trees rather than the forest. Gaining support and early involvement of key policy-makers and enforcers vastly increases the probability of a smooth transition of R&D into operations.

4. **PPBS.** The Planning, Programming, and Budgeting System (PPBS) is a crucial element in DoD R&D. Both dollar and personnel resources should be built into early program plans. Funding for "selling" should be programmed into R&D planning and professional time for it should be built into program budgets. Putting out political fires on the run isn't very effective.

5. **PAROCHIALISM.** Within DoD, and I suspect anywhere in the world of bureaucracies, sub-optimization and parochialism exist. In DoD, each Service has its own agenda, and is suspicious of DoD oversight. Within Service, major commands compete for limited resources and each tries to maximize its share of the pie. A new development beneficial to one Service may be resisted by another because implementation could divert its potential resources. Research designers should consider, and attempt to minimize, such factors in early planning of a project -- either to head off confrontations, or to ensure resources are available to fight and win the fray.

6. **PROPONENCY.** Having a strategically placed proponent for products of the project, particularly outside the research community, is invaluable. Perhaps no single act can be so effective for assuring successful R&D implementation as cultivating a strong proponent. In DoD, the proponent need not be a general or flag officer, although it certainly helps. A well-placed officer or senior-level civilian who briefs the flag officer and "sells" the value of the product for the Service can be equally effective. In a program the past few years, a single forward-thinking O-6 sold a seemingly "dead" research program to his Service and eventually the entire DoD community. Consider carefully who might be your most effective proponent as you begin planning an R&D project.

7. **PUBLICITY.** Make PR a goal. Use word-of-mouth, E-Mail, newsletters, MATRIS, personal correspondence, and other media to make known what you are doing and why it is important. Become aware of past histories of similar R&D efforts. Research and implementation efforts dating way back may have found similar political hurdles. Lessons-learned are not normally reported in technical reports. Only direct personal contact will fill the gaps. Professional meetings provide an excellent opportunity for direct interaction between scientists from diverse organizations.

8. **PARTNERSHIP.** Collegial partnership should be established between various elements involved in R&D. For example, on contracted work, contractor scientists and government contract monitors should be partners in the work, co-authoring reports and scientific papers and being substantively involved wherever appropriate. Users should be an active part of the research team whenever they are willing. A research product is bound to fit into operations better if the ultimate user participates in its conceptualization, development, and implementation. If for no other reason, the user feels he or she owns the product. Thinking as partners will smooth transition to operational status greatly.

9. **PROFESSION.** Although military researchers, we are also members of the behavioral science research community. We owe it to our profession to make our work known outside DoD. Professional meetings like APA and IUS are important sources of technical information exchange between researchers and operators. Look for every opportunity possible, even if you don't get organization financial support, to present significant results to the professional community.

10. PUBLICATIONS. Publications are a major impetus to technology transfer and R&D implementation. As sold as I am on our Military Psychology journal, we need to also look to other journals, particularly in related fields such as economics, sociology, history, and policy analysis. Non-scientific lay media such as Time, Newsweek, newspapers, flyers, and newsletters are available. Major research programs can lead to publication of books. At HumRRO, for example, we recently published several books on our work, and are currently working on two others. The entire research community benefits from such efforts.

A major deterrent to publishing is "we don't have the resources" – time, money, incentives, nor organizational support. What can we do to enhance the likelihood of publication? I have six suggestions.

- **PUT IT IN SOWs.** R&D sponsoring organizations (e.g., Service laboratories) could make the last task in Statements-of-Work (SOWs) draft journal-formatted publications of significant results. Thus, contractors would be forced to deliver publication-quality products as project deliverables. The marginal government costs would be minimal since there is enough flexibility in the bidding process to result in cost-sharing between sponsoring agencies and contract bidders. What little additional costs that would accrue would be more than offset by reduction of duplication of research throughout the R&D community. Such an approach to the publication problem could be tried on a few procurements to see if it works.
- **INCLUDE RESOURCES FOR PUBLICITY AND PUBLICATION IN THE PPBS.** Funds for travel for briefings, flyer production, scientist time, professional meeting attendance, and publication costs are relatively minor cost elements, but having resources included in the budget line would enhance the likelihood of institutional support when R&D began.
- **IMBED INCENTIVES IN PERFORMANCE APPRAISAL SYSTEMS.** Specific language in performance appraisal systems rewarding refereed journal publication would encourage individual scientist efforts. This suggestion applies to both government as well as industry R&D.
- **ORGANIZATIONAL LEADERS SHOULD ENCOURAGE PUBLICATION.** Having the commander of a laboratory or president of a company tell the troops that it is important that the organization be known for producing quality research would have a major impact on scientist behaviors.
- **CONVERT MEETING PROFESSIONAL PAPERS INTO JOURNAL ARTICLES.** I see literally scores of important professional papers that never see the journals. It is a time consuming, though not necessarily terrible task to convert a quality paper into journal-quality. If journal publication is an early goal, little modification may be required.
- **THINK MARKETING!** For many scientists, marketing is a four-letter word. Whether you are a contract researcher, academic, or government laboratory scientist, you have to "sell" your products. Look for opportunities to make your audiences (even if they're only one or two persons) aware of your work and its importance to their interests. You, your sponsors, and your profession will all benefit from your marketing efforts.

*Personnel research is too important to be relegated only to a technical report. IT AIN'T OVER 'TIL IT'S OVER* – that is, operationally implemented, documented in open professional and lay literature, and technologically transferred to those who use the products. Then, your R&D project will TRULY BE OVER!

**NOTE.** If you would like to comment on these articles or submit your own article of interest, please send your comments or paper to Jim Griffith. The next date for review of newsletter submissions is September 15, 1994.



## Workshop on Contemporary Issues

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### "Gays and Lesbians in the Military: Psychological Perspectives on Implementing the New Policy"

As part of the pre-convention activities at this summer's American Psychological Association (APA) convention in Los Angeles, APA's Division 19 (Military Psychology), Division 44 (Society for the Psychological Study of Lesbian & Gay Issues), and Public Interest Directorate are co-sponsoring a Pre-convention Workshop. The topic of the workshop is, "Gays and lesbians in the military: Psychological perspectives on implementing the new policy." The workshop committee, Jared Jobe (Div 19), Greg Herek (Div 44), and Ralph Carney (Div 19), has assembled a panel of nationally recognized experts from DoD and academia.

Presenters and topics include: Greg Herek, "An overview of the up-to-date policy;" Lawrence Korb, "Obstacles for implementing the new policy;" Dan Landis and Michael Kauth, "Lessons learned from integrating women and ethnic minorities;" Rob MacCoun, "Unit cohesion;" Ted Sarbin, "Contact and prejudice;" Lois Shawver, "Privacy issues;" and Greg Laskow, "Clinical perspectives on client confidentiality." A roundtable discussion with audience participation will follow the presentations. All workshop activities will focus on the theme of how psychology can help to implement effectively the new policy.

Continuing education credits will be given for psychologists who attend this workshop. Division 44 is approved by the American Psychological Association to offer continuing education for psychologists, and maintains responsibility for the program.

Mark your calendars! The workshop will be held from 8:30 - 5:00, Thursday, August 11, the day prior to the beginning of the convention, in the Heinesbergen Room, at the Biltmore Hotel in Los Angeles. To assure your space, pre-register now. Please make your check for \$50.00 payable to: APA Division 19. For further information or to pre-register contact:

Jared Jobe  
Post Office Box 1884  
Hyattsville, MD 20788  
(301) 436-7111

Greg Herek  
Department of Psychology  
University of California  
Davis, CA 95616  
(916) 757-3240

Ralph Carney  
PERSEREC  
99 Pacific St.  
Monterey, CA 93950  
(408) 656-2448

## DIVISION 19 CONVENTION PROGRAM

Deirdre Knapp

We have both an exciting and educational program for you at APA this year. Thanks to the members of the Program Committee (Jane Arabian, Dan Felker, Brian Sugden, Frank Norton, and Ray Crosby) and all those who submitted proposals.

Most Division 19 sessions will be held at the Convention Center. The Executive Committee meeting, the business meeting, and the Presidential Address will be at the Los Angeles Hilton. You are invited to the social hours Division 19 is co-sponsoring on Saturday and Sunday evenings. We may add a social hour for Friday night. See your APA program for more information. See you in Los Angeles!

<b>SATURDAY, AUGUST 13, 1994</b> 8:00-9:50	<b>Westwood Room</b> <i>Los Angeles Hilton and Towers</i>
<b>EXECUTIVE COMMITTEE MEETING</b>	
Paul A. Gade, U.S. Army Research Institute, Chair	

<b>SATURDAY, AUGUST 13, 1994</b> 10:00-11:50	<b>South Meeting Room 306A</b> <i>Convention Center</i>
<b>SYMPOSIUM: TRENDS IN THE RECRUITING MARKET: ANALYSES FROM THE YATS SURVEY</b>	
Anita R. Lancaster, Defense Manpower Data Center, Chair	
Jerome D. Lehnus, Defense Manpower Data Center, <i>Shifting Perspectives of Military Services from Those Who Might Join.</i>	
Randolph T. Lougee, Defense Manpower Data Center, <i>Trends in Propensity of Women to Enlist in the Military.</i>	
Michael J. Wilson, Westat, Inc., <i>Youth and Their Influencers: Who Listens to Whom.</i>	
Veronica F. Nieva, Westat, Inc., <i>Trends in the Characteristics and Aspirations of H.S. Seniors.</i>	
Discussant: W.S. Sellman, Office of the Secretary of Defense.	

<b>SATURDAY, AUGUST 13, 1994</b> 1:00-1:50	<b>South Meeting Room 304B</b> <i>Convention Center</i>
<b>INVITED ADDRESS</b>	
Paul A. Gade, U.S. Army Research Institute, Chair	
Lawrence Korb, Brookings Institution, <i>National Security Challenges for the 90's.</i>	

<b>SATURDAY, AUGUST 13, 1994</b> 2:00-3:50	<b>South Meeting Room 301A</b> <i>Convention Center</i>
<b>SYMPOSIUM: THE GLASS CEILING REVISITED: WOMEN IN MILITARY LEADERSHIP ROLES</b>	
Paul A. Gade, U.S. Army Research Institute, Chair	
Alma G. Steinberg, U.S. Army Research Institute, <i>Developing Female Leaders in the Schoolhouse Environment.</i>	
Marie D. Thomas, Navy Personnel Research and Development Center, <i>Perceptions of Career Opportunities for Women Officers.</i>	
Patricia J. Thomas, Navy Personnel Research and Development Center, <i>Rating the Potential of Women Warfare Officers.</i>	
Captain Lee Clements, Bureau of Naval Personnel, <i>New Leadership Roles for Navy Women.</i>	
Brigadier General Patricia P. Hickerson, Adjutant General of the Army, U.S. Total Army Personnel Command, <i>Emerging Roles of Women in the Army.</i>	
Discussant: Judy J. Roomsburg, Allied Signal.	

**SATURDAY, AUGUST 13, 1994** **West Meeting Room 504**  
**Convention Center**  
**5:00-5:50**

**CONVERSATION HOUR: THIRD WAVE WARFARE: MILITARY AND  
PEACE PSYCHOLOGISTS RESPOND**  
 Susan McKay, University of Wyoming, Chair

Daniel J. Christie, Ohio State University.  
 W.S. Sellman, Office of the Secretary of Defense.

**SUNDAY, AUGUST 14, 1994** **West Meeting Room 505**  
**Convention Center**  
**9:00-9:50**

**PAPER SESSION: MANAGING CHANGE IN THE 21ST CENTURY**  
 Philip Craiger, Navy Personnel Research and Development Center, Chair

Jeffrey D. Houston, Navy Personnel Research and Development Center, *Cultural Tolerance in the Workplace: Gender Based Differences.*  
 Joyce S. Dutcher, Navy Personnel Research and Development Center, *Human Resource Management: Organizations in Transition.*  
 Amy L. Culbertson, Waymond Rodgers, and Paul Rosenfeld, Navy Personnel Research and Development Center, *Organizational Change: The Case of Sexual Harassment.*  
 Elyse Kerce, Navy Personnel Research and Development Center, *Marine Corps Quality of Life: An Omnibus Model.*

**SUNDAY, AUGUST 14, 1994** **West Meeting Room 501A**  
**Convention Center**  
**10:00-11:50**

**SYMPOSIUM: ANOTHER LOOK AT VIETNAM VETERANS**  
 Roxane C. Silver, University of California, Chair

Kathleen Oliver, Gail Dettenmaier, E. Alison Holman, & Roxane C. Silver, University of California, *Vietnam Veterans Have Not Forgotten.*  
 Tracy Walsh, Tanya J. Shome, Alison Holman, & Roxane C. Silver, University of California, *Long-Term Effects of Homecoming Experiences for Vietnam Veterans.*  
 Christine C. Hart, E. Alison Holman, & Roxane C. Silver, University of California, *Long-Term Effects of Combat Exposure on Young Soldiers.*  
 Gail Dettenmaier, Kathleen Oliver, E. Alison Holman, & Roxane C. Silver, University of California, *Shared Experiences Create Strange Bedfellows: Social Networks of Vietnam Veterans.*  
 Michelle A. Mahoney, Kathryn L. Parker, Alison Holman, & Roxane C. Silver, University of California, *Learned Violence: Hostility and Aggression in Vietnam Era Veterans.*

Discussants:  
 Thomas Miller, VA and University of Kentucky Medical Centers.  
 Patrick A. Boudewyns, Augusta VA Medical Center.

**SUNDAY, AUGUST 14, 1994** **South Meeting Room 306A**  
**Convention Center**  
**1:00-2:50**

**SYMPOSIUM: COMPUTER ADAPTIVE TESTING IN THE DEPARTMENT OF DEFENSE**  
 Jane M. Arabian, Office of the Secretary of Defense, Chair

Clessen J. Martin, Department of the Navy, *History of CAT-ASVAB.*  
 James R. McBride, Human Resources Research Organization, *Early Psychometric Research in the CAT-ASVAB Project.*  
 Daniel O. Segall, Navy Personnel Research and Development Center, *Score Equating Verification of the CAT-ASVAB.*  
 Kathleen Moreno, Navy Personnel Research and Development Center, *The CAT-ASVAB Operational Test and Evaluation.*  
 Linda T. Curran, Defense Manpower Data Center, *Evaluation and Implementation of CAT-ASVAB.*

Discussant:  
 W.S. Sellman, Office of the Secretary of Defense.

<b>SUNDAY, AUGUST 14, 1994</b> 3:00-3:50	<b>Del Mar/Verdugo Rooms</b> <i>Los Angeles Hilton and Towers</i>
<b>DIVISION BUSINESS MEETING</b>	
Paul A. Gade, U.S. Army Research Institute, Chair	

<b>SUNDAY, AUGUST 14, 1994</b> 4:00-4:50	<b>Del Mar/Verdugo Rooms</b> <i>Los Angeles Hilton and Towers</i>
<b>DIVISION PRESIDENTIAL ADDRESS:</b>	
<b>PEACE IN OUR TIME: CHALLENGES AND OPPORTUNITIES FOR MILITARY PSYCHOLOGY</b>	
Stephen Goldberg, U.S. Army Research Institute, Chair	
Paul A. Gade, U.S. Army Research Institute.	

<b>MONDAY, AUGUST 15, 1994</b> 9:00-9:50	<b>West Hall Convention Center</b>
<b>POSTER SESSION</b>	
<b>Research in Military Psychology</b>	
Paul T. Bartone, Mark A. Vaitkus, & Amy B. Adler, U.S. Army Medical Research Unit, Europe, HHC 7th Medical Command, <i>Psychological Issues in Peacekeeping Contingency Operations.</i>	
Amy B. Adler, Paul T. Bartone, & Mark A. Vaitkus, U.S. Army Medical Research Unit, Europe, HHC 7th Medical Command, <i>Family Stress and Adjustment During a Peacekeeping Deployment.</i>	
Jeffrey D. Leitzel, Dorothy J. Jeffreys, Lea M. Dougherty, & Edward O'Brien, Marywood College, <i>Adolescents in Military Families: Effects of Relocation and Deployment.</i>	
Amy L. Culbertson, Navy Personnel Research and Development Center, & Debbie Faast, San Diego State University, <i>Change and Learning: Case Study of a DoD Organization.</i>	
Jeffrey D. Houston, Navy Personnel Research and Development Center, <i>Cultural Diversity in the Workplace: Exploring the Differences.</i>	
John Kantor, Navy Personnel Research and Development Center, <i>The Relationship Between Attitude and Substance Abuse Behavior.</i>	
Charles A. Ullmann, & Lynda P. Hendricks, American Red Cross, <i>American Red Cross Persian Gulf Family Support Project: Counseling Component.</i>	
Kenneth W. Wegner, Boston College, <i>An Empirically Derived System for Military Career Exploration and Selection.</i>	
Frederick V. Malmstrom, University of Dayton, & Jill E. Stiglich, Embry-Riddle Aeronautical University, <i>Do Service Academy Honor Codes Work?</i>	
George H. Lawrence, U.S. Army Research Institute, & Thomas D. Kane, George Mason University, <i>Attitudes of White Veterans Toward Blacks.</i>	

<b>MONDAY, AUGUST 15, 1994</b> 10:00-11:50	<b>West Meeting Room 506</b> <b>Convention Center</b>
<b>SYMPOSIUM: SEXUAL ORIENTATION AND U.S. MILITARY POLICY</b>	
Clinton Anderson, American Psychological Association, Chair	
John D. Winkler, RAND, <i>Overview of Approach and Major Conclusions of the RAND Study.</i>	
Larry Hanser, & Paul Koegel, RAND, <i>Experience of Foreign Militaries and Domestic Police and Fire Departments.</i>	
Peter Tiemeyer, & Jennifer Hawes-Dawson, RAND, <i>Public and Military Opinion.</i>	
Robert MacCoun, University of California, <i>Unit Cohesion and Military Performance.</i>	
Peter Jacobson, & Janet Lever, RAND, <i>Military Codes and Sexual Behaviors.</i>	
Gail L. Zellman, RAND, <i>Implementing Policy Changes.</i>	
Discussants:	
Paul A. Gade, U.S. Army Research Institute.	
Oliva M. Espin, San Diego State University.	



<b>MONDAY, AUGUST 15, 1994</b> 1:00-1:50	<b>South Meeting Room 304C</b> <i>Convention Center</i>
<b>NEW FELLOWS ADDRESS</b> Paul A. Gade, U.S. Army Research Institute, Chair	
Jared Jobe, National Center for Health Statistics, <i>Contributions of Cognitive Psychology to Health Surveys.</i>	

<b>MONDAY, AUGUST 15, 1994</b> 2:00-3:50	<b>South Meeting Room 306A</b> <i>Convention Center</i>
<b>SYMPOSIUM: RESULTS OF 1992 DOD SURVEYS OF THE U.S. MILITARY FORCE</b> Timothy W. Elig, Defense Manpower Data Center, Chair	
Shelly Perry, Westat, Inc., <i>Changing Picture of the U.S. Military Family: 1985 and 1992.</i>	
Michael J. Wilson, Westat, Inc., <i>Current Family Issues in the U.S. Military.</i>	
John Helmick, Westat, Inc., <i>Concerns about Downsizing and Its Effect on Career Intentions.</i>	
Wayne Hintz, Westat, Inc., <i>Individual and Family Readiness for Mobilization.</i>	
Mary Sue Hay, & Timothy W. Elig, Defense Manpower Data Center, <i>Work and Family Among First-Term Enlisted Service Members.</i>	
Discussant: Lt. Col. John Nelson, Office of the Secretary of Defense.	

<b>MONDAY, AUGUST 15, 1994</b> 4:00-4:50	<b>West Meeting Room 501C</b> <i>Convention Center</i>
<b>PAPER SESSION: MILITARY SELECTION AND CLASSIFICATION</b> Deirdre J. Knapp, Human Resources Research Organization, Chair	
Mary Ann Statman, Dickie A. Harris, & Rodney A. McCloy, Human Resources Research Organization, & Paul F. Hogan, Decision Science Consortium, <i>Two Approaches to Classification: Maximizing Performance vs. Minimizing Costs.</i>	
Leonard A. White, Michael Rumsey, & Margaret M. Sweeney, U.S. Army Research Institute, & Walter C. Borman, University of South Florida, <i>Relationships Between Soldiers' Performance In Peacetime and During Combat.</i>	
Martha L. Teplitzky, U.S. Army Research Institute, <i>The Impact of Alternative ASVAB Cut-offs on SF Training Outcomes.</i>	

<b>MONDAY, AUGUST 15, 1994</b> 5:00-5:50	<b>West Meeting Room 501B</b> <i>Convention Center</i>
<b>PAPER SESSION: CURRENT APPLIED MILITARY RESEARCH</b> Jane M. Arabian, Office of the Secretary of Defense, Chair	
Richard A. Jenkins, Robert L. Mapou, Wendy A. Law, Ellen D. Nannis, & Lydia R. Temoshok, Henry M. Jackson Foundation, <i>Coping and Affect: Moderators of Job Performance in HIV+ Individuals.</i>	
Philip Craiger, Jeffrey D. Houston, Joyce S. Dutcher, Cynthia Heller, & Dale Glaser, Navy Personnel Research and Development Center, <i>A Multisample Analysis of Navy Quality of Life.</i>	
Beverly C. Harris, U.S. Army Research Institute, <i>Army Officer Attitudes and Career Decisions: A Longitudinal Perspective.</i>	

**TUESDAY, AUGUST 16, 1994**  
9:00-10:50

**West Meeting Room 501A**  
**Convention Center**

**SYMPOSIUM: PERSONNEL SECURITY ISSUES AND BEHAVIORS**  
Martin F. Wiskoff, BDM International, Inc., Chair

Ralph M. Carney, Defense Personnel Security Research Center, *DoD Personnel Security Program*.  
James A. Riedel, Defense Personnel Security Research Center, *Security and the Climate of Public Opinion*.  
Martin F. Wiskoff, BDM International, Inc., *Illegal Transfer of U.S. Technology*.  
Howard W. Timm, Defense Personnel Security Research Center, *Trust Betrayal Quality of Life: An Omnibus Model*.  
Kent S. Crawford, Defense Personnel Security Research Center, *Risk Management and DoD Personnel Security*.  
Discussant:  
Roger P. Denk, Defense Personnel Security Research Center.

**TUESDAY, AUGUST 16, 1994**  
11:00-11:50

**West Meeting Room 501A**  
**Convention Center**

**WORKSHOP: ASSESSING AND VERIFYING COMBAT EXPOSURE FOR**  
**COMBAT-RELATED PTSD DIAGNOSES**

Beverly J. Haas, Medical Center West Los Angeles, Chair

**TUESDAY, AUGUST 16, 1994**  
1:00-2:50

**West Meeting Room 501A**  
**Convention Center**

**SYMPOSIUM: QUANTIFICATION AND THEORY OF MILITARY COHESION**  
Laurel W. Oliver, U.S. Army Research Institute, Chair

Guy A. Siebold, U.S. Army Research Institute, *Military Cohesion: Evolution of the Measurement of Cohesion*.  
A. David Mangelsdorff, U.S. Army Health Services Command, *Military Cohesion: Readiness in the Reserve Components*.  
Joan Harman, U.S. Army Research Institute, *Military Cohesion: A Quantitative Integration of the Literature*.  
James Griffith, U.S. Army, *Military Cohesion: Testable Models for the Future*.  
Discussant:  
Robert MacCoun, University of California.

**DIVISION 19 CO-LISTING WITH OTHER DIVISIONS**

**Division 14**

**INVITED ADDRESS:** Walter Borman, *Person-Perception View of Supervisory Performance Ratings: Factors and Cues Affecting Evaluations of Subordinates' Job Performance* (Friday, August 12th, 5:00 P.M.)

**SYMPOSIUM:** *Psychology's Contributions to Workforce Diversity Training and Consultation* (Tuesday, August 16th, 11:00 - 1:00 P.M.)

**Division 20**

**SYMPOSIUM:** *Adaptation to Trauma Among the Elderly* (Monday, August 15th, 1:00 - 1:50 P.M.) (Note: This research was conducted in VA hospitals).

**Division 37**

**INVITED SYMPOSIA:** *Fort Bragg and Adolescent Mental Health Demonstration Project: Implications for Cost Effective Health Care*

**Division 48**

**SYMPOSIUM:** *Psychological Theory in International Conflict*

TIME	THURSDAY 8/11	SATURDAY 8/13	SUNDAY 8/14	MONDAY 8/15	TUESDAY 8/16	
0800-0850	Pre-Convention <u>WORKSHOP</u>  Gays and Lesbians in the Military: Psychological Perspectives in Implementing the New Policy	DIVISION 19 EXECUTIVE COMMITTEE MEETING	PAPER SESSION "Managing Change in the 21st Century Organization"	POSTER SESSION Research in Military Psychology	SYMPOSIUM "Personnel Security Issues and Behaviors"	
0900-0950		SYMPOSIUM "Trends in the Recruiting Market: Analyses from the YATS Survey"	SYMPOSIUM "Another Look at Vietnam Veterans"	SYMPOSIUM "Sexual Orientation and U.S. Military Policy"		
1000-1050						
1100-1150					WORKSHOP "Assessing/Verifying Combat Exposure of PTSD Diagnosis"	
1200-1250						
1300-1350			INVITED ADDRESS Lawrence Korb "National Security Challenges for the 90s"	SYMPOSIUM "Computer Adaptive Testing in the Department of Defense"	NEW FELLOWS ADDRESS "Contributions of Cognitive Psychology to Health Surveys"	SYMPOSIUM "Quantification and Theory of Military Cohesion"
1400-1450			SYMPOSIUM "The Glass Ceiling Revisited: Women in the Military"		SYMPOSIUM "Results of the 1992 DoD Surveys of the U.S Military Force"	
1500-1550				DIVISION BUSINESS MEETING		
1600-1650				DIVISION PRESIDENTIAL ADDRESS "Peace in our Time: Challenges and Opportunities for Military Psychology"	PAPER SESSION "Military Selection and Classification"	
1700-1750			CONVERSATION HOUR "Third Wave Warfare: Military and Peace Psychologists Respond"	SOCIAL HOUR Div. 14 & 19	PAPER SESSION "Current Applied Military Research"	
1800-1850		SOCIAL HOUR - Div. 5,14,19				

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## MEMBER NEWS

### Martha Teplitzky

As of the mid-April, we had a total of 301 paid members (including 8 paid dues exempt members) and 56 paid affiliates (including 28 paid student affiliates).

This summer, **Deborah Isett** and I will compile the names and addresses of paid 1994 members and affiliates for a Division 19 Directory. We will be selling the Directory at the annual APA Convention in Los Angeles in order to raise funds for the Division. The next Newsletter will provide information on ordering the Directory if you are unable to come to Los Angeles.

If the name and address on the mailing label for this Newsletter is not the one you want to appear in the Directory or if you do not want your name and address to appear in the Directory, please notify **Deborah Isett** before June 30 (see her address and telephone listing on last few pages of the Newsletter).

Please let your colleagues know that they are welcome to join Division 19. You do not have to be a member of APA in order to be a member of Division 19. Anyone practicing or interested in military psychology can join as an affiliate (\$30). Full-time students can join as student affiliates for \$19. Let prospective members and affiliates know that they can appear in the 1994 Division 19 Directory if dues are received before June 30, 1994. *For application forms and other member information*, contact **Martha Teplitzky** (see her address and telephone listing on last few pages of the Newsletter).

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## TREASURER'S REPORT

### Debbie Rogers Isset

We are one-half the way through the 1993-94 membership year, and we are now looking forward to the 1994 APA Convention. Our current balance of \$5,048.74 is slightly ahead of the same time last year. The 1993 mid-year balance was \$4,198.33. With an increase in dues, we had hoped the Division would have a higher mid-year total so that we could plan a hospitality suite and social hour at the convention, and remain in the "black" at the end of the year. Unfortunately, we have had some unexpected expenses, to include journals sent to non-members and a hotel fee for the Leadership Conference. The first expense resulted from a miscommunication between APA and the Division. We will correct this problem by having one person who will ensure APA generates journal labels for bona fide members. The second expense was due to a change on policy regarding the APA Leadership Conference. APA used to pay for both the air fare and hotel expenses. APA no longer pays for the hotel fee. All in all, thanks for your continued support! If you have questions, concerns, or suggestions regarding financial matters, please call me at 703-979-8359.



**APA DIVISION 19 - MID-YEAR BALANCE SHEET 1993-1994**

As of February 28, 1994

**Income**

Beg Bal - Nations		\$388.60
Beg Bal - Hancock		\$1,000.36
	Subtotal	<u>\$1,388.96</u>
Interest		<u>\$0.00</u>
Member Revenue		\$7,277.00
Affiliate Revenue		\$1,196.00
Dues Exempt Revenue		\$128.00
	Subtotal	<u>\$8,601.00</u>
Convention Revenue		\$0.00
Leadership Conference		\$130.00
<b>TOTAL INCOME</b>		<b>\$10,119.96</b>

**Obligations**

LEA Publishers (Journal)	\$3,059.00	
APA Division Services	\$1,696.36	
Convention Expenses	\$0.00	
Divisional Expenses	\$315.86	
Payment to APA	\$0.00	
<b>TOTAL OBLIGATIONS</b>		<b>\$5,071.22</b>
<b>Mid-Year 1993-4 TOTAL</b>		<b><u>\$5,048.74</u></b>

**APA DIVISION 19 - BEGINNING YEAR BUDGET**

1993-1994 Membership Year

**Income**

Beg Bal - Nations Bank (9-1-93)		\$417.37
Beg Bal - Hancock (9-1-93)		\$100.00
	Subtotal	<u>\$517.37</u>
Dues & Assessments*		\$9,706.00
Interest		\$25.00
Convention Revenue (Workshop)		\$1,500.00
Leadership Conference		\$25.00
	Subtotal	<u>\$11,256.00</u>
<b>TOTAL ASSETS</b>		<b>\$11,773.37</b>

**Obligations**

LEA**		\$4,473.50
APA Division Services***		\$3,300.00
Convention Expenses		
Hospitality Suite	\$750.00	
Social Hour	\$400.00	
Workshop	\$500.00	
Awards	\$300.00	
Subtotal		\$1,950.00
Divisional Affairs		
Executive Meetings	\$150.00	
Loan Payment to APA	\$500.00	
Subtotal		\$650.00
<b>TOTAL LIABILITIES</b>		<b>\$10,373.50</b>

**NET PROFIT/(LOSS) for the YEAR**

**\$1,399.87**

\*Estimated: 334 members/associates/fellows, 34 affiliates, and 21 dues exempt; at \$25 for members, \$30 for affiliates, and \$16 for dues exempt

\*\*Assumes 389 publication recipients at \$11.50 each

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

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## MINUTES OF THE DIVISION 19 EXECUTIVE COMMITTEE MEETING

**Deirdre Knapp**

This year's Division 19 mid-winter executive committee meeting was chaired by our president, **Paul Gade**, and was attended by **Steve Goldberg, Deborah Isett, Brian Waters, David Mangelsdorff, Mike Fischl, Jim Griffith, Jared Jobe, Hank Taylor, Martha Teplitzky, and Deirdre Knapp**. Minutes from the summer meeting which were published in the last Newsletter were approved.

Hank Taylor, President of Division 21 attended the meeting to participate in a discussion of a possible merger between our two divisions. The advantages of a merger would be to increase our membership and our financial base. The negatives include a loss, or at least blurring, of each division's identity. There are also alternatives short of a merger which could potentially benefit both divisions (e.g., more collaborative APA programs). A motion was made and carried to meet with Division 21 to explore the possibilities further. **Steve Goldberg, Paul Gade, and Brian Waters** will pursue this.

The Division 21 discussion led to a more general discussion of the need for our division to more aggressively pursue members from other divisions (e.g., 12, 14, 37). Division 19 is defined by a shared context of work (i.e., the military) rather than by a shared discipline (e.g., clinical, human factors, or I/O psychology), thus we should expect our members to belong to multiple divisions. We need to take steps to ensure that we appeal to and welcome psychologists from the full range of relevant disciplines.

This year, three people, rather than the usual one, are working to put together the preconvention workshop (**Jared Jobe, Ralph Carney, and Greg Herek** (Division 44)). This team approach is working very well. The title of the 1994 workshop is "Gays and Lesbians in the Military: Psychological Perspectives in Implementing the New Policy," and it is being co-sponsored by Division 44 (Lesbian and Gay Issues) and by the APA Public Interest Directorate.

**Deirdre Knapp** previewed the 1994 APA program. Recognizing the need to provide more balance to future programs, the committee discussed ways of encouraging more clinically-oriented submissions. Regarding social activities, it was decided that we would opt for sharing social hours with other divisions rather than doing a hospitality suite. This will reduce our costs and provide opportunities to recruit new members.

In his report on the newsletter, **Jim Griffith** called for articles of interest. **Brian Waters**, filling in for journal editor **Marty Wiskoff**, also encouraged submissions for Military Psychology.

**David Mangelsdorff** described several issues likely to be discussed at the next APA council meeting. Of particular interest was a proposal for proportional representation so that all divisions and states have at least one representative on council. There are several variations on this basic proposal (e.g., lower the percentage of votes needed to get a seat). The consensus of the committee seemed to be that we should support proposals that make it more likely for us to get and keep at least one seat, without guaranteeing seats to disproportionate numbers of non-research interest groups.

**Steve Goldberg** reported that the Nominating Committee will prepare a slate of candidates as none were nominated by the membership. Because recent years have seen a decline in the participation of clinical psychologists in Division 19, the Nominating Committee will ensure that clinical psychologists are included among the nominations for entry level positions.

Chair of the Membership Committee, **Martha Teplitzky**, redesigned the Division 19 application form to eliminate extraneous information and additional edits were suggested by the Committee. She also developed a one-page description of military psychology to provide to prospective members and has been working to recruit people who have left APA, those who submitted Division interest forms, and Army uniformed psychologists. The Executive Committee is grateful to Martha for her tremendous efforts on membership this year.

The committee reviewed and accepted 9 new members, pending confirmation of APA membership. Nine new affiliates and 21 student affiliates were also reviewed and accepted. Student affiliate dues were officially set at \$19 by a vote of the committee.

**Deborah Isett** delivered the treasurer's report which was reviewed and accepted by the Committee. She noted continued problems with determining who should be receiving journals, with the result being that we are losing money by sending journals to people who should not be getting them. She suggested combining treasurer and membership responsibilities to help avoid this type of confusion in the future. **Jared Jobe** suggested having another person be responsible for recruiting who works under the supervision of the Treasurer.

**Brian Waters** reported that no official award submissions had been received, although he was aware of some in preparation. Everyone was asked to think about Yerkes award nominations (non-psychologist making major contribution to military psychology). **David Mangelsdorff**, reporting for **Harry O'Neil**, indicated that only one candidate package for new fellows had been received.

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#### **NOTE FOR THANKS FOR HELP: MILITARY COHESION META-ANALYSIS**

**Laurel Oliver**, Research Psychologist, Army Research Institute (ARI), expresses her thanks for those who responded to her earlier request for papers, reports, articles and other printed matter on military cohesion. Among those who responded were: **Reuven Gal, Bruce Sterling, Ralph Canter, James Griffith, and James Driskell**. If you know of any other studies on the relationship of cohesion to outcomes, such as performance, job satisfaction, well-being, please contact Laurel Oliver as soon as possible, as the meta-analysis is now underway. Call in information on 703-274-8293 (DSN 284-8293); or FAX information to 703-274-8578. Internet is: OLIVER@ALEXANDRIA-EMH2.ARMY.MIL.

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## REPRESENTATIVE TO COUNCIL REPORT

### A. David Mangelsdorff

The February 25-27, 1994 meeting of Council in Washington, D.C. focused on economics, representation, and power; this translates to the APA budget, Representational Equity on Council, and the National College of Professional Psychology. The majority of the Council agenda items dealt with initiatives for funding (proposals, conferences, committees, and programs). The 1994 APA budget will be over \$54 million, with income streams projected of \$15 million from member dues and fees, \$16 million from journal subscriptions, and \$6 million from sales of publications. The Chief Financial Officer (Jack McKay) will provide periodic reports in the APA Monitor detailing his financial fine-tuning efforts.

Representation of APA members' interests comes through the allocation ballot. Division 19 lost its seat at the APA Council of Representatives for the August 1994 and February 1995 meetings, though it will be filled for the August 1995 meeting. The Division has lost (then regained) its seat several times recently. Under the current apportionment ballot for 1994, seven divisions and 27 states/provinces have not had full representation on Council. A proposal was passed at Council to allow all divisions, states, and provinces to have at least one representative to Council, with additional seats depending upon the allocation ballot results. This is important to Division 19 because the policy ensures at least some representation of military interests. The motion requires a by-laws change which must be approved by two-thirds of all the APA members voting. I urge you to vote in support of this by-laws change when you receive it.

The practitioners are very concerned about not being competitive in the marketplace, particularly when third party payers are requiring credentials for assessments (e.g. certification in alcoholism). The establishment of a National College of Professional Psychology would help psychologists by recognizing practice proficiencies. The National College will report to the Council of Representatives through the Board of Directors. The details about how these programs will actually work will be developed. It has significant financial implications so watch for more details in the APA Monitor. The National Health Care Initiatives will affect all psychologists. Help support APA's national efforts.

Other business items of concern to Division 19 included the following. The dues exempt criteria were changed. Beginning with the 1995 dues statement, a \$50 fee is proposed. This may affect our senior (65 and older) members. A motion to create a Division of Psychologists and Managed Health Care was deferred. Division 48 (Peace) received permission to publish a journal to be titled Peace and Conflict: Journal of Peace Psychology. Proposals on psychopharmacology education for psychologists were deferred; these may have implications for the DoD Demonstration Project.

In conclusion, the best means of supporting Division 19 are: recruiting new members, allocating ten votes to the Division on the apportionment ballot, and volunteering to participate on committees and groups. Your assistance and active involvement are critical to the continuation of your Division!



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**DIVISION 19 OFFICERS AND COMMITTEES  
AUGUST 1993 - AUGUST 1994**

**EXECUTIVE COMMITTEE**

<b>President</b>	<b>Paul Gade</b> 1733 North Danville Street Arlington, VA 22201-4033	O/703-274-8866 H/703-527-3782 F/703-274-8578
<b>President-Elect</b>	<b>Stephen Goldberg</b> ARI PM, TRADE Field Unit ATTN: PERI-IF 12350 Research Parkway Orlando, FL 32826	O/407-380-4690 H/407-774-7576 F/407-381-8605
<b>Past-President</b>	<b>Brian Waters</b> HumRRO 66 Canal Center Plaza Alexandria, VA 22314	O/703-706-5647 H/301-292-0819 F/703-548-5574
<b>Secretary</b>	<b>Deirdre Knapp</b> HumRRO 66 Canal Center Plaza Alexandria, VA 22314	O/703-706-5662 H/703-971-1984 F/703-548-5574
<b>Treasurer</b>	<b>Deborah Isett</b> PO Box 2744 Arlington, VA 22202-0744	H/703-979-8359
<b>Members-At-Large</b>	<b>Steve Sellman</b> OUSD(P&R) Accession Policy Directorate Rm 2B271, The Pentagon Washington, DC 20301-4000	O/703-697-9271 H/301-248-6423 F/703-614-9272
	<b>Jared Jobe</b> PO-Box 1884 Hyattsville, MD 20788-0884	O/301-436-7111 H/301-871-1264 F/301-436-7955

<b>Fellows Committee</b>	<b>Harry F. O'Neil, Jr.</b> 15366 Longbow Drive Sherman Oaks, CA 91403	O/310-206-1532 H/818-501-4004 F/310-825-3883
	<b>Mike Fischl</b> ODCSPER, HQ DA ATTN: DAPE-HR-PR Rm 2C714, The Pentagon Washington, DC 20310	O/703-697-2448 H/301-292-4078 F/703-697-2407
	<b>Robert Nichols</b> 7125 Roslyn Avenue Mill Creek Town Rockville, MD 20855	H/301-926-2952
<b>Awards Committee</b>	<b>Brian Waters, Chair</b> <b>Paul Gade</b> <b>Stephen Goldberg</b>	See above
<b>Membership Committee</b>	<b>Martha Teplitzky</b> US Army Research Institute ATTN: PERI-RP 5001 Eisenhower Avenue Alexandria, VA 22333	O/703-274-8295 F/703-274-8578
<b>Nominations &amp; Elections Committee</b>	<b>Stephen Goldberg, Chair</b> <b>Jared Jobe</b> <b>Steve Sellman</b>	See above
<b>Editor, Journal of Military Psychology</b>	<b>Marty Wiskoff</b> BDM International 2600 Garden Road North Building Monterey, CA 93940	O/408-646-2448 H/408-649-5110 F/408-646-2041
<b>Newsletter Editor</b>	<b>James Griffith</b> 24436 Cutsail Drive Damascus, MD 20872	O/301-279-3845 H/301-253-1983 F/301-279-3849
<b>Program Committee</b>	<b>Deirdre Knapp, Chair</b>	See above
	<b>Jane M. Arabian</b> OUSD(P&R) Accessions Policy Directorate Rm 2B271, The Pentagon Washington, DC 20301-4000	O/703-695-5525 H/703-764-1838 F/703-614-9272
	<b>Ray Crosby</b> USAF Medical Center Department of Mental Health Wright-Patterson AFB, OH 45433-5300	O/513-257-2813

**Program Committee  
(continued)**

**Daniel Felker**  
American Inst. for Research  
3333 K Street, NW  
Washington, DC 20007  
O/202-342-5036  
F/202-342-5033

**Frank Norton**  
10510 Country Ridge Drive  
Upper Marlboro, MD 20772  
O/301-981-7186  
H/301-627-3097  
F/301-981-2469

**Brian Sugden**  
9409 Elk Drive  
Springfield, VA 22153  
O/301-981-7186  
H/301-866-4399  
F/301-981-2469

**AD HOC COMMITTEES**

**Education & Training  
Committee**

**Jared Jobe, Chair** See above

**Ralph Carney**  
PERSEREC  
99 Pacific Street  
Building 455-E  
Monterey, CA 93940  
O/408-656-2448  
F/408-646-2041

**Science Committee**

**William Strickland, Chair**  
7909 Lindbergh Drive  
Brooks AFB, TX 78235-5352  
O/210-536-2665  
H/210-493-7770  
F/210-536-2796

**Paul Cook**  
200 15th Street, North  
Arlington, VA 22201  
O/703-558-4700  
H/703-878-0653  
F/703-558-4723

**James Griffith** See above

**Hank Ruck**  
Armstrong Laboratory, Det 5  
Brooks AFB, TX 78235-5601  
O/210-536-3605  
H/210-492-9939  
F/210-536-2902

**Practice Committee**

**Russell J. Hibler**  
1589 Eton Way  
Crofton, MD 21114  
O/301-608-9760  
H/410-721-2133  
F/301-608-9763

<b>Military Psychology History</b>	<b>Paul A. Gade</b>	See above
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<b>Women and Minorities in the Military Committee</b>	<b>Pat Thomas, Chair</b>	O/619-553-9253
	Code O1E	H/619-453-0313
	Navy Personnel R & D Center	F/619-553-9973
	San Diego, CA 92152	
	<b>Ray Wood, III</b>	O/914-938-2744
1115 Washington Green	H/914-565-0045	
New Windsor, NY 12553	F/914-938-2138	
<b>Alma Steinberg</b>	O/703-274-8295	
US Army Research Institute	F/703-274-8578	
5001 Eisenhower Avenue		
Alexandria, VA 22333		
<b>Christine Jaggi</b>	O/301-981-7186	
Department of Psychology	F/301-981-2469	
Malcom Grow Medical Center		
Andrews AFB, MD 20331		
<b>Psychology &amp; National Security Affairs Committee</b>	<b>Dennis Kowal</b>	O/202-576-1065
	Walter Reed Army Medical	F/202-576-4478
	Center	
	Psychology Services	
	Building 7	
	Washington, DC 20307	

**AMERICAN PSYCHOLOGICAL ASSOCIATION**  
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