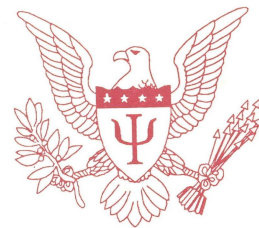


THE MILITARY PSYCHOLOGIST

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PRESIDENT'S MESSAGE

Russell Hibler

Our APA Representation

As the August annual APA convention approaches, there are many accomplishments that we may be proud of. Thanks to your continued support and the contribution of your apportionment ballots in the November election, Division 19 again was able to acquire the number of votes necessary to maintain a representative to the APA Council. As a result, we will continue to have our own spokesperson directly involved in APA affairs. Ninety-eight of you provided all ten of your ballots for the Division. Together with the other contributions, we made the exact number needed to maintain our representative. Please, as the year continues and you consider how to use this year's ballots, let's break the 100 vote mark for those of us who can give all, if not as many votes as possible, to the Division.

APA Convention Program

A special thanks goes to **Frank Norton** for his chairmanship of the Program Committee for the convention. Together, with his committee, **Skip Moe, Jane Arabian, Brian Sugden, and Ralph Carney**, they have provided a magnificent agenda. Similarly, all of the presenters deserve our very special appreciation for their contributions which will make this year's conference a special success. Please see the article later in this newsletter for the particulars. We hope that we will see you in Chicago in August.

Fellows

Additional kudos go to **Mike Fischl**, Chairman of the Fellows Committee, whose persistence and diplomacy have resulted in our receiving fellowship certificates for all individuals who entered that status for the first time through Division 19. Historically, only when you became a Fellow in an additional Division did the member receive certificates from APA. Mike communicated how important Division 19 Fellow status is to each recipient. To those of you who fit this qualification (i.e., whose first fellowship status was through Division 19) and anticipate attending the August annual APA meeting, please let Mike know so that we can present you with your certificate during our business meeting.

Membership

Sadly, we lost one of our leaders this past winter. **Dick Harris**, who served as membership chairman, died suddenly. We owe much of our current strength to his generous efforts, and we salute him. In his absence, **Peter Ramsberger** has tirelessly provided continuity in this function. Our new membership chair is Navy Lieutenant **Michael Schwerin** who recently moved to Washington, D.C. from the Naval Health Research Center in San Diego. He serves as the Research Management Advisor for the Chief of Navy Personnel. We welcome this Southern Illinois University (Carbondale) graduate as he brings with him an enthusiasm and new ideas which will continue to expand our membership efforts. Please contact him (see address at the of the newsletter) for membership information. To Mike and to all of our new participants, Welcome Aboard!

Military Psychology Journal

In an effort to continue to extend our relevance to clinicians, **Marty Wiskoff**, Editor of the Military Psychology journal, will be sponsoring dialogue on clinical issues. To help him with this, **William (Bill) D.A. Musick**, recently retired Army Lt. Col., Maryland National Guard, a clinical psychologist who has served as a hospital commander and is Past President, Maryland Psychological Association, has agreed to assist with this section. We are still refining work in several other areas, especially for uniformed activities, so stay tuned.

1997 APA Convention

Finally, this year marks the end of the celebration of the 50th anniversary of the Divisions (of which our Division is one) within APA. The convention in Chicago in August promises to provide both a rich nostalgic overview of our collective history and continues to integrate our most recent scientific innovations. It is my hope that this meeting will be particularly relevant for the ongoing type of professional development which we seek, as well as provide a reunion for senior members in whose footsteps we follow. See you there!

ARTICLES OF INTEREST -- EDITOR'S NOTE

Jim Griffith

My Purpose

Since becoming the Newsletter Editor, an objective of mine has been to develop a forum for the discussion of contemporary issues facing military psychologists. To this end, I am developing and organizing articles of interest around themes.

The first article in this issue is written by **Helen Strauss** who served in the U.S. Navy WAVES in World War II. The article provides an important personal perspective on the historical development of the role of women in the U.S. military. In this way, the article is most appropriate for the APA's celebration of its 50th anniversary of the divisions. At present, Dr. Strauss lives in the New Jersey-New York area.

The second article is written by **Guy Siebold**, a senior researcher at the U.S. Army Research Institute for the Behavioral and Social Sciences. Guy summarizes how current trends in organizational downsizing have affected and will continue to affect what we military psychologists do, namely, the people who assist us, the duration and content of our projects, and the content of our products. For many of us, the article probably resonates what we have been feeling over the last five years. The article also applies to what scientists and practitioners do in other fields.

The third article is written by **Paul Gade**, past President of Division 19, who has worked diligently and patiently as a "go-between" APA, Division 19, and the U.S. military regarding the U.S. military's policy toward gays. More broadly, the article is a call for military psychology scientists and practitioners to take a more active role in the Division to affect policies and procedures in the Division, APA, and the military.

NEWSLETTER SUBMISSIONS AND REQUIREMENTS. I would like to run descriptions of what clinical and research psychologists do in the military of other countries. Please write a short (1-2 page, single-spaced article) article and send to me, Jim Griffith, a paper-copy and an electronic file on diskette (preferably Word 6.0). See my address at the end of the newsletter. **Materials sent via Internet are not acceptable because of extra time spent in re-formatting.** The next deadline for submission for publication is October 15, 1997.

MY LIFE IN THE WAVES, U.S. NAVY, 1942-46

Helen M. Strauss

Among the many lucky breaks illuminating my life was the one that led me to become a psychologist and a reserve officer in the Navy. Not that the Navy welcomed me or any other women with much enthusiasm at that time (1924-46, WWII) nor does it, wholeheartedly, today. The cases and events surrounding Tailhook and the three female pilots are circumstantial evidence that gender bias against women is still alive and well in today's Navy. (Most recently, U.S. Air Force Lieutenant Flynn accepted a general discharge to avoid court-martial for adultery, a charge rarely filed against men.) Nonetheless, women did serve in all the American military services in World War II and have continued to do so ever since.

The process leading to the acceptance of the WAVES (Women Accepted for Voluntary Emergency Services), as they were named, was an interesting example of what may have been experienced by the women who sought admission to the other service branches as well. The relevance of all this to my personal Navy history is that I had retained a friendly relationship with Elizabeth Reynard, an English Professor at Barnard College, who was one of the three women responsible for the acceptance of women in the Navy in 1942.

I had graduated from Barnard in 1936 and was then pursuing a Ph.D. in Psychology at Columbia University when Reynard, together with Virginia Gildersleeve (Barnard College Dean) and, most importantly, Joy Bright Hancock, began their efforts to gain admission for women as reservists in the Navy during World War II. Hancock was a Navy "brat" who had grown up at the lighter-than-air naval air station in Lakehurst, New Jersey and had been twice widowed following marriages to admirals stationed there. She was a charismatic woman, still young, and a social darling in the highest Naval social circles. She was able to persuade with charm, and used herself in the interests of women to the best of her formidable intelligence and political skill. Without her advocacy, the feminist ardor of Reynard and Gildersleeve might have failed.

A sudden event, the death of Secretary of the Navy Knox, served to remove a major obstacle to the admission of women. He had agreed with the objections of the admirals, which were clearly sexist but also pragmatic. They feared the consequences of mixing the genders in a military setting, as well as the expenses involved in creating separate living facilities. With Knox's death, the sailing became smoother. Franklin Delano Roosevelt was not much interested in the issue, having much graver matters on his mind, but Eleanor championed it, we were told.

When the bill passed through Congress in the summer of 1942, admitting women as reservists, Elizabeth Reynard created the acronym WAVES. She and others launched into a flurry of activity, to begin to fill the ranks. At first, there was to be but a small cadre of officers. Later, after recruiting officers had been selected, trained, and placed, Dean Gildersleeve called on seven of her peers (Deans of women's colleges) to nominate seven women each, to comprise the first class of officer candidates, to be trained in buildings offered by Smith College in Northampton, Massachusetts.

So it happened that I received an exciting telephone call from Elizabeth Reynard out of the blue, asking me to enlist in this new women's reserve branch of the Navy. I was thrilled, having always been a "Navy buff." However, I couldn't see myself in a military uniform. Reynard assured me that there would be no uniforms, only a regulation forbidding smoking on the street! Since I had no desire to do that, my ambivalence vanished and I accepted eagerly, especially thrilled because Reynard had told me that she had nominated me for this elite first group because I was a budding psychologist whose skills would be needed. She remembered that I had proceeded "across the street" immediately after leaving Barnard in 1936, to begin work in the graduate psychology department at Columbia University, and that she had occasionally asked me to chaperone groups of Barnard American Literature students who she would take to Cape Cod to give them hands-on experience in research in non-fiction historical writing, such as she herself was engaged.

A few years later, in 1942, when filling the ranks of the new WAVES became urgent, she remembered me. Little did she know, as I had not been in touch with her for a few years, that I was a somewhat depressed student at that time, suffering dissertation difficulties while working as a teaching assistant at Bryn Mawr College. The atmosphere there was doing nothing to lighten my mood. Reynard's call fell like manna from heaven.

On August 28, 1942 I appeared as ordered, after undergoing the physical examination at 90 Church Street, New York City, Headquarters of the Third Naval District, to be sworn in as an ensign after undergoing the physical examination. Six other women were there: two others from Barnard College and four from various other career involvements. The brief ceremony followed the physical exam, and I will never forget either, not only because of the exhilaration we all felt,

but because the physical exam took place on a floor crowded with lines of men who were undergoing the same process, men clad only in a towel wrapped around their waists. (We were somewhat more covered.) They appeared to be unhappily astonished by the sudden appearance of a small bevy of women, especially because, in addition to their dishabille, they were all carrying small vials containing a yellow liquid.

We were to be schooled as officers in the reserve, adhering strictly to Navy procedures, at the WAVES Midshipmen's Training School at Smith College. We rose, ate, marched endlessly, learned Naval History, and how to identify ships and planes as precisely as if our gender had been male. Our commanding officer, Captain Underwood, did not seem wholly enthusiastic about his role, but performed it benignly, only occasionally showing the kind of insecurity akin, probably, to Freud's feeling when he asked "What do women want?"

A highlight which I will never forget, was Eleanor Roosevelt's visit. She was escorted through the entire dormitory, greeting the occupants of each room as they were standing stiffly at attention. When she arrived at the tiny room assigned to my roommate and myself, she spied some blue and white cartons in the picture-perfect, staggered drawers of our bureau and, picking one up casually, asked Captain Underwood, "I wonder how many of these the women need in a month?" She had thought the box was Kleenex. Captain Underwood became as red as a beet, and we, recognizing her error, were hard put to restrain hysterics. Happily, he simply put his hand on her arm, replaced the box, and silently guided her out of the room.

My first duty assignment was D&D Officer (Drill & Discipline!) at Smith College in Northrop Hall. This was one of the larger dormitories that the Navy had taken over to house incoming trainees. The work was pleasant, the trainees delightful, but when, I asked myself silently, was I going to be placed in a job requiring psychology? Maybe never, I knew, having been thoroughly indoctrinated in the catch-phrase "You're in the Navy now." You do what you're told to do, salute and say, "Ay, ay, Sir." After about six weeks, I was handed a telegram which began: "You are detached." I muttered to myself, before reading on, "How did they know?" Actually, the telegram told me that I was to report to U.S. Naval Training Services, Cedar Falls, Iowa on December 6, 1942, traveling via the Bureau of Personnel in Washington, D.C., to be indoctrinated in the duties and procedures of a Classification and Selection Officer and, at Cedar Falls, to conduct these procedures with newly enlisted recruits.

Thus began what I've felt was my "real" career in the Navy, as Classification and Selection Officer at the first WAVES "Boot Camp." In Washington, there had been intensive indoctrination in the testing and interviewing procedures which had been standardized for use throughout the Navy. Best of all, there was the opportunity to get to know Captain Mildred MacAfee, Commanding Officer of the WAVES, (fresh from her job as President of Wellesley College). Others in her office included Jean Palmer who was to be my principal liaison to the Bureau of Personnel in assigning recruits to their billets and Ewald Nyquist who was a psychology doctoral student from the University of Chicago and as green a Naval Reserve officer as ourselves. He had only recently received the same indoctrination which we were being given and had been assigned the duty of supervising our work in Cedar Falls, mostly by telephone from his Washington desk.

Then on to Cedar Falls in a fragile jalopy owned by one of our cohort of five, through blinding ice-storms, arriving miraculously as per orders on December 6, 1942, one day short of the first anniversary of the attack on Pearl Harbor. Cedar Falls received the first regiment of about 300 women enlistees a scant few days after our arrival. The entire staff was still strangers to each other. All, men and women alike, were reservists with no prior naval experience and therefore were hard pressed to create a training program according to Navy regulations in 32 degree below zero weather in the antiquated buildings of a State Teacher's College. The Classification and Selection Office was an unfurnished classroom, and all work of sorting, filing, and so forth, took place on the floor. Despite adversities, we were fueled by the urgencies of the job, and every recruit was tested, interviewed, and docketed, mainly for yeoman and storekeeper training, or directly to naval stations which had requested women with clerical skills. We felt, proudly, that this

first regiment of enlisted women, mostly college graduates, were sure to establish a fine reputation, setting a high standard for those to follow.

About 10 days before they were to be shipped out, the first bombshell fell. We were told that Captain MacAfee was scheduled to visit, arriving about noon. Surprise! She showed up early, as we were at breakfast and proceeded to tell us that the rumors we had already heard were true, namely, that the Navy was about to take over a much larger facility, to recruit and train a far greater number of women than had been initially planned. Cedar Falls would become a yeoman training school, but boot training would take place at the much larger Bronx campus of Hunter College in New York. All of us had been strictly forbidden by Lieutenant Disert, our commanding officer, NOT to show any eagerness to go to New York. However, MacAfee persisted in asking if any of us wanted to be transferred there and seemed perplexed at receiving no answer. She finally said, "Don't YOU want to go, Helen?" At that, nothing could stop me from blurting out, "Yes." The fact is that I would not have had any choice in the matter, since Classification and Selection was no longer going to be done in Iowa.

Captain MacAfee continued telling us that Joy Bright Hancock had succeeded in convincing the leading admirals of the Bureau of Aeronautics to open many new jobs and training opportunities to women for the first time in Naval history. She communicated her excitement at these developments to us, unwittingly preparing us for the second bombshell. A scant four days before the recruits were to be sent to their assignments, came word from the Bureau of Personnel to cancel all previous orders and, instead, to send specific numbers of women to the following: Link Trainer School (preparing teachers of aircraft pilots via simulated planes), Aviation Metalsmith School, Aviation Mechanics School, Aerographer School, Parachute Rigger training, Radioman Training School and myriad other direct assignments to Naval Air Stations. Only a few recruits were going to be able to actualize their dream of aspiring to become an admiral's yeoman in Washington. And we, who were responsible for sending out the requisite numbers to the new billets had a difficult job to do, that is, to re-interview and re-assign the entire regiment within the next 48 hours. We were sustained through the sleepless nights that followed by the spirit of challenge and adventure with which the young women greeted the news, and we ourselves were, very soon thereafter, on our way back east to the Bronx, a scant six weeks after having arrived in the frozen midwest.

At Hunter, organized chaos reigned at having to "re-invent the wheel." Adding to this, another new facility was established, but this time, one capable of processing untold numbers of women through boot training. The total number after the end of the war was close to 90,000. We felt fortunate that Ewald Nyquist had been transferred from Washington to organize our Classification and Selection Department, as we had worked together very well already and he was far more confident and knowledgeable than we about the intricacies of the Naval procedures that we would be required to follow. He remained as Chief until he was ordered to sea duty, and I then took over his role.

As the dust settled from the initial confusion, we began to cull staff from the incoming recruit platoons as we were processing them and selecting "the best and brightest." Sitting as we were, in "the catbird's seat" equipped to select for our own department, conferring the rating specialist for classification on the cohort which would see us through the formidable job ahead. Marine and Coast Guard (SPARS) recruits were also being processed at Hunter in those early days, as well as WAVES, until their own facilities were established at Parris Island and New London, respectively.

Looking back, the memories of those days are bathed in a rosy glow. Remembered is the camaraderie that helped get us through stressful times and the lifetime friendships that were forged. Never before had any of us had the opportunity to become so closely connected with women from such diverse backgrounds, united as we were in our common patriotic commitment. We knew we were safe from the dangers of the war, but the realities of the lives and deaths of those whom we had "released for sea duties," as the recruiting posters had enjoined us to do, were

always before our eyes. The progress of the war was constantly being reflected in the ever-changing orders to us in the assignment of recruits to their billets. We became accustomed to the pressure of having to make last-minute changes, similar to the "bombshell" experience we'd weathered early on, in Cedar Falls. The heart-rending climax came, close to the end, in 1946, when the orders came in, to send all but a very few, to hospital corps training, or directly to Naval hospitals, mainly on the west coast. The frightful toll of lives lost or barely saved from the Pacific battles required the care of every woman available. Individual choices and talents had to be summarily ignored. We wept with those on board who suffered losses of finances, husbands, and brothers, as well as for those thousands unknown to us.

As the war wound down, Hunter was returned to civilian use, and a few of us were transferred to the newly opened Separation Center for the 3rd Naval District on Broadway in New York City, where the Manhattan Towers Hotel had been converted for Naval use. A particular highlight of these years I recount was the sight of the recruit regiments (each 1500 women strong) marching in review every Saturday to the beat supplied by the Navy band, playing their entire repertoire of one march, "The Colonel Bogie March." My heart lifts, to this day, if I happen to hear it.

The several visits of Eleanor Roosevelt who always inspected everything with genuine interest, and most particularly, the moment when she was being conducted through our Selection Department. As she entered the room, which we had bedecked with pictures and posters depicting the jobs and training opportunities available to WAVES, we told her that each platoon of 40 women was given time to look around the display and ask questions. She peered carefully at each picture finally turning to us and saying, in her inimitable voice, "I do not see any Negro faces." We had no explanation to offer. However, scuttlebutt told us, very shortly thereafter, that "Negro" women were being actively recruited. We surmised that Captain MacAfee had received an urgent phone call.

My engagement and marriage were in 1944. Having to request permission to wear a bridal gown, uniforms were de rigeur at all times in war-time. I still treasure the response giving me permission, signed personally by Admiral Randall Jacobs, Chief of Naval Personnel. And finally, I remember my joy when I answered a 6 a.m. phone call and heard the voice of my husband telling me that he had just arrived at Floyd Bennett Field in Brooklyn from Paris where he had been stationed as an Army physician and was on his way home. I, being providentially located at the Separation Center and having enough "points" for discharge, got myself processed a.s.a.p. and scuttled home to New Jersey, to begin the life of our family. It was not until 1959 that I felt able to resume my career objectives in psychology, when my youngest of five children were ready for full-time school.

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ADAPTATION TO MILITARY DOWNSIZING

Guy L. Siebold

Situation

With the decline in military budgets and decrease in the number of personnel who conduct behavioral science research for the military (either directly or through contracts), it is inevitable that there will be a resulting impact on military psychology. The purpose of this article is to describe some of that impact and discuss how military psychologists can adapt to the situation.

From their heydays in the mid-1980s, the major military organizations conducting and funding behavioral science research (e.g., U.S. Army Research Institute, U.S. Navy Personnel Research and Development Center, and U.S. Air Force Armstrong Laboratory Human Resources Directorate) have been cut back drastically (and reorganized) in terms of personnel, budget, and contracts. The U.S. Army Research Institute, for example, has gone from well over 400 personnel slots in the 1980s to a scheduled 119 slots by the end of September, 1997; its budget has also been reduced substantially and can be considered volatile. Besides the reduction in size, there has been a qualitative change through the reduction in the number of active duty military assigned, a decrease in the variety of academic backgrounds, and a decline in demographic diversity. The result is a smaller, academically narrower, older, and more homogeneous work force. While the remaining scientists tend to be more experienced and are more likely to be veterans, they also tend to be less skilled in the information age technology.

To paraphrase Joseph Schumpeter, the economist, military psychology is in a phase of "creative destruction." It is exiting from its old ways of doing things and some old things it has been doing; it will grow into doing new things and using new ways. Of significance to the field of military psychology is the extent to which it can adapt to this change, the new technology, and the world as it exists today and in the near future. In particular, military psychologists in government, contract work, and academia must determine where they have a competitive advantage and can thereby make special contributions to psychology and the military.

In the past, military psychologists had a relative advantage in their economy of scale (large numbers of subjects, extensive resources, and ability to share and compare with those conducting research in or for the other branches of the military). As a corollary to their economy of scale, psychologists working in contract firms or government organizations were organized in hierarchies in which lower-level scientists focused on conducting research and higher-level, more experienced researchers concentrated on organizing projects, obtaining funding, and interacting with external or even higher-level personnel to sell, coordinate, and report back on project progress. Thus, "bench scientists" had the benefit of guidance from the more experienced "old hands" and freedom from more political functions. It was an industrial age model with substantial division of labor and hierarchical integration and control. The psychological research itself was a mix of big projects with concentrations of resources and small projects permitting continuous improvements in various areas of the military or in the growth of basic knowledge on relevant topics.

In the future, it seems that military psychologists will operate in smaller teams or individually with less division of labor and less resources. Promotions may well be limited, and technology will substitute for manpower. Organizations will be smaller and flatter, with consequently less administrative support, less guidance from more experienced researchers, and less political protection provided by management. More entrepreneurial activity will be needed. The division of labor may well become increasingly between academics, contractors, and government personnel rather than within an organization.

Adaptations

One can conceive of adaptations to be made to downsizing in terms of people, projects, and methodology.

People. With fewer researchers available, they will for the most part be spread more thinly among the set of ongoing research projects and psychological topics. Further, these researchers will be more isolated and with limited collegial, managerial, and administrative support. They may fall below critical mass in numbers working in certain topic areas. To adapt to this shortfall in raw numbers, at least two things can be done.

- First, the number of people involved in military psychology can be expanded by an extensive reaching out to trained psychologists who wear a uniform (active or reserve) but may not be directly engaged in military psychological research. The number can further be expanded by reaching out more to those with appropriate backgrounds and occupations in other agencies and organizations

and in the military communities of other countries. In a sense, the mainstream of military psychology needs to be broader to compensate for the decreased depth in numbers.

- Second, military psychologists can increase their efficiency and the numbers involved in their projects through conducting research that is integrated not through a hierarchical “mainframe” organization but with a network of others so that the collective projects can feed off one another and the whole can be greater than the sum of its parts. By networking, I do not mean having “power lunches” and dropping notes to those in one’s network. I mean the integrated, pre-planned sharing of information concerning samples, variables, measures, data, and findings. For example, a set of projects may be collecting data on demographic categories (rank, sex, race, etc.), unit characteristics (leadership, cohesion, motivation), and performance while in the context of research on selection, training, personnel policy, or equipment design. While each project is separate, each also collects data of some value to the others that can be shared and can expand the array of data relevant to a given project. APA Division 19 could facilitate this process.

Projects. Adaptations can be made in terms of research projects themselves. The reduced number of researchers necessitates fewer big, blockbuster projects and more, smaller continuous improvement projects or little projects which together define a big one. For these smaller projects to have impact beyond their size, they will need to be linked to real world users and effects. Military psychology will need to justify its existence more than ever before. Also, the projects will need to focus on that which can explain large portions of the variance in important outcome variables. Theoretically cute projects that only play with minor portions of the variance may become an unaffordable luxury. For example, if a new training technology may improve unit performance by 3% but leadership quality may account for 40% of the variance in the performance, a focus on the training technology or theory may be a relative waste of scarce research resources. Likewise, projects will get more mileage if results are generalizable to both active and reserve components, apply to multiple branches of the military, and can be fit into research from sociology, history, anthropology and other fields.

Methodology. Some of the most important adaptations can be made in methodology, while still retaining a foundation of the scientific method and ethics.

- First, we need to use more “off the shelf” measures and concepts from the non-military and academic sectors where feasible. The military psychologist will become, in part, increasingly a broker of general psychology and the other social behavioral sciences.
- Second, we will need to standardize certain measures (e.g., on leadership, cohesion, motivation, morale, demographic characteristics, and ability) to make comparisons more easy and to function as (standardized) anchor measures to which any new specialized measure can be related. This is especially so in the area of performance criteria, for which we need to determine which are the best criteria (measured by whom and when) for various types of research and how the criteria are interrelated. For example, we need to nail down how various kinds of supervisor or “expert” ratings compare to various kinds of more objectively scored actual performance measures.
- Third, we need to get into designing and maintaining data bases which can be shared (e.g., on the Internet). To do this, we will need standardized anchor measures that can form the linchpins for the system.
- Finally, we need to develop a structure for organizing military psychology information (similar to the periodic table of the elements and Linnaeus’ binomial biological classification system) so that it can be more readily entered or extracted. Key word searches or using different variables with similar names will not cut it.

Keys to Military Psychology's Future

Military psychology's long term status may revolve around its ability to address some key problem areas.

- One is the military services' ability to attract and retain good people and secure their allegiance under the "economic man" personnel model, "social" experiments, and the decentralizing nation state that is waning due to information age technology and globalization.
- A second key area for military psychology's future is the impact of information technology on selection, classification, training, new equipment, operations, and force structure, including problems with leadership, career paths, military norms and culture, and temporary (reserve) labor.
- A third is the ability of fighters to function as protected, integrated weapons platforms in battle while training for roles that vary from goodwill ambassador, to peacekeeper, to collector of intelligence, and to warrior.
- A final key area is the integration of the soldier or sailor and military organizations within a post-industrial, non-institutional, amorphous and volatile society and world. Over time, military psychology can also use its organized networks, norms of cooperation, and topic structure together as a competitive advantage to contribute greatly to psychology and related fields as those disciplines evolve.

Note. The views expressed herein are those of the author and not necessarily those of the U.S. Army, the Department of Defense, or the U.S. Government.

YOU WHO OR GOOSING THE MEMBERSHIP

Paul A. Gade

I was recently asked by our President-Elect, **Deirdre Knapp**, to help her respond to an e-mail message she had received from one of our members who had been attempting to recruit new Division members.

The Issue

The issue concerned the advertising ban placed on Department of Defense (DoD) by APA several years ago. As most of us will recall, APA Council, at the urging of the homosexual community within APA, had ruled that the DoD was in violation of the anti-discrimination policy of APA, and until the DoD ban on homosexuals serving in the military services was lifted, DoD would not be allowed to advertise in any APA publication or at the APA Convention. In a special mail-out vote, a majority of Division 19 members said they supported lifting the DoD prohibition on homosexuals serving in the military; however, the Division leadership opposed the advertising ban from the very beginning. Despite our objections, and those of a few of our friends, the APA Council voted overwhelmingly for the advertising ban.

The person sending the e-mail message said that members of his(her) "community" were irate that APA had recently refused to accept their position advertisements and wanted to know what Division 19 had done about this and what it was planning to do. Furthermore, the e-mailer said he(she) was "getting heat" from this community for his(her) activity within Division 19, that many members of the e-mailer's community were "galvanized against membership in APA and Division 19," and several would be dropping their current memberships. I wish to share with other

members of the Division the following, slightly less stream of consciousness, version of the reply that I sent to Deirdre.

Background

Ever since the current "don't ask don't tell" law was signed by President Clinton in 1993, the Division leadership has worked diligently, but thus far unsuccessfully, to have the ban of DoD advertising removed. In fact, we have been trying to get the ban lifted before it even got implemented. The cold facts are that Division 44 and the Committee on Lesbian and Gay Concerns (CLGC) are very powerful in APA Council and, it is my belief, that we cannot beat them in an open fight.

In the Fall of 1993, one of the first things I did as President of Division 19 was to meet with the CLGC and present our case for lifting the ban -- which was similar to the argument made by the e-mailer. We argued that "don't ask don't tell" was now the law of the land, passed by Congress and signed by the President, and no longer a DoD policy. I reported the details of that meeting in the Fall/Winter 1993/94 Newsletter. The members of CLGC were sympathetic, but not moved to agree to letting us remove the ban because they felt the law was wrong and they were very, very unhappy about the Congress-Clinton compromise. I believe because CLGC members were so very angry about the "don't ask don't tell" law, they wanted Division 19 to take some unspecified actions to "give them something" in return for their support, or at least non-objection, in asking APA Council to remove the advertising ban. We tried to make this happen with a workshop with Division 44 on homosexuals in the military at the 1994 APA meeting, by publishing a book based on that workshop, and by having an endless series of meetings on the topic beginning 1993 and ending two years ago at the APA meeting in New York when those of us who had been working with Division 44 and CLGC and the vagueness of their demands gave up!

We simply weren't smart enough to figure out something CLGC and Division 44 wanted that we could do to garner their support for our efforts. Fearing that a ban on clinical internships might be the result of an APA Council floor fight, we let the matter drop. There are many of us who would be willing to risk a floor fight, but none of us wants to harm the clinicians in the process.

My Response: Goose Behavior

I must admit that I smart more than a little bit when I hear people who are members of Division 19/APA say they want the Division or APA to do something for them or they will quit. THESE FOLKS DON'T GET IT! THEY ARE THE DIVISION AND APA. If they have burning issues and great concerns, they need to get active in the Division and/or APA and do the work to make things happen instead of blaming someone else for not doing the job that they think still needs to be done. I learned a long time ago that it is easy to be a critic -- that's why the affirmative in a formal debate gets two chances to present arguments while the negative only gets one.

I think we all should take a lesson from goose behavior. In a flight of geese, the leaders set the pace and by their wing action create an air stream that makes it easier for the geese behind them to fly. The geese at the back honk encouragement to those in front. But when the leaders get tired, they drop to the back and honk, and the honkers move to the front to take the leadership roles. I think what we need here is to get some of the honkers to become leaders, because those of us who have been in the front have been battered by the CLGC wind for about four years and are tired!

I think the goose analogy holds for all of Division 19 and APA activities, not just the advertising ban issue. We need all members of the Division to take responsibility by assuming leadership roles and by becoming active in doing the things they see that need to be done. As President Reagan said: "If not you, who? If not now, when?"

REPRESENTATIVE TO APA COUNCIL REPORT

A. David Mangelsdorff

The February 1997 meeting of Council of Representatives in Washington, D.C. focused on: the APA budget, new Divisions, representation of Divisions and Associations on the Council, and service fee charges for dues-exempt members. Each is described in greater detail below. In addition, the APA Council discussed the bill of rights for patients undergoing mental health treatment. The complete agenda can be viewed from the APA home page on the Internet at <http://www.apa.org>.

APA Budget and Member Dues. The majority of the Council agenda items dealt with initiatives for funding. The 1997 APA budget forecast is over \$64 million, with income streams projected of \$15.8 million from member dues and fees, \$19.3 million from journal subscriptions, \$7.9 million from royalties/licensing/rights, and \$7.8 million from sales of publications. The 1996 APA budget expenses are projected at over \$60.7 million. There is no dues increase in 1997, but anticipate an increase in 1998, as it will be four years since the last increase. Building project revenues help to reduce dues' increases.

Funding of APA Projects. The Council of Representatives Contingency Fund allocates \$100,000 for funding requests. The funding items included: a task force on adolescent girls (\$7,300); a continuing committee on urban initiatives (\$13,000); the Committee on Legal Issues' Task Force on facilitating APA/American Bar Association relations (\$10,000); committee to produce the APA Council Policy Manual (\$10,000); Working Group on Review of the Continuing Education Sponsors Approval System (\$20,800); the Test Users Qualifications Task Force (\$8,500); the Committee on Animal Research and Ethics' (CARE); the proposed educational video project on use of animals in psychological research (\$15,000); and the Commission on Ethnic Minority Recruitment, Retention, and Training (\$28,400) to fund grantsmanship efforts and brochures.

New Divisions. Business included permanent Division status for the Society for the Psychological Study of Men and Masculinity (Division 51) and the petition for the establishment of a Division of International Psychology.

Division and Association Representation to Council. Representation of APA members' interests comes through the allocation ballot. After the August 1996 Council of Representatives meeting, a task force was established to formulate solutions to apportionment. A workable recommendation for seating representation from all Divisions and most state and provincial associations was discussed. This item should come up at the August 1997 Council of Representatives meeting.

Dues Exempt Members' Fee. Other business items of concern to Division 19 included the following. There is a bylaws change in timing of elections. Dues for members over 65 (who are dues exempt) will be asked to pay a price/servicing fee according to a step-down system. The changes will be forwarded to the APA membership for by-laws approval.

DIVISION 19 EXECUTIVE COMMITTEE MEETING

Jared Jobe

President Russ Hibler called the meeting to order at 8:40 a.m., March 6, 1997. Present at the meeting were: Mike Fischl, Jim Griffith, Russ Hibler, Jared Jobe, Deirdre Knapp, Jerry Krueger, Frank Norton, Mike Schwerin, and Brian Waters. A moment of silence was observed in memory of Dick Harris and his many contributions to Division 19.

Membership Status. Mike Fischl raised the issue of the dues-exempt members being identified in the Membership Directory, and it was agreed that such a designation should not appear in the Directory. The next update of the Membership Directory is due and should be free to the membership once it is completed. A new person to work on the Directory will be identified.

Division 19's Representation on APA Council. Division 19 once again narrowly kept its one seat on the APA Council of Representatives. Thanks are expressed to those 246 members who gave at least one vote to the Division and special thanks were expressed to those 98 members who gave the Division all ten of their votes.

Membership Recruitment. Membership recruitment efforts are in flux because of the sudden and unexpected death of Dick Harris. Mike Schwerin was introduced as the new Membership Chair. Strategies for recruiting new members were discussed. One group in which the Division is particularly interested in recruiting is uniformed clinical psychologists.

Nominations and Elections. Deirdre Knapp reported on the Nominations Committee. She asked whether the Division could put short biographies about the candidates in either the newsletter or in a mailing to the membership prior to the election. Given that the summer edition of the newsletter cannot be printed until the convention program is ready, it was agreed that a mailing would be better. Deirdre then moved that the Executive Committee authorize the expenditure of funds for this purpose. The motion was seconded and approved unanimously.

Division Committees. The discussion then turned to the issue of volunteering on committees. Deirdre Knapp suggested that a form be published in the newsletter requesting volunteers to serve on the Division's committees. Electronic communications were also discussed as a possible way of improving communications among the Division's membership. Jared Jobe has established an e-mail group of the Committee Chairs and Executive Committee.

Newsletter. Jim Griffith reported that submissions for the newsletter are to be on diskette. He is interested in receiving articles for future issues. The group discussed the pros and cons of having the newsletter delivered electronically to those members who so desired at some point in the future.

Awards. Jerry Krueger described the current awards: A junior psychologist award, a senior psychologist award, and the Yerkes Award which goes to a non-psychologist. See the awards description write-up in this issue of the newsletter.

Division Activities at the APA Convention. Frank Norton briefly described the Division's APA Convention Program. All program hours were utilized. He extended the deadline for submissions of proposals to the APA Convention Program, and although this resulted in tight review turnaround, it greatly improved the number of submissions. Divisions 19 and 21 will co-host the social hour on Saturday evening at the convention. The group agreed that co-hosting was a good idea but expressed the desire to have the social hour on Sunday evening following the

Presidential Address. The second social hour will follow immediately after the Presidential Address.

Military Psychology Journal. Marty Wiskoff was unable to attend, and Russ Hibler mentioned that Marty is delighted with the journal, but that the publication lag is now around 12 to 18 months. The group discussed the advantages of adding some pages to the journal to include one more article in each issue in order to reduce the publication lag. This will be explored with Lawrence Erlbaum publishers.

Fellows. Mike Fischl reported that APA Division Fellowship certificates have been prepared for all Division APA Fellows who were made fellows through Division 19. These certificates will be distributed at the Business Meeting at the APA Convention. Those who do not attend will receive their certificate in the mail. Division 19 nominated two members for fellowship status this year. Mike and the group expressed their gratitude for the outstanding work by John Campbell and Bob Nichols on the Fellows Committee.

Dave Mangelsdorff, the Division's representative to the APA Council, and Paul Bartone, Committee Chair of International Military Psychology, were unable to attend but submitted reports published elsewhere in this issue of the newsletter.

The meeting was adjourned at 11:25 a.m.

MEMBERSHIP REPORT

Peter Ramsberger
Michael Schwerin

Dick Harris' sudden death caught us all off guard, and Martha Lappin, formerly of the U.S. Army Research Institute and past Division 19 Membership Chair, along with the staff of APA's Division Services office and personnel from Lawrence Erlbaum (publishers of Military Psychology) were all most helpful and patient as we muddled our way along. Hopefully, with the experience of the last six months things will run more smoothly from now on.

Status of Membership

As of April 30, 1997, there were 401 paid members of Division 19. Two-thirds of these are dues-paying members of APA, while the remainder (135) are students or other affiliates. Basically, these figures represent little change over the status as reported in the Summer 1996 Military Psychologist, when there were 398 members broken down in roughly the same proportions of affiliates and members. We continue to receive inquiries regarding the Division, having answered some 329 requests for information since November 1, 1996. As a result, applications for membership trickle in on a fairly regular basis. Feel free to photocopy the membership application included in this newsletter and pass it along to others who may be interested in Division 19.

How To Join Division 19

To join Division 19, simply complete an application form (toward the end of the newsletter) and send it, along with your check to the address on the application form. There are several categories of membership in Division 19:

- APA members, fellows, and associates are accepted as Division 19 Members (\$25).
- Long-term, dues-exempt APA members can become Division 19 Dues Exempt Members by paying \$19 a year to cover publication printing and mailing costs.
- Individuals who are not APA members (this includes APA student affiliates) may become Division 19 Affiliates (\$30) or Student Affiliates (\$19).

If you have questions and/or concerns about membership, contact Mike Schwerin (see the end of the newsletter, for contact information).

1997 APA Convention Program Comments

Frank Norton

The upcoming APA convention in Chicago in August should prove to be an excellent one for Division 19. We have over 90 presenters with sessions spread out over four days starting on Friday morning and ending on Monday afternoon. I would like to thank my reviewers, **Jane Arabian, Brian Sugden, Ralph Carney, and Skip Moe** for their enthusiastic and thoughtful comments on all 31 proposals submitted this year.

Convention Themes

Three interrelated themes emerged this year:

- One is on Organizational Health Issues, and I asked **Skip Moe** to chair that section. It involves a series of four papers given on Friday. They will be discussing suicide risk reduction, assessing organizational stress, PTSD, and training military personnel to be organizational consultants.
- The second theme is Sexual Harassment and/or Sexual Assault in the Military. The symposium on Sexual Harassment is chaired by **Louise Fitzgerald** and is scheduled for Saturday morning following in the afternoon by a symposium chaired by **Patricia Thomas** on Sexual Assault.
- **Steve Sellman** is chair of a symposium on Sunday on the third, vexing theme of Moral Character Screening of those in the workplace which is the third theme. Steve has gathered an impressive group of presenters that look at this issue from a number of different perspectives.

Convention Events

As this is the **Golden Anniversary** of the founding APA Divisions, including ours, two sessions are devoted to it. On Sunday, **Paul Gade** will chair a symposium with Past Presidents of Division 19. The other is a symposium chaired by **Dave Mangelsdorff** with an impressive list of psychologists looking at the Past, Present and Future of our Division.

Division meetings fall mostly on Sunday. We have an Invited Address at 1 p.m. chaired by Russ Hibler, a Division Business Meeting at 3 p.m., followed by the Division Presidential Address given by Russ Hibler at 4 p.m. Right after it, our social hour will be held.

On a lighter side, we have two social hours this year. One on Saturday from 5 to 6 p.m. with our colleagues from Division 21. The other social hour is on Sunday evening from 5 to 7 p.m. in the State Room of the Fairmont Hotel.

I look forward to seeing you all there and hope you enjoy the wide variety of presentations available.

MINI-CONVENTION ON PSYCHOPHARMACOLOGY

Ronald F. Levant and Norman Abeles

IN BRIEF:

What? Mini-Convention on Prescription Privileges for Psychologists.

Where and when? 1997 APA Annual Convention, Chicago, Illinois, August 15-16, 1997.

For more information contact Liz Kaplinsky, Director, Special Projects and Public Relations Governance Programs, at the APA address or telephone her at (202)-336-6065.

Background. The American Psychological Association Council of Representatives adopted a resolution supporting "Association activities in seeking prescription privileges for psychologists" in August, 1995, and the following year, approved "Model Legislation for Prescriptive Authority and the Recommended Postdoctoral Training in Psychopharmacology for Prescription Privileges." In addition to the Department of Defense Psychopharmacology Demonstration Training Project, programs to train psychologists to independently prescribe are emerging in Schools of Professional Psychology and Colleges of Osteopathic Medicine, Nursing, and Pharmacy, and consortia in the New England and Mid-Atlantic regions are developing regional training programs.

Emerging Trends. Legislative efforts to grant appropriately trained psychologists prescriptive authority have emerged in California, Missouri, and Hawaii; the APA Practice Directorate is seeking to spark the emergence of legislative efforts in a number of smaller rural states, where there is great public health need for appropriately trained psychologists who can provide the full range of mental health treatments, including psychopharmacological treatment; and state psychological associations in Georgia, Illinois, Iowa, Louisiana, Mississippi, Montana, Nebraska and Oklahoma are gearing up for the prescription privileges drive.

Mini-Convention Highlights. This mini-convention puts the spotlight on this movement, underscoring the fact that this is an initiative supported by the Association as a whole. The program includes symposia on Emerging Training Programs in Psychopharmacology for Psychologists, Emerging State Legislative Initiatives, Experiences of the Department of Defense Psychopharmacology Demonstration Training Project Trainees, and Psychological Perspectives on Prescribing Psychoactive Drugs, and a Town Hall meeting. The Mini-Convention is co-sponsored by the Board of Directors, CAPP, BEA, BPA, BAPPI, and Divisions 19 and 28.

1997 APA CONVENTION DIVISION 19 PROGRAM OVERVIEW

TIME	THURSDAY, August 7	FRIDAY, August 9	SATURDAY, August 9	SUNDAY, August 10	MONDAY, August 11
0800-0850	<p style="text-align: center;">PRE-CONVENTION WORKSHOP Mini-Convention on Psychopharmacology</p> <p>Contact Liz Kaplinsky, (202) -336-6065 for exact time and location</p>		<p style="text-align: center;">DIVISION 19 EXECUTIVE COMMITTEE MEETING</p> <p style="text-align: center;">Hyatt Regency Hotel Field Room</p>		
0900-0950				<p style="text-align: center;">SYMPOSIUM Moral Character Screening: Sorting Good and Bad Apples</p> <p style="text-align: center;">Fairmont Hotel State Room</p>	
1000-1050		<p style="text-align: center;">SYMPOSIUM Training for Force XXI</p> <p style="text-align: center;">Sheraton Hotel & Towers Missouri Room</p>	<p style="text-align: center;">SYMPOSIUM Sexual Harassment in the Military: The 1995 Department of Defense Study</p> <p style="text-align: center;">Hyatt Regency Hotel Regency Ballroom C</p>	<p style="text-align: center;">SYMPOSIUM Symposium of Division 19 Past Presidents</p> <p style="text-align: center;">Sheraton Hotel & Towers Mississippi Room</p>	
1100-1150		<p style="text-align: center;">SYMPOSIUM Everything Old Is New Again: Current Research Issues in Accession Policy</p> <p style="text-align: center;">Sheraton Hotel & Towers Arkansas Room</p>			
1200-1250		<p style="text-align: center;">SYMPOSIUM Pre-Enlistment Maltreatment Histories of U.S. Navy Recruits</p> <p style="text-align: center;">Sheraton Hotel & Towers Missouri Room</p>	<p style="text-align: center;">POSTER SESSION Sheraton Hotel & Towers River Exhibition Hall</p>	<p style="text-align: center;">INVITED ADDRESS Psychologists in Uniform</p> <p style="text-align: center;">Hyatt Regency Hotel Acapulco Room</p>	<p style="text-align: center;">SYMPOSIUM Evolution of Military Psychology and Division 19: Past, Present, and Future</p>
1300-1350					<p style="text-align: center;">Sheraton Hotel & Towers Arkansas Room</p>
1400-1450		<p style="text-align: center;">PAPER SESSION Organizational Health Issues</p> <p style="text-align: center;">Sheraton Hotel & Towers Ontario Room</p>			
1500-1550		<p style="text-align: center;">SYMPOSIUM Understanding Disparities in Perceptions of Minority and Majority Personnel</p> <p style="text-align: center;">Sheraton Hotel & Towers Colorado Room</p>	<p style="text-align: center;">SYMPOSIUM Sexual Assault in the Military</p> <p style="text-align: center;">Hyatt Regency Hotel Water Tower Room</p>	<p style="text-align: center;">DIVISION BUSINESS MEETING</p> <p style="text-align: center;">Fairmont Hotel Chancellor Room</p>	
1600-1650				<p style="text-align: center;">DIVISION PRESIDENTIAL ADDRESS</p> <p style="text-align: center;">Fairmont Hotel Chancellor Room</p>	
1700-1850				<p style="text-align: center;">SOCIAL HOUR</p> <p style="text-align: center;">Fairmont Hotel State Room</p>	

TREASURER'S REPORT

Janice Laurence

Statement of Receipts and Expenditures
September 1, 1996 through March 26, 1997 Actuals
and
March 27, 1997 through August 31, 1997 Projections

	Actual Sept. 1, 1996 through Mar. 26, 1997	Projection Mar 27, 1997 through Aug. 31, 1997	Projection Sept. 1, 1996 through Aug. 31, 1997
Cash Balance (Beginning)	<u>\$ 9,350</u>	<u>\$ 15,030</u>	<u>\$ 9,350</u>
Receipts:			
Dues ¹	\$9,970	\$1,000	\$10,970
Workshop/Symposium Fees	--	--	--
Grant	250	--	250
<u>Military Psychology Journal</u>	--	4,260	4,260
Interest	30	30	60
Total Receipts	<u>10,250</u>	<u>5,290</u>	<u>15,540</u>
Expenditures:			
<u>Military Psychology Journal</u>	2,650	2,650	5,300
Division Newsletters	1,320	1,320	2,640
Administration	200	300	500
Postage	250	250	500
Miscellaneous	150	150	300
1997 Convention Expenses	--	1,000	1,000
Workshop/Symposium Expenses	--	--	--
Total Expenditures	<u>4,570</u>	<u>5,670</u>	<u>10,240</u>
Net Receipts	<u>\$ 5,680</u>	<u>-\$ 380</u>	<u>\$ 5,300</u>
Cash Balance (Ending)²	<u>\$ 15,030</u>	<u>\$ 14,650</u>	<u>\$14,650</u>

Notes.

1. Amount projected for dues in the current year and profits from the Military Psychology journal are the actual amounts received in the prior year.
2. Cash balance on March 26, 1997 included \$10,888 in a non-interest bearing checking account at NationsBank and \$4,142 in an interest bearing John Hancock money-market.

REPORT ON THE STATUS OF THE MILITARY PSYCHOLOGY JOURNAL

Marty Wiskoff

The Fall 1996 Military Psychologist newsletter contained the August 1996 annual report to Division 19 that detailed the considerable success of the Military Psychology journal. Since that time, we have received and published excellent articles. The special issue on Military Occupational Analysis (Volume 8, Number 3 1996) has been exceptionally well received. Volume 9, Number 1, 1996 was another excellent special issue addressing the subject of Enhanced Computer-Administered Testing.

The Military Psychology journal made a profit of over \$5,700 in 1996, and we should continue to do well in the future. I would like to see this money used to further the work of our Division and to help ensure its future. Please send any suggestions on how best we can achieve our goals using these funds and on the future direction of the Military Psychology journal. Of course, I encourage you to continue sending your manuscripts.

All of you, the authors, associate editors, the editors of the special issues, and the reviewers continue to provide great support to the Military Psychology journal. My e-mail address is: wiskofmf@osd.pentagon.mil.

DIVISION 19 APA FELLOWS APPLICATION

M. A. (Mike) Fischl

Division 19 members who wish to be considered or to suggest colleagues for consideration for Fellow status should write or call me. Fellow status is intended to reflect outstanding or unusual contributions to military psychology through research, practice, teaching, public service, program administration and/or other aspects of professional services. Applying can be time-consuming and the application requires letters of endorsement; hence, getting started early is advised. All applications are due to me by December 15, 1997. Write (see address at the end of the newsletter) or call **M. A. (Mike) Fischl** at (703)-617-0314.

DIVISION 19 AWARDS

Gerald Krueger

At the annual business meeting of Division 19, we usually present three awards to deserving individuals who have furthered Military Psychology: (1) the Military Psychology Award, (2) the Robert Yerkes Award for outstanding contributions to military psychology by a non-psychologist, and (3) the Lifetime Achievement in Military Psychology Award.

The Military Psychology Award recognizes military psychologists (uniformed or civilian) in mid-career who have distinguished themselves through outstanding contributions in research, practice, or by advancing the field of military psychology. In 1996, **Gregory Laskow** was the

Division 19 recipient of this award for his significant and lasting contributions to the DoD Psychopharmacology Demonstration Project.

The Yerkes Award is presented to someone who is not ordinarily identified as a psychologist, but whose actions have furthered military psychology by application of our principles with recognizable impact on society. Last year's recipient of the Yerkes Award was **Manny Radomski**, a physiologist, who for many years as director of the Canadian Defence and Civilian Institute of Environmental Medicine (DCIEM) fostered and supported excellent psychological research in Canada and internationally.

The Lifetime Achievement Award recognizes military psychologists who have made outstanding contributions over the course of a career in military psychology. The first recipient of this award (1995) was **Jay Uhlander** for his many achievements in a long and distinguished tenure as Technical Director of the Army Research Institute.

Awards in each category are made based on nominations from the Division 19 membership, and/or by the members of the Division's Executive Committee. Nominations are made to the Division 19 Awards Committee at any time during the year, but certainly before June 30, to allow time for processing before the traditional APA Convention in August. Nomination packages should document the outstanding nature of the contributions made by the person(s) being nominated. Inclusion of a nominee's resume is always helpful and is certainly encouraged.

The Awards Committee consists of the Division's Past President (**Gerald Krueger**), current President (**Russell Hibler**) and President-Elect (**Deirdre Knapp**). The past president serves as the committee chair. The Awards Committee votes on each nomination and awards are announced at the Division 19 Annual Business Meeting, usually held Sunday afternoon at the American Psychological Association Convention.

Please give careful consideration to recognizing outstanding people for their contributions to Military Psychology, and take steps to nominate deserving people. If you know of someone who fits the criteria for one of Division 19's awards please take the time to nominate them so their achievements can be properly recognized.

NEWS AND INFORMATION

INTERNATIONAL STUDIES IN MORALE AND COHESION

-- submitted by Paul T. Bartone

Background. Over the last five years, military psychologists at the U.S. Army Medical Research Unit - Europe (Heidelberg) have studied soldier stress, health, and adaptation in a variety of operations. We have conducted field research with units deployed from their home stations in Germany to operations in Croatia, Macedonia, Saudi Arabia, Kuwait, Kazakstan, and most recently Bosnia. All of these military operations and deployments were in some respect multinational, involving forces from other countries. Some have even placed American military units under the command of other countries. It seems that gone are the days when American forces could operate in relative isolation, having little contact with soldiers of other nations. The new multinational operational environment poses new challenges of adaptation for U.S. forces at every level, and also provides new opportunities for international collaboration among military psychologists.

From an organizational standpoint, the success of modern multinational military operations depends increasingly on cooperation, communication, and a sense of common purpose among the various participating nations. In this regard, the topics of morale and cohesion among forces involved in such operations are of growing importance. While these topics are salient in most military organizations, some substantial cross-national or cultural differences are apparent in how they are conceptualized and measured. Thus, a necessary first-step toward a cross-national comparative examination of factors influencing cohesion and morale during multinational operations is some agreement on what the terms mean, and how they should be measured.

Recent International Meetings. In January 1997, Henryk Dziewulski and I chaired a roundtable discussion on "A Comparative Research on Morale and Cohesion in Modern Armed Forces" at the Interim Meeting of the Research Committee on Armed Forces & Conflict Resolution (RC01), International Sociological Association. In trying to address some of the conceptual and measurement problems surrounding morale and cohesion, we were encouraged by the interest and expertise of European Research Group on Military and Society (ERGOMAS) and RC01 members. As a beginning step toward an international comparative research program, we decided to assemble for possible publication a collection of papers that will summarize perspectives on morale and cohesion in several countries.

It was also my good fortune to recently participate in a symposium on "Morale and Cohesion in the Armed Forces," organized by Henryk Dziewulski of Poland for the 1996 (Zurich) meeting of ERGOMAS. An international comparative research program on morale and cohesion in the military context is one of the main goals of the new ERGOMAS working group established by Henryk Dziewulski. The panel generated substantial interest, which underscored the need for increased cross-national exchange and international comparative research on morale and cohesion.

Support Our Efforts! We hope that the ERGOMAS and RCO1 efforts will move us closer to the goal of a universal, cross-national understanding of morale and cohesion in military organizations, with standard measurement tools that will yield comparable data. For more information regarding these efforts, contact Dziewulski at: Henryk Dziewulski; Wojskowy Instytut Badan Socjologicznych; ul Emilii Gierczak 1; 00-910 Warszawa 72; Skr. Pocz. 35, POLAND and e-mail pmichal@wat.waw.pl. Check out the new ERGOMAS home page at: [Http://ped.gu.se/ergomas/default.html](http://ped.gu.se/ergomas/default.html).

DoD HUMAN FACTORS ENGINEERING TECHNICAL ADVISORY GROUP

– submitted by Jerry Krueger

Background. Almost 20 years ago, the Department of Defense Human Factors Engineering Technical Advisory Group (DoD HFE TAG) was initiated as a regularly scheduled informal communication networking forum for members of the DoD on numerous topics related to human factors and ergonomics. The TAG has evolved slightly from its original construct, but after 37 meetings, still stands as a marvelous opportunity for DoD human factors employees to meet and discuss the latest research, advances in methodologies and technologies, to coordinate potential collaborative sharing of research initiatives, resources, and even to propose joint projects.

The DoD TAG organizes into 14 sub-groups, each with a subject matter focus which brings experts and interested parties together every six months for what amounts to a mini-symposium on particular topics of common interest. The TAG presently includes the following 14 subgroups:

- Controls & Displays/Voice Interactive Systems;
- Design: Tools & Techniques;

- Electronic Associates & Intelligent Agents;
- Human Factors in Personnel Screening & Performance Prediction;
- Human Factors in Biomedical Technologies;
- Human Factors in Test & Evaluation;
- HFE/Human Systems Integration: Management and Applications
- Manned System Modeling;
- Sustained/Continuous Operations;
- System Safety/Health Hazards/Survivability;
- User-Computer Interaction;
- Tri-Service Workload Coordinating;
- Tri-Service Human Factors Standardization; and
- Technical Society/Industry (TS/I) Representation Sub-Group.

Meeting Activities. Most subgroups hold a 3-hour meeting early in the TAG meeting week schedule (Monday or Tuesday); these subgroups have open attendance policies for any of us generally interested in human factors. The TAG usually schedules a tour of a local military research center in mid-week so attendees can see government facilities and interact with the research staffs who provide the tours. Attendance is generally a bit more restricted at a general plenary session, lasting about a day (Thursday), intended only for DoD employees but permits attendance by appointed members of the TS/I.

The DoD HFE TAG usually holds two 3-day meetings per year: traditionally in May and November. Each of the three military services, and NASA, take turns serving as the local sponsoring host. Attendance at the DoD TAG (generally anywhere from 80-120 persons) is at the level of governmental lab division chiefs, research team chiefs, senior investigators, a smaller number of junior researchers, and a wide variety of involved parties representing government human factors contractors, academia, and private research organizations. This mix makes for good interchange of ideas and collaboration discussions, truly at important worker bee levels.

Summarized below are highlights on five topics from the November, 1996 meeting:

- Mary Lopez of the U.S. Army Center for Health Promotion and Preventive Medicine (Edgewood, APG, MD) gave a status report on the 3-year old DoD Occupational Safety and Health program to identify workplace biomechanical risks, to educate our workforce about workplace ergonomics (i.e., avoidance of repetitive motion situations leading to musculoskeletal injuries) and eradicate DoD workplace design problems of plaguing ergonomics issues (i.e., biomechanical threats).
- In the personal computers arena, Al Despain of Information Sciences Institute treated us to a thought-provoking discussion of futuristic applications of CYBORG technologies that could permit us to wear a computer and laser scanner display in front of one eye, and use one hand to operate the computer, to rapidly call up supplemental information related to our on-going conversations, thus giving us a conversational competitive edge. In far reaching thoughts, if we can make closer connections with neurons and obtain a ten-fold improvement in bandwidth for getting information into and out of computers, our human information processing capabilities could take a quantum leap in the next decade.
- For John French's subgroup on Sustained/Continuous Operations, the main research thrusts presently seem to be: 1) identifying military personnel positions most subject to impactful performance decrements associated with sleep loss and sustained performance requirements; 2) refinement of instrumentation and tools for field studies on these topics, e.g., operator state assessment via EEG, eye activity measures, behavioral measures and wrist-actigraphy; 3) further exploration of pharmacological interventions such as sedatives and stimulants, e.g., on-going and proposed studies on Melatonin, Modifinal, and Caffeine; and 4) studies of special situations such as sleeping in gas masks.

- In the telemedicine and telerobotics arena, given that technology for performing tele-robotic medical care including surgery is upon us, several stimulating presentations concerned complex decision making during a medical crisis in every-day operating rooms. These highlighted many human communication interaction problems we could encounter when we grapple with these issues in stationing medical experts in two locations simultaneously while they service a patient over tele-links.
- Paul S. Rau of the National Highway Transportation Safety Administration (NHTSA) showed us many highway driver fatigue applications of earlier defense-related human factors work on sustained performance and on development of body monitoring systems. The opportunities to share research findings, experienced people, and instrumentation resources across federal agencies are enhanced by interchanges like these brought about at the DoD HFE TAG.

For more information on future DoD HFE TAG meetings, contact Sheryl Cosing, the DoD TAG Coordinator, at (703)-925-9791 (voice) or (703)-925-9694 (Fax).

DIVISION 19 COMMITTEE INTEREST FORM

Deirdre Knapp

The Executive Committee is very interested in providing opportunities for all interested members to participate on several permanent and ad hoc committees. Broad participation helps better the Division. Committee involvement provides members and affiliates with positive benefits as well.

The permanent committees include:

- Awards
- Fellows
- Membership
- Newsletter
- Program

Ad hoc committees currently include:

- Education & Training
- Science
- Practice
- Military Psychology History
- Inter-University Seminar on Armed Forces and Society
- Women and Minorities in the Military
- International Military Psychology

If you have questions about what the responsibilities and current activities of any of these committees are, contact **Deirdre Knapp** at (703)-706-5662 or e-mail at dknapp@mail.humrro.org or the applicable committee chairperson (see names and addresses at the end of the newsletter).

Please indicate your interest by completing the following:

Name: _____

I am interested in participating on the following committees:

I suggest that Division 19 create the following new ad hoc committee(s):

Fax (703-548-5574) or mail this form to:

Deirdre Knapp
HumRRO
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Division status you are applying for:	Present APA status	If you belong to APA please list your APA member number:
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Please indicate your research or practice interests/specialties:

Return this form along with a check made out to "Division 19" to our treasurer:

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Thank-you!

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AUGUST 1996 - AUGUST 1997**

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