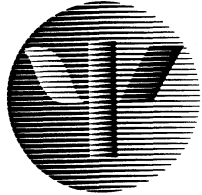


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THE MILITARY PSYCHOLOGIST

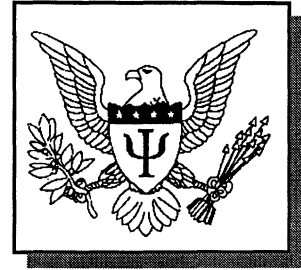


AMERICAN
PSYCHOLOGICAL
ASSOCIATION

The Official Newsletter of
Division 19 of the APA

Volume 15, Number 2
Summer 1999

(Printed in the U.S.A.)



THE DIVISION OF
MILITARY
PSYCHOLOGY

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PRESIDENT'S MESSAGE

James Griffith

Well, as one year passes, so does another Division 19 presidency. It was a pleasure to serve the division. I will continue to serve the division as Past President, putting together awards for the convention in 2000. Also, I will likely be involved in producing next year's Membership Directory.

The Convention - The annual American Psychological Association convention will be held in Boston, August 20-24, and our division is headquartered at the Sheraton Boston Hotel. Our thanks to Wink Bennett for putting the program together and anonymous reviewers who provided Wink and submitters with feedback.

This issue of the newsletter contains the convention program. Themes include the experiences of other militaries in recent deployments and lessons learned from recent U.S. military peace-keeping missions. In keeping with our goals, one symposium involves guests from other countries' militaries and is co-sponsored with the Division of International Psychology. Also, many of our division papers are highlighted as part of the overall convention themes of diversity and health. This year, we are trying something new, called the "Fellows Forum." We have invited recent Fellows' recipients to come talk about their careers. In addition, Steve Sellman from the Office of the Secretary of Defense will deliver the division's invited address.

My address at the convention will be an overview of what we know about individual, group, and organizational reactions to traumatic events in the hopes of predicting what will happen in future terrorist attacks involving "weapons of mass destruction," with special emphasis on what military psychologists and the field of social psychology offer as strategies for effective coping. Using the Maryland National Guard as an example, I will summarize how the U.S. armed forces is actively involved in counter-terrorism and first responder actions to terrorism, in particular, those involving chemical, biological, and nuclear agents.

Issues - If you are attending the convention, please mark your calendars for the annual business meeting: Sunday, August 22, 1999, from 3:00 to 3:50 p.m., in the Hampton Room at the Sheraton Boston Hotel. Issues to be discussed: investment of division money; monetary sponsorship of and/or awards to students so they are better able to attend and present at APA conventions; the APA litigation fund; and linking Division 19's web site with other relevant web sites. If you have issues, please let me know so we can address them at the annual business meeting in Boston.

Notes of Interest - Please consult your recent issue of the Psychological Science Agenda, Vol. 12, No. 3 (May/June), 1999. The issue highlights some perceived problems in the Office of Management and Budget implementation of the Freedom of Information Act (FOIA). Some speculate that its implementation could result in access to datasets and preliminary results before the completion of studies. APA has drafted its position regarding the implementation of the FOIA (see p. 3 of the Agenda). You can check the web site at www.apa.org/ppo/foia.html for the latest information concerning FOIA. Also featured in the Science Agenda is our own Bill Strickland giving testimony to the House Appropriations Defense Subcommittee for federally funded research in the military.

Division Directory - By now, I hope all the membership received the Membership Directory. It was produced relatively inexpensively, relying on existing membership databases. The Executive Committee asks your reactions to the Directory. I noted an area for improvement already! The students and affiliates were not alphabetized. I apologize for this oversight. As I am thinking of making this an annual occurrence, we will be able to correct this and other oversights in the next publication. Please let the Executive Committee know your thoughts on making the Membership Directory an annual event.

COVER 2

GENDER-INTEGRATED TRAINING

Janice H. Laurence

The Congressional Commission on Military Training and Gender-Related Issues (CMTGRI), authorized by the National Defense Authorization Act for Fiscal Year 1998, is wrapping up. The 10-member panel is crafting its final report to Congress, addressing adultery and fraternization rules, basic training in general, and gender-integrated training (GIT). Of course, it was the third area of concern that proved most contentious. While this bit of gossip should come as no surprise, it is indeed noteworthy that social scientists and psychologists in particular contributed to the policy debate.

In addition to social scientists among the Commissioners themselves, psychologists served in two of the three principal research positions on the staff. As one of the principal scientists, I led such research efforts as: focus groups with enlisted members, a retrospective survey of socialization, values, and performance in relation to recruit training, a performance data modeling effort, and analyses of existing survey data. Aside from these studies, surveys addressing cohesion were conducted with samples of entering and graduating recruits and leaders. These research activities were supplemented by data calls to the Services, hearings, and site visits and discussion groups led by the Commissioners.

Gender-integrated *basic* training is practiced in three of the four Services: Army, Navy, and Air Force. The Marine Corps conducts separate basic training by gender. The Army has a mix. For all-male MOSs that train via One-Station-Unit-Training (OSUT), the format is all male. For all other MOSs, the format is gender-integrated. With the exception of the aforementioned Army OSUT, technical training is gender-integrated in all four Services.

Commission findings generally showed no relationship between gender-related basic training experiences and outcomes. In general, respondents favored that with which they were familiar. In keeping with degrees of experience with gender-integration and female representation levels, Air Force and Navy personnel were more

likely than the Army and Marine Corps to favor gender-integrated basic training. However, still the majority of Army respondents favored gender-integration. Recruits, enlisted members, and leaders endorsed their Services' current practices. Despite the transparency of the Commission's focus, gender was not the only, or necessarily the first, concern of those who participated in focus group discussions. From analysis of data provided by the Defense Manpower Data Center (DMDC), there was no evidence that GIT is associated with higher attrition; propensity to enlist was similarly unrelated to requiring men and women to train together. Military Equal Opportunity Climate Survey Data (MEOCS) provided by the Defense Equal Opportunity Management Institute (DEOMI) suggested that sexual harassment and sexist behavior were "down" and units with higher gender integration had higher ratings on organizational effectiveness, satisfaction, and commitment.

The Commissioners' recommendations are not yet available to the public. But, as was the case in the Commission's interim report as presented to the House Armed Services Committee in March 1999, there seems to be disagreement with regard to only one the three areas assessed—gender-integration. Despite agreement that basic training is effective overall and research findings that show no ill effects of gender-integrated training, a minority of the Commissioners are unconvinced of the soundness of Service policies and practices that include training men and women together from the start. Unfortunately, the role of women in the military has not been settled. As a military psychologist, my own prescription is that it is time to move beyond the issue of gender-integration and broad demographic characteristics and instead focus on personnel challenges—on specific actionable factors and issues that detract from training and operational effectiveness.

PRESERVING SOLDIER HEALTH & PERFORMANCE DURING DEPLOYMENT TO BALKAN HOT SPOTS

Gerald P. Krueger

Military units deploying to the Balkans are being taught occupational, environmental and preventive medicine (PM) guidance developed through 30 years of military research laboratories. Current medical guidance successfully prepared U.S. forces for Bosnia by adopting lessons learned during several 1990s peace-making and nation-building experiences.

In likely event of U.S. forces becoming involved in direct support of ground operations in Kosovo, soldiers, sailors, airmen and marines, can expect to confront uncertain situations, experience inherent dangers of armed conflict and/or terrorism, witness much human tragedy and suffering, be required to be very flexible in accepting numerous operational changes, and likely work as part of multi-national teams. In addition to preparing for the possibilities of casualties from combat, preventive medicine guidance must help our military personnel prepare to face important health hazards in the Balkans. These include: accidents and non-battle injuries; food and water contamination; climate extremes and terrain; vectorborne diseases from insects and animals; diseases spread by/from people; operational tempo related stresses that require sustaining performance over exceedingly long work hours; and facing frequent challenges that affect morale and psychological readiness to perform the mission. Lessons learned point toward viable preventive countermeasures for these threats to health and performance.

In neighboring Bosnia, our forces have not participated in actual combat; even so, the Disease & Non-Battle Injury (DNBI) rates are rather low (ranging from 6.0 to 8.1 per 100 troops per week) compared to other recent deployments. In Bosnia, most soldiers live in a stable operational environment on base camps heavily supported by contractors who provide plenty of potable water, operate clean dining facilities and highly sophisticated systems of food procurement and preparation. Commanders and PM teams constantly promote monitoring of sanitation, water quality, excellent food service, and emphasize the need for frequent hand-washing to maintain historically low levels of gastrointestinal and other illnesses. Medical surveillance is recognized as a

critical part of our force protection strategy. Our troops in Bosnia are mostly restricted to base camps, limited on alcohol consumption, and permitted only slight contact with the locals, including limits on local restaurant food. However, generous morale and welfare support activities, 6-month tour lengths, strong home-based family support networks, and the presence of well-staffed combat stress control teams, all contribute to the "preventive mental health" approach to minimizing stress reactions and psychiatric disorders.

Mimicking these and the lessons learned from other peace-keeping deployments will undoubtedly help commanders maintain the health and performance of our forces as they navigate through the next several years of Kosovo revitalization, whatever twists and shape that situation takes.

Subsequent issues of the *Military Psychologist* will continue to highlight the work of U.S. military operational stress research teams who help formulate command guidance for capitalizing upon soldier perceptions, for minimizing adverse stressors, and recommending ways to enhance personnel performance.

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MILITARY RECRUITING AND YOUTH PROPENSITY TO SERVE

Jane M. Arablan and
Major David C. McCormick, USAF

Background. The Military Services attracted an adequate number of recruits in FY 1998 while maintaining the quality necessary to sustain a capable, ready force. The Services recruited nearly 180,000 first-time enlistees -- 94 percent were high school diploma graduates (HSDGs) with 68 percent scoring above average on the enlistment test (AFQT I-IIIIAs). Two Services -- the Marine Corps and Air Force -- achieved their numeric goals. The Army reached 99 percent of its objective, missing by 776 individuals and the Navy achieved 88 percent of its mission, a shortfall of 6,892 recruits. The robust U.S. economy, with the lowest unemployment rate experienced during the history of the All-Volunteer Force, coupled with ever-increasing youth college attendance, continues to make recruiting especially challenging.

In addition, there now is less interest among young adults in joining the military than there has been in the past. Since 1975, the Department of Defense annually has conducted the Youth Attitude Tracking Study (YATS), a computer-assisted telephone interview of a nationally representative sample of 10,000 young men and

women. This survey provides information on the propensity, attitudes, and motivations of young people toward military service. Enlistment propensity is defined as the percentage of youth who state they plan to "definitely" or "probably" enter military service in the next few years. Research has shown that the expressed intentions of young men and women are strong predictors of enlistment behavior.

Propensity to Serve on Active Duty.

Results from the 1998 YATS survey show propensity for active-duty military service relatively unchanged from 1997. However, among 16-21 year-old men, propensity for active duty declined following the Persian Gulf War, from 34 percent in 1991 to 26 percent in 1994, and has not changed significantly since that time. Young women's propensity has fluctuated only slightly in the past several years; the long-term trend appears to be constant. In 1998, 13 percent of 16-21 year-old women expressed a propensity for military service, the same as in 1995, and up one percentage point from last year.

TRENDS IN PROPENSITY TO SERVE ON ACTIVE DUTY FOR:

16-21 YEAR-OLD MALES

	<u>1990</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>	<u>1997</u>	<u>1998</u>
Army	16 *	17 *	13	13	11	12	12	11	12
Navy	11 *	12 *	11 *	10	9	10	10	10	9
Marine Corps	11	13	13 *	11	11	11	11	11	11
Air Force	15 *	16 *	14	14	12	12	12	12	12
Any Service	32 *	34 *	29 *	29 *	26	28	27	26	26

16-21 YEAR-OLD FEMALES

	<u>1990</u>	<u>1991</u>	<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>	<u>1997</u>	<u>1998</u>
Army	6	7	5	5	7	6	6	5	6
Navy	5	6	4 *	3 *	5	5	6	4 *	5
Marine Corps	3	3	3	4	4	4	4	3	4
Air Force	7	9	7	7	5 *	7	7	6	7
Any Service	13	15	12	12	13	13	14	12	13

* The difference between this number (with "**") and the 1998 propensity is statistically significant ($\alpha = 0.05$). Propensity estimates are based on a representative sample of American youth, and results will vary slightly from what would have been obtained if all American youth were interviewed. For example, for 16-21 year-olds, estimates usually will be within a percentage point of true population values and will nearly always be within two percentage points.

To downsize the military following the Cold War, the Services reduced their accession objectives. The post Cold War decline in young men's propensity was troubling, but sufficient numbers of men and women enlisted to meet reduced Service recruiting goals. Since the force drawdown parameters have been met, recruiting missions are now rising to levels required to replace individuals leaving service. For example, the Department's active component fiscal year 2000 recruiting objective is five percent higher than the fiscal year 1998 goal.

Current YATS results indicate the percentage of young men and women favoring military service, relative to the number required to sustain higher accession requirements, is less than before the end of the Cold War. Thus, recruiting high-quality youth into the Armed Forces will continue to be challenging. Nevertheless, the fact that propensity remained virtually unchanged from 1995 to 1998 in the face of a robust economy is a sign of optimism and suggests that increased advertising has been successful in raising youth awareness about military career opportunities.

Reasons For Joining or Not Joining The Military. Regardless of their propensity for military service, YATS respondents are asked to provide, in their own words, reasons for joining and not joining the military. The most frequently mentioned reasons for joining are money for college, job training and/or experience, duty to country, pay, travel, and self-discipline.

Most young men and women see postsecondary education as the key to prosperity and job security in America. The percent of youth going to college is increasing, and YATS results show that young people are aware that the military offers money for a college education. Educational funding is the most frequently cited reason for enlisting. In 1998, 32 percent of men and 35 percent of women identified money for college as a reason for joining; comparable 1991 figures were 24 percent of men and 31 percent of women. Many young people have the will and the talent for college, but lack the funds. The Montgomery GI Bill, the Army/Navy/Marine Corps College Funds, the Service academies, and Reserve Officer Training Corps scholarship programs provide the Services with an effective means of attracting these talented young men and women to the military, and provide these youth the means to gain a college education.

For many non-college bound youth, military service offers an opportunity for job experience and specialized training. In the past few years, 24 percent of men and 17 percent of women mentioned job training and experience as a reason for entering military service. Other reasons for joining are mentioned much less frequently. "Pay" was mentioned by 11 percent of men and 9 percent of women; "duty to country" was mentioned by 13 percent of men and 9 percent of women; "travel" by 8 percent of men, 6 percent of women; and "discipline" by 6 percent of men, 4 percent of women. The percentages of men and women mentioning job training, pay, duty to country, travel, and discipline as reasons for joining have not changed significantly in the past few years.

The most frequently cited reason for not entering military service concerns military lifestyle, mentioned by 19 percent of men and 25 percent of women in 1998. Military service evokes images of discipline and regimentation for most youth. These images tend to deter many youth from interest in the military. Many college-bound young people believe they have the self-discipline to achieve their goals, and see regimentation as stifling. Others, however, see externally imposed discipline as beneficial. Following the 1995 and 1997 YATS surveys, extended interviews were conducted with young men and women who seemed likely to enter military service. Some noted that learning discipline served an important maturing role in their lives; others indicated they looked forward to learning this critical life lesson in military service and that the military would provide a guiding structure within which to "get their priorities straight." It is ironic that the reason most frequently cited for not entering military service might, for some, be an important motivation for enlisting.

Other reasons cited by youth for not entering military service suggest not a rejection of the military, but consideration of a commitment to other options in life. In recent years, 12 percent of men and 10 percent of women mentioned other career interests as a reason for not joining. Nine percent of men and 16 percent of women mentioned family obligations; from extended interviews, we know that many enlistment-age youth feel they are not able to enlist because they are needed to care for ailing parents or for their

own families. Some youth (11 percent of men; 10 percent of women) suggested the length of commitment to the military is too long. While youth acknowledge that some military service might be beneficial, many are reluctant to defer their career or education plans for four years. Finally, about 11 percent of men and 10 percent of women cite danger as a reason for not entering military service; six percent of both men and women stated military service was "against their beliefs."

Current Recruiting Quantity And Quality Trends. Through May 1999, the Navy and Marine Corps met

their numeric recruiting goals, while the Army (82 percent) and Air Force (90 percent) fell short. Nonetheless, recruit quality across the Services remains above the above Department of Defense benchmarks of 90 percent high school diploma graduates and 60 percent scoring above average (AFQT Categories I-III) on the enlistment aptitude test. The following table shows Service recruit quality for young people who either shipped in the first eight months of FY 1999, or enrolled in the Delayed Entry Program (DEP) for subsequent enlistment during this fiscal year.

FY 1999 Recruit Quality through May 1999
(Percent)

	Army	Navy	Marine Corps	Air Force	DoD
Percent HSDGs	90	91	96	99	93
Percent Cat I-IIIA	64	65	65	77	67
Percent Cat IVs	2.0	0	0.7	0.2	0.9
Recruits (Plan / Actual)	41,880/34,241	25,535/25,656	21,680/21,924	22,311/19,733	111,406/101,554
Over (short)	-7,639	121	244	-2,578	-9,852

Actions to Address The Recruiting Problems. In light of these FY 1999 challenges, the Army increased recruiting resources by more than \$100 million above its planned FY 1999 investment, including a hike in the enlistment bonus (EB) ceiling for 3-year enlistments from \$4,000 to \$6,000. Both the Army and Navy have implemented a new \$3,000 EB for those agreeing to attend boot camp during the historically low-flow spring months. In addition, the Navy and Marine Corps increased advertising resources by \$35 million and \$9 million, respectively. The Air Force, for the first time, has begun use of paid prime-time television exposure and has increased its fiscal year 1999 advertising budget by \$23 million (from \$16 million to \$39 million) and front-loaded \$37 million for FY 2000 advertising. The Army, Navy, and Marine Corps have added to their College Fund "kickers" (which are additions to Montgomery GI Bill benefits) so that the total money-for-college incentive is now set at \$50,000 for the traditionally difficult-to-fill skills. Finally, the Navy has significantly increased recruiter strength, up to 4,700, and the Air Force is working to fill an 18-percent deficit in recruiter manning. Additionally, the Navy adjusted its recruit quality goals from 95 percent HSDGs to 90 percent, and from 65 percent in Categories I-III to 62

percent. There is no current plan by any of the Services to raise input of low-aptitude (AFQT Category IV) recruits.

Summary. The profound impact of a booming economy, the job opportunities it provides, and the propensity for young people to attend college, have exacerbated the already difficult mission our recruiters are struggling to meet. Funds have been reprogrammed and additional recruiters have been assigned to help with the recruiting effort. Even so, there is a distinct possibility that not all Services will be able to meet their recruiting goals. The Navy and Marine Corps are expected to achieve their FY 1999 recruiting objectives. The Army has experienced a difficult year and may miss its objective by 6,500 recruits, while the Air Force may miss its FY 1999 objective by 2,000 to 3,000 recruits. However, all Services will meet or exceed recruit quality benchmarks.

REPRESENTATIVE TO APA COUNCIL REPORT

Henry L. Taylor

The Council of Representatives met at the Capital Hilton Hotel, Washington, D.C. February 18 - 20, 1999. A plenary session of council was conducted February 17, 1999, prior to caucus/coalition meetings; the consent agenda was approved. Items of interest were discussed at the Division 19 Executive Committee Meeting February 18, 1999.

1999 Final Budget - The Council approved the 1999 final budget of \$79,133,000 with a net deficit from operations of (\$1,078,100) and a building subsidy of \$1,000,000; the net deficit approved after building subsidy was \$78,100. The financial forecast for the next three years included a building subsidy to cover operational deficits of not more than:

1999	\$1,000,000
2000	\$ 800,000
2001	\$ 700,000

The building subsidy recommended by the Financial Committee for 1999 was \$900,000, but Council approved a \$1,000,000 subsidy.

APA Monitor - A revised prototype APA Monitor formatted as a color magazine was distributed to Council. Council endorsed the format change. The first issue will be January 2000.

Petition for New Divisions - The Council approved the petitions for a new Division of Clinical Child Psychology and for Division Status of the Society of Pediatric Psychology. These organizations have been major sections in Division 12, Clinical Psychology.

Resolution on Test Case Litigation - The Council declared test case litigation to be a priority for APA and directed the Board of Directors to develop plans for consideration by Council at the August 1999 meeting for the provision of financial assistance to the Committee for the Advancement of Professional Practice's (CAPP) approved test case litigation efforts should such assistance become necessary.

APA Companion Organization - For many years, the APA Board of Directors and the Committee for the Advancement of Professional Practice have been seeking ways to assure that APA can meet the growing need for advocacy and other support to professional psychology. During his APA presidency, Dr. Ron Fox, now Chair of CAPP, encouraged APA to explore the possibility of changes in APA tax structure that would reduce some of the restrictions under which we currently operate. In 1998, at the request of Dr. George Taylor, past Chair of CAPP and current APA Board Member, a Board sub-committee was formed to work with legal consultants to consider alternative structural models.

APA is exempt from federal taxation as a charitable organization under section 501 (c) 3 of the Internal Revenue Code. Because of this, it is limited by law to expending no more than \$1 million on legislative advocacy in any one year. As we grow closer to that limitation, the Board of Directors is exploring the possibility of establishing a companion organization that would be exempt from tax under section 501 (c) 6 of the Internal Revenue Code. This organization, while closely associated with APA and with shared leadership, would have more freedom to meet the anticipated future needs of professional psychology. It would be free of the restraint on legislative advocacy. We are exploring this because it could provide the opportunity to pursue the growing number of important matters that are of significance to psychology today and in the future.

There is no plan to divide APA into constituencies or to separate practice and other aspects of psychology. To the contrary, the intent is to permit all of APA to operate efficiently and effectively to accomplish its missions. Over the coming months, the Board of Directors will be seeking input from the relevant governance bodies prior to final determination by the Council.

**MEETING OF THE FEDERATION OF BEHAVIORAL, PSYCHOLOGICAL,
AND COGNITIVE SCIENCES**

Janice Laurence

A forum on defense-related behavioral and social science research management, hosted by the Federation of Behavioral, Psychological, and Cognitive Sciences (FBPCS), was held June 17-18, 1999 at the American Psychological Association (APA). The focus was on assessing the strengths and weaknesses in the current DoD management system. The backdrop was the recent testimony before the House and Senate Appropriations Committees (Defense Subcommittees) to "save" research budgets for the Services.

Division 19 is a member of the Federation. Those in (or interested in) the defense research community within and outside Division 19 were in attendance. Among the agencies represented were the Army Research Institute (ARI), the Office of Naval Research (ONR), the Institute for Defense Analysis (IDA), and the National Institutes of

Health (NIH). Outside the government were members of APA, AERA, HumRRO, and university faculty. After introductions by FBPCS Executive Director, David Johnson, Undersecretary of Defense for Science and Technology, Dr. Delores Etter joined by Dr. Robert Foster within the same office, addressed Defense current and future support and use of social science research.

Three important themes that surfaced over the course of the forum were: 1) the amount of funding; 2) the stability of funding; and 3) communicating the value of the research funded. To address recurring funding problems and fend off perceptions that social science research is irrelevant or inconsequential, the invited participants were tasked with preparing a document for consumption by both the Congress and the Office of the Secretary of Defense.

DIVISION 19 EXECUTIVE COMMITTEE MEETING

Jared Jobe

Division 19 Midwinter Executive Committee Meeting
Thursday February 18, 1999

Attendees: Jane Arabian, Wink Bennett, Dana Born, Jim Griffith, Jared Jobe, Deirdre Knapp, Rick Manning, Skip Moe, Bob Nichols, Bill Strickland, and Hank Taylor.

President Jim Griffith called the meeting to order at 9:10 am.

Secretary's Report - The minutes from the Executive Committee meeting at APA last August were approved as written.

Treasurer's Report - Jane Arabian reported that Division 19 has a balance of \$28,309 in our various accounts. She recommended taking the \$4,549 in the John Hancock mutual funds and another \$10,000 from the APA account and investing those funds in higher yield mutual funds. There was considerable discussion about the pluses and minuses of such a strategy. The Executive Committee passed a motion to authorize Jane to move the funds in the John Hancock account into

Vanguard 500 and report back with a recommendation on investing the other \$10,000 after conducting further research. The Calendar Year 1999 budget was presented and approved. There was also considerable discussion about worthwhile endeavors on which to spend some of the balance of our funds, such as awards. Jim Griffith and Bill Strickland will develop a plan and present it to the Executive Committee for a vote in August.

Representative to Council - Hank Taylor described several items on the council agenda. (See report elsewhere in the newsletter.) There was considerable discussion about the APA budget situation.

Uniformed Clinical Psychology

Consultants - Air Force consultant Skip Moe reported on a meeting of a committee of federal government psychologists. There was discussion about issues related to uniformed clinicians and ways of communicating with them regarding Division 19 positions and services. The advantages and disadvantages of methods such as web pages and list servers were discussed.

Membership - Dana Born indicated that Division membership has steadily increased in the past few years. Armando Estrada is organizing the student members, and is hoping to hold a meeting at the convention.

Convention - Wink Bennett presented the draft program. Some concern was expressed about the lack of Friday program hours and the use of six of seven program hours on Tuesday. APA decides the days and hours available on each day of the convention. Division 19's days may be affected by the fact that we don't participate in Science Weekend. The Program Committee must use the time and days assigned to maximum effectiveness. The Executive Committee discussed how to highlight the contributions and presence of students in Division 19. Ideas for promoting student involvement in the convention and in the division are welcome from the membership. There was consensus that the hospitality suite would not be used this year, but perhaps next year.

Nominations and Elections - Bill Strickland reported that Janice Lawrence and Frank Norton are the candidates for president elect; Dana Born and Alma Steinberg are candidates for secretary; and Jimmy Mitchell and Pat Thomas are candidates for member-at-large.

Fellows - Hank Taylor led a discussion about the need for current division fellows to be more proactive in nominating candidates for division and APA fellowship, as opposed to relying on self nomination.

Awards Committee - Deirdre Knapp described the general lack of clarity in the available written materials on the awards

nomination process. It was agreed that more written materials should be available including criteria for the awards. Current awards are the Lifetime Achievement Award, the Yerkes Award, the Military Psychology Award, and the Early Career Award.

Practice Committee - Bob Nichols discussed having a web page or section of the division web page for uniformed military psychology or having a listserver. Bob will talk with Joe Psotka about starting an electronic discussion group. In response to a member inquiry, Bob will draft a brief history of the APA advertising ban on DoD for distribution to interested parties. DoD components are encouraged to submit ads in light of the recent publication of ads in the *Monitor and American Psychologist*.

History - Hank Taylor described a compendium of military psychology reports in the possession of Virginia Zackert. Wink Bennett volunteered to arrange a visit to her home to examine the potentially valuable cache, and, if applicable, determine the costs for shipping to the division's archives in Ohio when he is in Atlanta later this year.

Web Page - Bill Strickland reported that the APA homepage has no direct link to the division's homepage. Jim Griffith will investigate.

Outreach - Bill Strickland discussed the interest of the DoD Human Factors Engineering Technical Advisory Committee chaired by CDR Russ Schilling. They are interested in working with Divisions 19 and 21. It was agreed that Division 19 will invite the DoD HFE TAG to exchange liaisons.

Division 19 Directory - Jim Griffith reported on the status of the directory. Last February, the Executive Committee authorized spending \$1,000 to update the directory and mail it to the membership. However, the directory was not ready in time to be mailed in Calendar Year 1998. Therefore, the Executive Committee passed a motion to amend the 1999 budget to mail the directory as soon as it is ready.
Motion to adjourn passed at 2:15 pm.

DIVISION 19 CONVENTION PROGRAM, SATURDAY 21 AUGUST			
Time	Event	Presenters/Topics	Location
0800-0950	Executive Committee Meeting	Chair: Jim Griffith, Headquarters, Maryland Army National Guard	Sheraton Boston Hotel Beacon Room A
1000-1150	Symposium	<i>INTERNATIONAL PERSPECTIVES ON FAMILY ISSUES IN MODERN MILITARY OPERATIONS</i> Chair: Paul Bartone, U.S. Military Academy Tessa op den Buijs, Koninklijke Militaire Academie, Breda, The Netherlands <i>Workload stressors, coping behavior, and health of Dutch soldiers deployed to Bosnia</i> Per-Olof, M., Chief Psychiatrist, Swedish National Defence Forces <i>Exploring the role of families in adjustment of Swedish soldiers to Bosnia peacekeeping operations</i> Bartone, J., & Bartone, P., U. S. Military Academy <i>Those left behind: Stress and health in U.S. Army wives deployed to Bosnia</i> DeSoir, E., Psychology Department, Royal Military Academy Brussels Belgium <i>A systemic view on psychosocial support during peace operations: Belgian experience for peacekeepers and their significant others</i> Discussant: Ernst Beier	Hynes Convention Center Meeting Room 303
1300-1350	Invited Address	W. Steve Sellman, Office of Under Secretary of Defense, Force Management & Personnel <i>MILITARY RECRUITING: THE ETHICS OF SCIENCE IN A PRACTICAL WORLD</i>	Hynes Convention Center Meeting Room 209
SUNDAY, 22 AUGUST			
1000-1150	Poster Session	<i>RECENT ISSUES AND FINDINGS IN MILITARY PSYCHOLOGY</i> Brenner, T., Bennett, W., & Berndt, A. <i>Evaluating the reliability and acceptability of four rating methods</i> Sheehan, K. M., Woehr, D., Bennett, W., & Bowler, M. <i>Construct-related validity evidence for measures of personality, work ethic, and cognitive ability in an Air Force sample</i>	Hynes Convention Center Exhibit Hall A

DIVISION 19 CONVENTION PROGRAM, SUNDAY 22 AUGUST (Continued)

Time	Event	Presenters/Topics	Location
1000-1150 (Continued)	Poster Session (Continued)	<p>Huwe, J., Fallow, A., Johnson, W. B., Lall, R., & Holmes, E. <i>Mentoring among Navy flag officers: A survey of retired admirals</i> Johnmeyer, C., & Campbell, D. <i>Air Force members' perceptions of military health services</i> Kelley, M., Smith, K., & Bonney, J. <i>What happens when mom deploys? Children's adjustment at mid-deployment</i> McGonigle, T., Rossmeissel, P., Wright, S., Button, S., & Elacqua, T. <i>Validity of self-assessed skill ratings</i> Warner, L.. <i>Integration of women into combat roles: Public and military perspectives</i> Wilk, J., Harnek, D., Bono, S., Tomayasu, N., & Martinez, P. <i>Agreement of self-report and clinician-rated diagnosis of PTSD</i> Gorny, S., Jones, S., Harrison, R., & Hoffman, K. <i>Smoking history among junior enlisted soldiers in the U.S. Army</i> Elmore, R., & Bailey, D. <i>PTSD severity of combat veterans: Differences in demographic characteristics</i> Retzlaff, P., Flynn, C., Glode, B., & Lane, B. <i>Space cognitive assessment tool: Description and cut scores</i> Olson, C., & Merrill, L. <i>Self-reported perpetration of sexual harassment by U.S. Navy men</i> Cabral, G., & Bowen, T. <i>Effects of relocation on friendships of adolescents in military families</i> Patriarca-Troyk, L., Johnson, J., Merrill, L., & Olsen, C. <i>Preliminary histories of alcohol misuse among U.S. Navy recruits</i> Harnek, D., Wilk, J., Kalra, D., Staropoli, C., & Van Horn, A. <i>Medical history, mental health, and psychological trauma in women veterans</i> Adler, A., Huffman, A., & Castro, C. <i>Psychological screening in deployed and non-deployed soldiers</i> Schmorrow, D., Darken, R., & Connor, G. <i>Evaluating the useability of a decision support synthetic environment</i> Powell, S., & Retzlaff, P. <i>Dimensional Structure of a military climate assessment survey</i></p>	Hynes Convention Center Exhibit Hall A

DIVISION 19 CONVENTION PROGRAM, SUNDAY 22 AUGUST (Continued)			
Time	Event	Presenters/Topics	Location
1400-1450	Invited Address	<i>PERSPECTIVES IN MILITARY PSYCHOLOGY: COMMENTS FROM DIVISION 19'S NEWEST FELLOWS</i> Chair: Deirdre Knapp, Human Resources Research Organization Dennis Grill, Department of Behavioral Medicine, Brooke Army Medical Center Jim King,	Sheraton Boston Hotel Hampton Room
1500-1550	Business Meeting	Chair: Jim Griffith, Headquarters, Maryland Army National Guard	Sheraton Boston Hotel Hampton Room
1600-1650	Presidential Address	Chair: William Strickland, Human Resources Research Organization Presenter: Jim Griffith, Headquarters, Maryland Army National Guard	Sheraton Boston Hotel Hampton Room
1700-1850	Social Hour		Sheraton Boston Hotel Gardner Room
DIVISION 19 CONVENTION PROGRAM, MONDAY 23 AUGUST			
0800-0950	Executive Committee Meeting	Chair: William Strickland, Human Resources Research Organization	Sheraton Boston Hotel Beacon Room C
1000-1150	Symposium	<i>PEACEKEEPING: SELECTION, TRAINING, PREPARATION, UTILIZATION, CONSEQUENCES, LESSONS LEARNED, AND RESOURCES</i> Chair: A. David Mangelsdorff, U.S. Army-Baylor University Litz, B., & Bolton E., Boston Department of Veterans Affairs Medical Center Britt, T., Walter Reed Army Institute of Research <i>Operational stress: A prospective study of U.S. peacekeepers in Bosnia</i> Langholtz, H., Department of Psychology, William and Mary <i>The selection, training, and assessment of United Nations peacekeepers</i> Mangelsdorff, D., U.S. Army-Baylor University <i>Peacekeeping: Lessons learned and resources</i> Discussants: Kelly Farley, Canadian Forces, Department of National Defence HQ Ludwig Uhlmann, Ministry of Defence, German Armed Forces	Hynes Convention Center Meeting Room 209

DIVISION 19 CONVENTION PROGRAM, MONDAY 23 AUGUST (Continued)

Time	Event	Presenters/Topics	Location
1200-1350	Symposium	<p>SUBSTANCE ABUSE AND OTHER HEALTH BEHAVIORS AMONG MILITARY PERSONNEL Chair: Robert Bray, Research Triangle Institute Bray, R., & Ornstien, M., Research Triangle Institute; Marsden, M., Brandeis University <i>Prevalence and trends in substance abuse in the military: 1980-1998</i> Marsden, M., Brandeis University; Bray, R. & Guess, L., Research Triangle Institute <i>Alcohol abuse and negative effects among military personnel</i> Ornstien, M., Vincus, A., Bray, R., & Baird, T. Research Triangle Institute <i>Injury in the military: Prevalence and correlates</i> Sanchez, R., Research Triangle Institute <i>Mental health, stress, and coping among military personnel</i> Baird, T., & Sanchez, R., Research Triangle Institute <i>Progress towards healthy people 2000 objectives among military personnel</i> Discussant: Roger Hartman, Office of Assistant Secretary of Defense</p>	Hynes Convention Center Meeting Room 209
1400-1550	Symposium	<p>THE DOD PSYCHOPHARMACOLOGY DEMONSTRATION PROGRAM PROJECT: THE YEARS AFTER GRADUATION Chair: Debra Dunivan, Eisenhower Army Medical Center Sammons, M., U.S. Naval Hospital, Iceland <i>Pills or psychotherapy: The evidence accumulates five years after graduation</i> Meredith, J., Kelly Air Force Base <i>From psychiatrist-extender to independent prescriber: Four years after graduation</i> Orabona, E., Keesler Air Force Base <i>Life as a prescribing psychologist: Three years after graduation</i> Duke, T., Department of Psychology <i>Having prescribed as a civilian psychologist: Two years after graduation</i> Discussants: CPT Anneke van den Broek, Eisenhower Army Medical Center Pat DeLeon, Office of Senator Daniel K. Inouye</p>	Hynes Convention Center Meeting Room 209

DIVISION 19 CONVENTION PROGRAM, TUESDAY 24 AUGUST

Time	Event	Presenters/Topics	Location
0900-1050	Symposium	<p>CONSORTIUM RESEARCH FELLOWS PROGRAM: A PARTNERSHIP THAT WORKS Chair: Robert Ruskin, U.S. Army Research Institute Chair: Stephanie Payne, George Mason University Wisher, R., U.S. Army Research Institute <i>On being a graduate student mentor in applied research</i> Barger E., George Mason University <i>The development of an annotated bibliography of military psychology</i> Martin, G., Auburn University <i>A brief description of night fighter and its relation to the professional development of a student</i> Curnow, C., The George Washington University <i>Social and cognitive individual differences in distance training</i> Payne, S., George Mason University <i>A longitudinal examination of the components of organizational commitment</i> Zacarro, S., George Mason University <i>A collaborative partnership between an I/O graduate program and the Consortium Research Fellows Program</i> Discussant: Edgar Johnson, U.S. Army Research Institute</p>	Hynes Convention Center Meeting Room 101
1100-1250	Paper Session	<p>RECENT RESEARCH AND FINDINGS IN MILITARY AVIATION Chair: Ronald Dunlap, Air Force Research Laboratory Schmorrow, D. Naval Research Laboratory; Schmidt, J., & Petho, F., Naval Postgraduate School <i>Estimating the error costs in naval aviation maintenance-related mishaps</i> Callister, J., Air Force Research Laboratory; Percival, G., U.S. Department of Defense; Retzlaff, P., University of Northern Colorado <i>USAF survival training: Assessing levels of stress and fatigue</i> Bowles, S., Eisenhower Army Medical Center; Milligan, D., U.S. Army Safety Center <i>Aeromedical psychologists in accident investigations: Using the CRMA checklist</i> Williams, D., & Kelly, T. Naval Health Research Center; Streeter, J., Naval Strike and Air Warfare Center, Fallon, NV <i>Fatigue in tactical aviators</i></p>	Hynes Convention Center Meeting Room 204

DIVISION 19 CONVENTION PROGRAM, TUESDAY 24 AUGUST (Continued)

Time	Event	Presenters/Topics	Location
1300-1450	Paper Session	<p><i>THE IMPACT OF MILITARY SERVICE ON EMOTIONAL AND PSYCHOLOGICAL WELL-BEING</i></p> <p>Chair: Turner, K., Dixon, A., & Caulfield, M., & Wolfe, J., National Center for PTSD <i>Training, preparation, self-efficacy, and emotional well-being: Impact on Marine Corps attrition</i> Huffman, A., Adler, A., & Castro, C., U. S. Army Medical Research Unit-Europe <i>The impact of deployment history on the well-being of military personnel</i> Sebenick, C., George Mason University Counseling Center; Birk, J., University of Maryland <i>The career development and well-being of military officer's wives</i> Holden, R., Department of Psychology, Queens's University; Magruder, C., Wichita/Sedgwick Community Health Department; Stein, S., Sitarenios, G., & Sheldon, S., Multi-Health Systems <i>United States military branch differences in psychological well-being</i></p>	Hynes Convention Center Meeting Room 301

DoD HUMAN FACTORS ENGINEERING TECHNICAL ADVISORY GROUP

Gerald P. Krueger

APA Div. 19 Rep to DOD HFE TAG

The DoD HFE TAG, a loosely knit communication forum for federal government HFE aficionados, held its 41st meeting at Natick, MA in November 1998. It was hosted by the newly emerged U.S. Army Soldier & Biochemical Command, a merger of Army Materiel Command assets at Edgewood, MD with those at Natick. The 42nd TAG assembly, hosted by the Navy's ONR and Naval Research Laboratory, met in Alexandria, VA in May 1999.

TAG meetings last four days, including simultaneous sessions for 13 subgroups, a plenary session, and a laboratory tour (Natick Army Labs and NRL). Somewhat sketchy meeting minutes but including abstracts of most presentations, are available 5 months after TAG meetings. POC: Sheryl Cosing, the DoD HFE TAG coordinator at: (703) 925-9791. Only a few of my impressions are presented here.

Enraptured TAG audiences were treated to insights into decision-making processes that prioritize pertinent Army and Navy Science and Technology budget distributions. For TAG attendees in November, Natick's Phillip Brandler reviewed the Army's Science and Technology funding process as he described how human factors research projects are initiated in the Army's Soldier and Biological Chemical Command. In May, ONR's RADM Paul Gaffney explained the prioritization of the Navy's annual Science & Technology \$1.3 Billion basic research (6.1) budget this year. Attempts to first meet Navy line and CINC requirements leaves a residue list of numerous under-funded future capability topics of sincere interest to military human factors enthusiasts. As we approach the 2nd millennium, the changing budgetary posture concerns us all; but these presentations help us know what to expect and demystify much of the military budget muddle. They help us understand the tough choices that must continue to be made.

In May 99 the Air Force's disquieting news still remains anticipated severe budget cuts in FY 2000 for Human Resources Research. Proposed cuts will curtail or eliminate large chunks of critical manpower, personnel, and training research conducted at Armstrong Lab at Brooks AFB, TX. The battle to lighten this budgetary damage continues.

The DOD HFE TAG continues to formulate a draft report "Human Factors Success Stories" to highlight recent government successes in implementing human factors psychology, engineering and ergonomics into design of major materiel systems. This report, when completed in May 2000, will be a companion to the "HF Hot Issues" document (available on TAG's web site below) highlighting what's hot in each of the TAG's 13 subgroup topical arenas.

In the User-Computer Interaction subgroup, Drs. Steve Knode & Paul Flanagan of National Defense University portrayed the fast moving history of technology advances in the "Intelligent Systems Family." Their NDU course on these topics portrays exciting futuristic challenges of how people will spend their time: how we will interact with more intelligent computing systems (i.e. expert systems, neural networks, genetic algorithms, intelligent agents, speech recognition etc.) and how we will use time saved by even newer technological advances.

For those interested, or worried, about potential Y2K problems, Walt Benesch, DoD's CCC&I Technical Services (ph: 703-602-0980 x 129), recommends the Health Care Finance Administration website at:
<http://www.hcfa.gov/y2k/default.htm>

In the Sustained and Continuous Operations subgroup, hot topics for study continue to be on the use of the sleep-inducing hormone melatonin, potential applications of the French alerting compound Modafinil, and development of human sleep and alertness

modeling for predictions of sustained operator performance to meet extended work requirements in round-the-clock military and transportation industry scenarios.

The newly forming Extreme Environments Subgroup, offered sessions at both meetings. NASA-JSC detailed its evolving design and assembly of a Bio-regenerative Planetary Life Support Systems Test Complex. Bio-Plex will be a confinement research facility for engineering psychology studies anticipating lengthy missions on Space Station Freedom to Mars.

My own presentation in May was "Preserving soldier health and performance during deployment to Balkan Hotspots," (Anticipating Kosovo?). I highlighted 30 years of tri-service occupational medicine research tidbits and offered preventive medicine guidance in the form of lessons learned from several 1990s U.S. military deployments to harsh environments.

The TAG attendees were treated to lab tours. The Army at Natick showcased its totally remodeled and very large world class climatic chambers for human environmental stress studies, along with Natick's new biomechanics lab, 3-D anthropometry, sensory analysis, and modeling and simulation labs. In May the Naval Research Lab exhibited its fascinating virtual reality and artificial intelligence labs. For those involved in such topical interests these are two must visit sites.

The 43rd TAG meeting in Albuquerque, NM November 1-4, 1999, will be hosted by Kirtland AFB and the Air Force Safety Center.

For details contact Sheryl Cosing, the DoD HFE TAG Coordinator, at (703) 925-9791.

A number of pertinent information sources obtained are passed along here:

The DoD HFE TAG Web site:

<http://dticam.dtic.mil/hftag/> is administered by the Defense Technical Information Center (DTIC) Manpower & Training Research Information Services (MATRIS) at Ft. Belvoir, VA.

For info on the Crew System

Ergonomics/Human Systems Technology Information Analysis Center (CSERIAC), call Mike Fineberg at (703) 289-5120, or consult: <http://cseriac.flight.wpafb.af.mil>

The Army's Manpower and Personnel Integration (MANPRINT) program is to ensure modernized and hi-tech weapons and equipment are operable and maintainable in the field by ordinary soldiers, that they will work under combat conditions, be free of safety and health hazards, and reduce required training. For information on MANPRINT, consult: www.manprint.army.mil

The U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) website is: <http://www-ari.army.mil>

The U.S. Dept. of Defense Link official web site is: <http://www.defenselink.mil> and for each service:

www.army.mil

www.navy.mil

www.af.mil

www.usmc.mil

www.uscg.mil

MEMBERSHIP REPORT
Dana Born

Status of Membership

Membership Category	Paid 1998
Dues Exempt	118
Fellow	24
Member	213
Associate	11
Affiliate	69
Student Affiliate	79
Total Paid 1998	514
Total Paid 1997	540
Total Paid 1996	443
Total Paid 1995	357

(As of August 1998)

How to Join Division 19

To join Division 19, simply complete an application form (toward the end of this newsletter) and send it along with your check to the address on the form (if you prefer, send Dana an e-mail and she will send you an Microsoft Word version of the 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/year to cover publication printing and mailing costs.
- Individuals who are not APA members (this includes APA Student Affiliates) may become Division 19 Affiliates (this includes International Affiliates; \$30) or Student Affiliates (\$19).

NOMINATIONS FOR FELLOWSHIP STATUS

Steve Sellman

The status of Fellow of APA and Division 19 is a singularly high honor. The nomination process is initiated by the Division with final approval being made by APA. Criteria for Fellow status include:

- No less than five years of postdoctoral experience related to military psychology.
- ▶ Outstanding contributions to military psychology.
- Current active involvement in military psychology – research, practice, teaching, program management, public service, or any combination.
- Current APA and Division 19 membership.

At this year's Convention, Division 19 will not elect any Fellows. This was not because our Division members were not qualified, but rather because no one was nominated. The Division 19 Fellows Committee will consider nominations from any member, to include self-nominations. Applying can be time-consuming and applications require letters of endorsement. So please get started early in preparing 1999-2000 nomination packages. All applications are due to me by February 15, 2000; send me an e-mail for additional details. (See directory of Officers and Committees.) Recognizing members whose achievements have advanced military psychology as a science and profession is necessary if we are to preserve the viability of Division 19.

TREASURER'S REPORT
Jane Arabian

STATEMENT OF INCOME AND EXPENSES
1998

	Jan. 1, 1998 through Dec. 31, 1998	Jan. 1, 1999 through Dec. 31, 1999 Projected
Cash [Fund] Balance-Beginning	<u>\$ 15,312¹</u>	<u>\$ 20,371</u>
Receipts:		
Dues	10,331	10,331
Workshop/Symposium Fees	--	--
Grant	--	--
J. of Military Psychology	7,596	7,596
Interest [&Dividends]	336	400
Miscellaneous	--	--
Total Receipts	<u>18,263</u>	<u>18,327</u>
Expenditures:		
J. of Military Psychology	7,564	7,564
Division Newsletters	811	811
Administration	685	1,685 ²
Postage	1,747	1,000
Miscellaneous	562	562
Awards	276	276
Convention Expenses	1,560	2,000
Workshop/Symposium Expenses	--	--
Total Expenses	<u>13,204</u>	<u>13,898</u>
Net Income/(Loss)	<u>\$ 5,059</u>	<u>\$ 4,429</u>
Cash [Fund] Balance-Ending	<u>20,371³</u>	<u>\$ 24,800</u>

¹ From income tax return for 1997.

² Includes projected cost of new Membership Directory (duplication/postage/etc).

³ Total liabilities (income, e.g., dues, obtained in 1998 against 1999 operations), \$7,938. Total Liabilities plus Fund Balance is \$28,309, held as follows: \$23,255 Interest Bearing Account with APA

505 Non Interest Bearing Checking Account with Nationsbank
4,549 John Hancock Mutual Fund

DIVISION 19 MEMBERSHIP APPLICATION FORM

Application for the Division of Military Psychology (Division 19)
of the American Psychological Association

Full Name _____ Date _____

Title (circle one): Dr. Ms. Mr. Mrs. Other _____

Mailing Address _____

Phone (w) _____ (h) _____ (Fax) _____ (E-mail) _____

Position Title _____

Organization _____

Division status you
are applying for:

___ Member (\$25)

___ Student Affiliate (\$19)

___ Affiliate (\$30)

___ Dues Exempt (\$19)

Present APA status

___ Member

___ Associate

___ Fellow

___ Student Affiliate

___ Non-member

If you belong to APA, please list you
your APA member number:

_____ and other division memberships:

Note: Only paid APA members/associates/fellows can be Division 19 "Members," and only full-time students are eligible to be student affiliates. All others can join as affiliates.

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

Please indicate your research or practice interests/specialties:

Return this form along with a check made payable to "Division 19" to our membership chair:

Dr. Dana H. Born
3117 Circle Hill Road
Alexandria, VA 22305

Thank you....

FROM THE EDITOR'S MAILBOX
Peter Ramsberger

The Running Psychologists are sponsoring a 5K "Rat" Race on Sunday August 22 at the Convention in Boston. The walk/run will take place along the banks of the Charles River. There is a registration fee and you have to sign a form saying that if anything bad happens to you it's not their fault. Contact Paul Donnelly in APA's Division Services Office at 202/336-6121 or pdonnelly@apa.org for more information.

There is a proposal for a new division of APA that will be concerned with "Human-Animal Studies." As described in the

announcement, this division will focus on the "human experience of nonhuman animals and the mutual interaction and influence between human and nonhuman animals." Contact co-chairs Karen Allen (716/887-5548) or Andy Lattal (304/293-2002) for further information.

APA's Office on Aging has produced a 20-page free brochure covering elder abuse. Copies can be obtained by contacting APA Public Interest Directorate, 750 First Street NE, Washington, DC 20002.

(OTHER) ANNOUNCEMENTS

New Award - The University of Louisville has announced that it will be rewarding a \$200,000 annual prize to recognize outstanding ideas in Psychology. These awards are made possible by a gift from the late H. Charles Grawemeyer in whose name they will be given. The entire range of the field is open for consideration, and the source of the ideas can be in the form of articles, books, technological advances, software, and so on. To be considered, a piece of work must be nominated by someone in the field. This is accomplished via a 1-2 page letter explaining your nomination. Each nominee will be contacted and informed of the additional steps that must be taken. The deadline for nominees is 1 November 1999. For more information, contact <http://www.louisville.edu/ur/onpi/grawemeyer>.

New Journal - For those of you who do research in military education with emphasis on social psychological aspects of teaching and learning, I encourage you to look at the Social Psychology of Education, a new journal published by Kluwer Publishers. The journal covers a wide variety of theoretical interests, content

areas, and research methods. If interested in the journal and/or specifications for authors, try the internet connection www.wkap.nl. Or, contact the Editor, Bruce J. Biddle, Center for Research in Social Behavior, University of Missouri-Columbia, Hillcrest Hall, 1507 East Broadway, Columbia, MO 65211, USA.

Competition Winner - The Maryland National Guard won its fourth annual competition for the Army's "Malcolm Baldrige Award" or the Army Performance Improvement Criteria. These criteria replace the Annual Inspector General inspections and use the principles of Total Quality Management and Continuous Improvement for improving military effectiveness. Over the years, the Maryland National Guard has netted over \$1 million in award money. James Griffith serves on the writing team, with his focus on human resources management and customer satisfaction. The 1999 award was made at the Pentagon, 6 May 1999, with the Army's new Chief of Staff presiding.

**DIVISION 19 OFFICERS AND COMMITTEES
AUGUST 1998 - AUGUST 1999**

EXECUTIVE COMMITTEE

President	James Griffith 10956 Bellehaven Boulevard Damascus, MD 20872	O/301-279-3854 H/301-253-1983 F/301-279-3849 E/James_Griffith@fc.mcps.k12.md.us
President-Elect	William Strickland HumRRO 66 Canal Center Plaza Alexandria, VA 22314	O/703-706-5655 H/703-658-2976 F/703-548-5574 E/wstrickl@humro.org
Past President	Deirdre Knapp HumRRO 66 Canal Center Plaza Alexandria, VA 22314	O/703-706-5662 H/703-971-1984 F/703-549-7854 E/dknapp@humro.org
Secretary	Jared Jobe National Institute on Aging 7201 Wisconsin Ave, Suite 533 Bethesda, MD 20892-9205	O/301-496-3137 H/301-871-1264 F/301-402-0051 E/jared_jobe@nih.gov
Treasurer	Jane Arabian OASD (FMP) (MPP)/AP The Pentagon, Rm 2B271 Washington, DC 20301-4000	O/703-697-9271 F/703-614-9272 E/arabianj@pr.osd.mil
Representative to APA Council	Hank Taylor Institute of Aviation University of Illinois Savoy, IL 61874	O/217-244-8601 F/217-244-8761 E/h-taylor@uiuc.edu
Members-At-Large	Paul Gade 1733 N. Danville Street Arlington, VA 22201	O/703-617-8866 F/703-617-8578 E/gade@ari.army.mil
	Frederick Manning Institute of Medicine National Academy of Sciences 2101 Constitution Avenue, NW Washington, DC 20418	O/202-334-2459 H/301-421-4255 F/202-334-1385 E/rmanning@nas.edu
	Paul Bartone Dept. of Behavioral Sciences & Leadership US Military Academy West Point, NY 10996-1784	O/914-938-5024 F/914-938-2236 E/lp7894@exmail.usma.army.mil

COVER
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Fellows	W. Steve Sellman Mike Fischl	Director, Accession Policy 4000 Defense Pentagon Washington, DC 20301-4000	O/703-695-5525 F/703-614-9272 E/sellmanw@pr.osd.mil
Awards	Deirdre Knapp James Griffith William Strickland	See above	
Membership	Dana Born Michael Schwerin Armando Estrada Christopher Cronin Frank Norton	3117 Circle Hill Road Alexandria, VA 22305	O/703-695-4212 F/703-693-5569 E/dana.born@pentagon.af.mil
Nominations	William Strickland	See above	
Editor, Journal of Military Psychology	Marty Wiskoff	BDM International 99 Pacific Street, Suite 455D Monterey, CA 93940	O/831-656-5020 F/831-656-5050 E/wiskoffmf@osd.pentagon.mil
Newsletter editor	Peter Ramsberger	HumRRO 66 Canal Center Plaza, 400 Alexandria, VA 22314	O/703-706-5686 F/703-549-9025 E/pramsber@humrro.org
Convention program	Winston Bennett, Jr. Karl Moe William Kelleher Paul Cook	6030 South Kent Rd, Bldg 561 Air Force Research Laboratory AFRL/HEA Mesz, AZ 85212-0904	O/602-988-6561 ext 297 H/602-883-1630 F/602-988-6285 winston.bennett@williams.af.mil
Practice	Robert Nichols (Temporary Chair)	7124 Roslyn Ave. Rockville, MD 20855	O/301-926-2952 F/301-926-1015 E/DrRobtNich@aol.com
Military Psychology History	Paul Gade	See above	
Women and Minorities in the Military	Pat Thomas Connie Johnmeyer Alma Steinberg Ray Wood Janice Laurence	6317 Burgandy Leaf Lane Alexandria, VA 22312	O/703-658-5033
Inter-University Seminar on Armed Forces and Society International Military Psychology	Paul Bartone	See above	
Web Page	Joe Psotka	U.S. Army Research Institute ATTN: TAPC-ARI-BR 5001 Eisenhower Ave. Alexandria, VA 22333	O/703-617-5572 F/703-617-5162 E/psotka@ari.army.mil

The Military Psychologist

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AMERICAN PSYCHOLOGICAL ASSOCIATION
THE MILITARY PSYCHOLOGIST DIVISION 19
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