

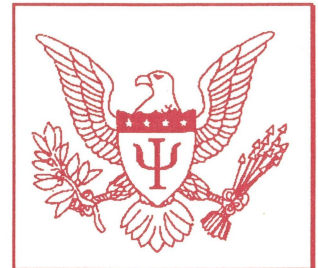


AMERICAN
PSYCHOLOGICAL
ASSOCIATION

THE MILITARY PSYCHOLOGIST

**The Official Newsletter of
Division 19 of the APA**

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**Volume 16 Number 1
Winter/Spring 2000**
(Printed in the U.S.A.)

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PRESIDENT'S MESSAGE
BILL STRICKLAND

One nice thing about being Division President this year—the year 2000 offers all kinds of natural opportunities to reflect on where we've been and (more important) where we're going. While I'll leave the longer-term "reflecting" and "futurizing" to the Convention Program and *Military Psychologist* articles, I would like to take some space in this column for a little reflection on 1999 and looking ahead to 2000 itself.

First, a couple of people who have been long-time supporters and leaders on the Division's Executive Committee are rotating off. **Deirdre Knapp** completes her term as Past-President and **Jared Jobe** completes his term as Secretary. (I have been attending Division business meetings for 15 years and I can't remember being at a meeting where Jared wasn't in some sort of leadership post.) Thanks to both of you—and we look forward to your continued active involvement in the Division!

Meanwhile, we welcome **Janice Laurence** (President-Elect), **Dana Born** (Secretary), and **Pat Thomas** (Member-at-Large) to the Executive Committee. Congratulations on your election. I'm sure you'll find plenty to keep you busy during your terms in office!

I'd also like to welcome some new faces as Committee Chairs for the Division: **Earl Nason** has graciously accepted our offer to head the membership committee succeeding Dana Born. As indicated by his report in this edition, Earl has already firmly taken the reins. **Armando Estrada** is the first Chair of our new Committee on Graduate Student Issues. He reports that he has already recruited two members to the Committee; Sarah J. Higley is a Psy.D. student in clinical psychology at the University of Hartford, while Amy Galbato is pursuing the same degree at NOVA University. They are working on a mission statement and investigating sources of support for students seeking to attend the APA conference.

Finally, **Hank Taylor** (APA Council Representative), **Jane Arabian** (Treasurer), **Fred Manning** (Member-at-Large), **Paul Bartone** (Member-at-Large), and **Jim Griffith** (Past-President) round out the elected membership on the Division.

Executive Committee—I appreciate the outstanding work you have done during Jim's tenure as President and look forward to working with each of you over the next year.

Those of you who attended the APA Convention in Boston know the fine job that **Wink Bennett** and his Program Committee did in 1999. Wink is chairing that committee again for the Washington convention next August. Having seen the wide range of symposia and papers submitted for review, I'm sure that the Division's program will again have appeal to our clinical members as well as to our research-oriented members.

Finally, I'd like to invite everyone out there to get more involved in the Division. How, you say? For starters, every edition of the newsletter lists our committees. Other than the Fellows Committee (whose members must all be APA Fellows), all of these committees are essentially open membership—contact the appropriate Committee Chair for information and ideas on how you can help. Our Executive Committee meetings, typically held at the convention and in February, are open to anyone who'd like to attend. Contact me for date, time, and location. Similarly, I hope that every Division member realizes that they can easily contact any member of the Executive Committee about any suggestions, issues, or concerns. We were elected to represent your interests. Don't be bashful in telling us what those interests are.

EDITOR NOTES
PETER RAMSBERGER

Trying something new. With this edition, we are instituting what we hope will be a series of regular features from the Service and DoD research branches, as well as a column devoted specifically to the concerns of practitioners in military settings. In this issue we hear from the Defense Manpower Data Center, the Air Force Research Laboratory, and the Society of Air Force Clinical Psychologists. In the future we hope to broaden this base to provide a more complete glimpse of the varied activities and interests of military psychologists. Please contact me if you are interested in making a contribution. It need not be a major undertaking. A short summary of work being conducted or issues that have arisen--along with a contact person for those interested in learning more--will do. Thanks to our inaugural contributors.

Website of potential interest. The Civil Military Relations Network is a new website established by the Zurich-based International Relations and Security Network and the Geneva Center for Security Studies. It is envisioned to be a clearinghouse for publications, announcements, and contacts in the field of civil-military relations. You are invited to register as a potential contact and/or to provide information regarding events. The address is <http://www.isn.ethz.ch/CMR>.

Conferences and Symposia. APA will convene the third interdisciplinary conference on women's health entitled *Enhancing Outcomes in Women's Health: Translating Psychosocial and Behavioral Research into Primary Care, Community Interventions, and Health Policy*. The conference will be held at the Hyatt Regency in Washington on October 4-6, 2001. For more information, visit the official website at <http://www.apa.org/pi/wpo/whc3/whc3.html>.

Division 19 will co-sponsor a symposium at the 2000 APA convention on "Peace parks and their potential for resolving conflicts between nations and peoples, by creating environmental reserves that protect people, animals, and biodiversity." Other sponsors

include: Division 6, Comparative Psychology; Division 9, Society for the Psychological Study of Social Issues; and Division 48, Society for the Study of Peace, Conflict, and Violence.

The International Academy for Intercultural Research will hold its 2nd Biennial conference in April of 2001 at The University of Mississippi, Oxford. Paper proposals are due by 1 April 2000. More information is available at <http://www.watervaley.net/users/academy/default.html>.

The Defense Equal Opportunity Management Institute held their Third Biennial EO/EEO Research Symposium on 7-9 December 1999. Look for proceedings to be available soon via their website at <http://www.pafb.af.mil/deomi/deomi.htm>.

APA held its Division Leadership Conference on 14-16 January in Washington, DC. Intended for in-coming Division Presidents, topics ranged from finance and legal issues to communicating Division work to the public. Because the conference was not held last year, both Bill Strickland and Janice Laurence attended as Division 19's representatives.

On-line journal. *Ergometrika*, the electronic journal for the study of the world of work, is coming soon. It is intended to be "a peer-reviewed electronic journal devoted to research, practice, and innovative applications involving measurement or quantification in the world of work. Input is solicited from anyone involved in job, occupational, and/or work analysis including selection, classification, training, evaluation, productivity, or other areas focusing on improving our knowledge of work and the productivity of workers." Founded by J. W. Cunningham (North Carolina State University), the other editors are Jimmy Mitchell (Director, Institute for Job and Occupational Analysis), and Steve Atkins (Massey University, New Zealand). Wink Bennet and Deirdre Knapp are among those on the editorial board. See <http://www.ijoa.org> for more information.

DEFENSE MANPOWER DATA CENTER SURVEY EFFORTS

ANITA LANCASTER

The Defense Manpower Data Center (DMDC) is the most comprehensive repository of personnel, manpower, training, and financial data in the Department of Defense. DMDC also has the mission of designing, conducting and analyzing Joint-Service surveys on behalf of the Office of the Under Secretary of Defense for Personnel and Readiness. Survey data are needed for program evaluation purposes and to understand better the effects of policies and programs on various Department of Defense (DoD) populations, e.g., military members, spouses of military members, civilian employees, and retirees. Survey topics in the last five years have included compensation, sexual harassment, job satisfaction, racial/ethnic harassment and discrimination, financial (banking) services, schools, career decisions, retention/separation, family benefits, family support, and other quality of life issues. For Joint-Service surveys DMDC does not actually conduct, it is required to provide technical advice and assistance to those responsible for doing so. The following summary covers some of the surveys DMDC is fielding this year. In addition, a short bibliography is provided for recent survey reports that may be of interest to readers.

1999-2000 Surveys of Active Duty Personnel and Spouses of Active Duty Personnel:

Personnel: These surveys are currently being conducted and ask about a variety of retention and quality of life issues including: military assignments, use of military programs and services, housing, perceptions of military life, family and childcare concerns, spouse employment, and financial information. The sample size is approximately 66,000 active-duty personnel and 38,000 spouses. These omnibus member/spouse surveys are conducted periodically by DMDC; the last surveys were in 1992. Department of Defense analyses of the member survey have just begun; the spouse questionnaire is still in the field. Public use survey datasets will be available to researchers later this year.

2000 Information Services Survey (ISS):

DMDC will be fielding the ISS questionnaire during the first half of 2000. The survey will gather data on information needs and the use of paper, broadcast, and Web-based products offered by the American Forces Information Service (AFIS). Military members (active and reserve), spouses of active-duty members, and DoD civilians will be asked questions about their access to the Internet and World Wide Web, sources of and need for information, and satisfaction with AFIS products. They will also be asked about their familiarity with computers and their use of computers at home and at work. Respondents will be able to complete a mailed or Web-based questionnaire. Approximately 18,000 active-duty military members, 12,000 spouses, and 3,300 DoD civilians will be sampled. An additional 1,900 members of the Selected Reserve will also be sampled, for a total sample size of about 35,300.

2000 Reserve Components Surveys

(RCS): The 2000 RCS will gather information about personal and military background, family composition, economic status, preparedness, mobilizations and deployments, retention plans, spouse and member labor force experience, and satisfaction with aspects of Guard and Reserve life. Approximately 80,000 drilling Reservists, individual mobilization augmentees, and Reservists in full-time active duty programs from each of the seven Reserve Components will be surveyed. A separate sample of approximately 50,000 spouses of Reserve Component personnel will also be surveyed. The survey is scheduled to be in the field from March – June, 2000. Together with the 1999 DoD Active Duty Personnel and Spouse surveys, the RCS will provide a comprehensive picture of the Total Force. The omnibus member/spouse surveys are conducted periodically by DMDC; previous efforts were in 1986 and 1992.

2000 Military Exit Survey (MES): The National Defense Authorization Act for Fiscal Year 2000 authorizes a comprehensive exit survey of all active duty members leaving service during a 6-month interval. The Defense Authorization Bill Conference Report (August 1999) envisions the exit survey as a means of understanding members' reasons for leaving at a time when the military experiences difficulty retaining quality personnel. According to the report, the long-term reductions in the funding and manning of the military, and an increased tempo of operations, impose considerable personal hardships upon members and their families that adversely affect readiness. The MES will be administered in the second half of FY 2000 and will ask outgoing service members about specific topics critical to their career decisions and feelings about military life.

DMDC Reports Available on the Web
(<http://www.dmdc.osd.mil/surveys/index.html>)

Bastian, L. D., Lancaster, A. R., & Reyst, H. E. (1996). *Department of Defense 1995 Sexual Harassment Survey* (Report No. 96-014). Arlington, VA: Defense Manpower Data Center. (DTIC/NTIS No. AD A323 942).

Bureika, R., Reiser, M., Salvucci, S., Maxfield, B. & Simmons, R. (1999). *Effective strategies to assist spouses of junior enlisted members with employment: Analysis of the 1997 Survey of Spouses of Enlisted Personnel* (Report No. 99-007). Arlington, VA: Defense Manpower Data Center. (DTIC/NTIS No. ADA-367367).

George, B. J., Edwards, J. E., and Button, S. B. (1998). *The 1997 DoD Financial Services Survey* (DMDC Report No.98-008). Arlington, VA: Defense Manpower Data Center. (DTIC/NTIS No. ADA-351846).

Scarville, J., Button, S. B., Edwards, J. E., Lancaster, A. R., & Elig, T. W. (1999). *Armed Forces 1996 Equal Opportunity Survey* (Report No. 97-027). Arlington, VA: Defense Manpower Data Center. (DTIC/NTIS No. AD A366 037)

THE AIR FORCE RESEARCH LABORATORY, BROOKS AFB, TX—AN UPDATE
JIM MITCHELL

Downsizing within the Air Force Research Laboratory (AFRL) has resulted in the closure of the laboratory detachment at Lackland AFB, where data have been collected from basic trainees continuously since the early 1950s. The AFRL division at Brooks AFB, TX (formerly known as the Air Force Human Resources Laboratory) has lost 17 staff members since last August. The remaining AFRL personnel are now the Information Systems Training Branch, headed by LtCol Bill Wimpee, and are part of the Warfighter Training Research Division. Most of the research programs are expected to continue well beyond the end of the current fiscal year. Dr. Wes Regian is

working on the DoD Distance Learning Initiative. Others at Brooks are involved in team training research, as well as distributed training, command and control systems, and information warfare. The remaining professional staff includes Dr. Samuel Shiflett, Dr. Don Harville, Dr. Sharon Garcia, Dr. Scott Chakin, Dr. Alan Ashworth, Dr. Barry Goettl, and Dr. Kurt Steuck. Within the next month or so, Dr. Joe Weeks and Dr. Barbara Sorenson are being reassigned to the AFRL Warfighter Training Research staff at Mesa, Arizona.

The Winter 1999 edition of the Army Research Institute (ARI) newsletter provides summaries of a variety of ARI research initiatives.

ARI researchers have collected data on organizational commitment in a variety of settings and from a number of populations within the Army. The model of commitment that has driven these efforts was adapted from John Meyer and Nancy Allen who view this general construct as encompassing three domains. Affective commitment is seen as a soldier's emotional attachment to the Army or a unit. Continuance commitment represents the perceived need to continue in the Army because of limited outside opportunities and/or due to the investment already made in the service. Normative commitment is a sense of moral obligation to continue to serve. Normative and affective commitment have been demonstrated to largely overlap, so ARI's focus has been on the affective and continuance domains. This article briefly describes measurement issues and findings from several administrations of commitment scales, including Active and Reserve Component Soldiers serving in the Multinational Force and Observers peacekeeping mission to the Sinai, their spouses, and Special Operations Forces. Findings demonstrate differential relationships between affective and continuance commitment and performance, the existence of differential commitment to Special Forces and the Army overall, and the connection between affective commitment of spouses and their views of deployments. Contact Paul Gade at Gade@ari.army.mil.

ARI researchers have also been examining the values of new Army recruits. A values survey was developed incorporating previously used measures (e.g., the Rokeach Values Scale, Moskos and Woods Institutional/Occupational Values Measure, items from the Sample Survey of Military Personnel measuring the Army Core Values). In addition, experimental measures were developed that asked respondents to read a variety of value-based scenarios and then rate how they were likely to respond to these situations. The survey was

administered to about 9,000 new recruits at six reception battalions in the fall of 1998. Findings include the fact that occupational factors (e.g., having a steady job) were more strongly endorsed by the new recruits than were institutional aims (e.g., serving country). These new recruits exhibited a strong willingness to work with members of the opposite gender and other racial/ethnic groups. Traditional values as measured by the Rokeach scale were widely endorsed. Finally, factor analyses of the scenario-based measures yielded four value-based dimensions of behavior: selfishness, truthfulness, helpfulness, and social courage. Contact Ron Tiggle at Tiggle@ari.army.mil.

The Fort Leavenworth Research Unit conducted a study in which they examined the best practices of leadership development within private industry. The practices reviewed include formal development programs, 360 degree feedback, mentoring, and team building. It was found that these are often used in combination, and work best when implemented consistently and linked with status and promotion. This article discusses evaluation mechanisms, and focuses on five organizations that are widely recognized for their leadership development efforts. The implications for the Army are also addressed. Contact Stanley Halpin at halpins@leav-emh1.army.mil.

The Infantry Forces Training Unit, Ft. Benning, GA, evaluated a trial program for selecting Company Commanders in which high-performing junior officers were nominated by their superiors for assignment to an Infantry Training Brigade (ITB) company command prior to completing the Infantry Captain's Career Course. Those selected were given command of an ITB company for 11 months. Evaluation results indicated that these fast-track commanders received top ratings in all eight leadership and management areas and were highly rated by battalion commanders on a variety of domains. This method provides a means for filling critical jobs in the face of captain shortages. Contact Michael Matthews at ARI Infantry Forces Research Unit, Ft. Benning, GA 31905.

THE PERSONNEL TESTING DIVISION OF THE DEFENSE MANPOWER DATA CENTER
JOHN WELSH

The Testing Division is responsible for the Development and publication of the Armed Services Vocational Aptitude Battery (ASVAB) for the Enlisted Testing Program (ETP) and the Student Testing Program (STP). We also develop and publish all support materials for the Career Exploration Program as well as the Interest-Finder, an interest measure used as part of the Career Exploration Program.

The PTD currently has 21 members that come from a wide range of backgrounds and disciplines. There are item/test editors, systems programmers, mathematical statisticians, psychometricians, I/O psychologists, file managers, and program managers. The test editors produce raw test items for tryout. Mathematical statisticians and psychometricians analyze tryout data, help allocate new items to forms, and equate new forms. Our systems staff helps maintain and test new changes to the programs of the CAT-ASVAB delivery system at the Military Entrance and Processing Stations across the country.

The Division just sent MEPCOM CAT-ASVAB Form 3 for immediate

implementation. Last year we completed the Initial Operational Test and Evaluation, the first CAT-ASVAB 'Form' wholly developed by the PTD here at DMDC. Form 4, also developed by DMDC was used in the recently completed norming of the CAT-ASVAB. This event marked the first time in history that a computer-adaptive, multiple aptitude battery was administered to a national probability sample of American Youth. The results of this study should be completely analyzed and published within the next 18-months.

The division works with personnel in testing policy from the Services to establish a DoD Policy on enlisted and student testing. We also work with technical experts within the Services personnel research communities to produce the soundest test possible. For further information about the testing division the reader is invited to call or write,

Dr. John Welsh
DMDCWEST-Personnel Testing Division
400 Gigling Road
Seaside, CA 93955-6771

Tel: (831) 583-4171

FOCUS ON PRACTITIONERS

Note: This page is intended to increase communication among military practitioners by providing a place where they can offer or obtain information about military practice issues, procedures, problems, etc. It will also enable non-practicing division members to be aware of practice issues that have significance for practitioners. Items submitted should be brief, describe the situation, and tell how the author can be reached for more details (e.g., military/civilian phones, e-mail addresses, U.S. mail addresses).

The contributor to this edition is KEVIN P. MULLIGAN, Lt Col, USAF, BSC, Chief Consultant to the Surgeon General for Clinical Psychology.

There are currently about 200 clinical psychologists on active duty in the United States Air Force. We have three internship training sites and approximately 75 military hospitals and clinics with psychologists assigned. Some of our psychologists work in settings that are unique to the military, all of

which make for careers that are often very different than our civilian counterparts!

Over the next two years or so, Air Force Clinical Psychologists will find that they will be working more and more in non-traditional places such as Primary Care Clinics. To make this transition a smooth one, we are beginning to train our residents (interns) in a model approach to working in primary care. This mini-rotation is underway at Malcolm Grow Medical Center and will soon be

launched at Wilford Hall and Wright-Patterson Medical Centers. Additionally, we are working to develop a program to bring in practicing Air Force psychologists from the field to learn the model and be ready when the balloon goes up. Population health initiatives drive this move, so prevention plays a huge role in this model. The take-home message is that we need to deploy a full-range healthcare system—from prevention to intervention. However, the focus must shift to the prevention end of the continuum. We must support the individual's capability to administer self-care and modify his/her risk for personal disease and injury. We are better equipped to perform this mission than any other member of the healthcare team.

Air Force clinical psychology's move into this area is part of a larger program to optimize the delivery of care in primary care settings. A program called Quick Start is being used to get Military Treatment Facility (MTF) commanders up to speed on the various parts of the project. MTF commanders will, in the near future, know the basics about cost offset, the well-documented savings to the healthcare system that results when mental health treatment is offered to medical-surgical patients. They will also learn about the improved customer satisfaction for both patients and referring providers that comes with offering services in settings that improve access and reduce stigma. Finally, they will be given an algorithm to guide them in staffing decisions for placing mental health providers in the mental health clinic and the primary care clinic. This model also implies that staffing levels will be based on beneficiary enrollment. The goal is not to close mental health clinics but to change service delivery methods so that we intervene at earlier points in time and in ways that increase the

chances that the patient will follow through. To be successful in this new venue, the status quo won't work particularly well (meaning that 50-minute hour once a week individual psychotherapy sessions won't cut it). As noted, we are beginning to design a training program for practicing Air Force psychologists that will bring them into a primary care training site and will teach a model for working in that environment. Kurt Strosahl, Ph.D. is one of the leaders in this new way of doing business. Dr. Strosahl recently met with Air Force psychologists at Malcolm Grow Medical Center to help with the development of the training package. For more information about Dr. Strosahl's (and others') ideas on this issue go to <http://www.healthpsych.com/primarycare1.html>.

Some of our other clinical psychologists are moving into other non-traditional settings as well. We are beginning to assign psychologists to line (non-medical) units such as numbered Air Force headquarters, aviation units and special operations units. Often the focus here relates to performance enhancement, that is, helping commanders get the most from their people under what are often austere and trying conditions. Fortunately, we have a motivated and well-trained cadre of psychologists who are able to step up and handle these new missions with aplomb.

Newsletter: Uniformed and civilian clinicians working with the military can find much useful material in the quarterly newsletter of the Society of Air Force Clinical Psychologists. For \$15 you get four issues and an annual directory of members. Contact SAFCP Treasurer Major (S) Randy Nedegaard, 1801 Everygreen Street, Leavenworth, KS, 66048. DSN 552-4026, Commercial 913-684-4026, e-mail Nedegaar@leav-emh1.army.mil

MOTION TO GAIN REPRESENTATION TO THE APA ETHICS COMMITTEE

NOTE: The following motion was presented to the February Session of the APA Council.

Date Submitted: February 8, 2000

SUBJECT: Creation of a "panel" for selection to the Ethics Committee of psychologist clinicians with an expertise in the issues of Psychologists working in the areas of police & public safety, correctional settings, and DOD.

MOVER: Edmund J. Nightingale, Co-Sponsor Henry L. Taylor

REPRESENTING: Division 18, Division 19

ISSUE: Psychologists in police, correctional, and military settings are most often sworn officers of institutions with principal aims other than healthcare. Police psychologists and military psychologists face common issues of confidentiality and duality of roles versus institutional and public wellbeing when their clientele are fellow members of institutional staff. Police and correctional officers face special issues in common when they are called upon to advise in hostage negotiations with lethal alternatives for perpetrators and hostages alike, or to act as sworn officers in emergent situations. Police psychologists may be called upon to advise interrogators in the process of "breaking down" a suspect's resistance to disclosure of knowledge or guilt. These constituencies do not see APA's current Ethical Guidelines and Principles of Conduct as addressing the subtleties of these issues. Psychologists working in such settings have need of guidance and a source of collegial consultation.

MAIN MOTION: "Whereas the current makeup of the APA's Ethics Committee has no representation from the areas of Police and Public Safety Psychology or Correctional Psychology (areas of specialization reflected by sections in Division 18) nor Military Psychology (Division 19) nor demonstrated expertise in these areas of endeavor;

"Whereas the current Ethical Principles of Psychologists and Code of Conduct is silent on many critical issues faced by psychologists who work in these areas and look to the principles and code and to the Ethics Committee for guidance;

"And Whereas the issues they face include consultations with immediate life or death outcomes (hostage negotiations, timing of interventions in the presence of SWAT Teams, dual roles by regulation in prison riot situations), coaching of interrogators during investigative interrogation, development of profiles for investigative purposes, and special situations involving confidentiality and prescribed dual roles (working with military clients and their dependents);

"Be it resolved that a panel, similar to those already extant on the current Ethics Committee for I/O, Counseling, School, Academic/Research, Forensic, etc be created which would seek nominees with clinical backgrounds in Police & Public Safety Psychology, Correctional Psychology, or Military Psychology to be added to the Ethics Committee to appropriately accommodate their consultative needs.

"Be it further resolved that the membership of the task force working on the revision of the ethical principles and code of conduct be expanded to include expertise on the issues referenced above."

Expected Outcome (1): Addition of a seat on the Ethics Committee for a psychologist clinician from a background in police and public safety, corrections, or military practice. (2) Addition of a seat from this constituency on the task force revising Ethical Principles.

REPRESENTATIVE TO APA COUNCIL REPORT
HENRY L. TAYLOR

The Council of Representatives met during the annual convention, August 19 and 22, 1999.

2000 Preliminary Budget – The Council approved the 2000 preliminary budget of \$79,428,200, which included \$1,559,900 deficit before considering the \$1,000,000 building subsidy. The 2000 preliminary budget will serve as the framework for the 2000 final budget to be considered by Council for approval in February 2000. The council approved the recommendation of the Board of Directors to accept the forecast for 2000-2002 and direct the CEO to attain the following financial goals:

1) Limit APA's dependency on the building subsidy* to cover the operational deficits during the forecast period to no more than:

2000	\$1,000,000
2001	Deferred*
2002	Deferred*

2) Develop budgets for 2000 through 2001 that provide for the continued funding of the Public Education Campaign as mandated by Council (February 1996).

3) Restrict capital expenditures to no more than \$3,500,000 over the forecast period.

4) Leave APA's long-term portfolio intact reinvesting all gains/losses from such activity (estimated at \$2,550,000 over the forecast period).

5) Continue to treat the advances to Square 677 as a loan rather than as an additional capital contribution and limit the loan principal to no more than \$10 million dollars.

* The Board of Directors will consider the deferred subsidy amount for 2001-2002 at their December 1999 meeting. The Board's recommendation will be forwarded to Council at their February 2000 meeting. The Board of Directors budget subcommittee will meet with the Finance Committee in December and formulate a joint recommendation to the council in February regarding the 2001 and 2002 building subsidy issue.

Fiscal Policy – The Finance Committee had recommended gradually reducing the building subsidy starting in 2000. The failure to reduce the subsidy by \$100,000 in 2000 and the deferral of the reduction of the building subsidy for 2001 and 2002 represents a major philosophical difference in APA fiscal policy between the Finance Committee and the Board of Directors. The Finance Committee and the Chief Financial Officer are concerned about the long-term viability of APA and its ability to meet future needs and control dues and journal prices. The Board of Directors currently gives the highest priority to meeting the current demands of constituents through increased programs. The practice constituency is very concerned with the potential of increasing dues and assessments to either maintain a balanced budget or increase programs. The Finance Committee proposes to reduce the building subsidy to zero over a period of years while the Board appears to support the continued use of building income to support programs and prevent an increase in dues. The meeting in February 2000 will attempt to deal with these issues.

Standards for Education and

Psychological Testing – Council approved the revised Standards which replace the 1985 version. The new standards were reviewed by members of Division 19.

APA Companion Organization – Council received a briefing from the APA Chief Council, Jim McHugh. There is a continuing process to explore establishing a companion organization that would be tax exempt under section 501(c) 6 of the Internal Revenue Code. APA is exempt from federal taxation as a charitable organization under section 501(c) 3. Establishing a 501(c) 6 companion organization would permit that organization, which would be directed by the APA Board of Directors, to exceed the \$1 million level on legislative advocacy – the current limit for APA. A recommendation will be made to Council at the February 2000 meeting.

DIVISION 19 EXECUTIVE COMMITTEE MEETING – 21 AUGUST 1999
JIM GRIFFITH FOR JARED JOBE

Attendees. The following Division 19 members were present: Jane Arabian, Wink Bennett, Armando Estrada, Steve Goldberg, Jim Griffith, Russ Hibler, Deirdre Knapp, Gerald Krueger, Janice Laurence, Rick Manning, Bob Nichols, Bill Strickland, Hank Taylor, and Marty Wiskoff. President Jim Griffith called the meeting to order at 8:00 a.m.

Secretary's report. The minutes from the mid-year Executive Committee Meeting were approved as they appeared in the convention newsletter.

Treasurer's report. The Division 19 financial situation continues to improve. The Division accumulates approximately \$5,000 income annually, largely from the journal of Military Psychology.

Jane Arabian reported that the \$4,549 in the John Hancock mutual funds was transferred to a Vanguard 500 account. She motioned that \$500 additional every month be placed in the Vanguard 500 account up to \$10,000, not including the \$4,549. The motion was approved.

Jane Arabian requested that projected expenses for the upcoming calendar year 2000 be submitted before the end of the calendar year 1999.

Several alternatives to use money to promote and recognize members' contributions were discussed, such as dissertation award, convention best paper/poster presentation. The advantages and disadvantages of having a hospitality suite at the next convention were discussed. Various ways students can obtain grants and travel stipends from APA were discussed, in addition to the number of Division 19 students who actually apply and receive them. Armando Estrada described several ways students might receive travel assistance to conventions, in addition to offerings several new ideas. Bill Strickland said that he would form a committee to study and develop several alternatives and criteria for awarding money to members to

present at the mid-year Executive Committee meeting.

Representative to Council. Hank Taylor described the APA budget situation. APA annually accrues deficits in its operations budget which have been offset by building rental income. This practice is likely to continue.

Membership. Membership from August 1989 (N = 515) to August 1999 (N = 499) declined slightly. Most of the decline is attributable to fewer affiliates in 1999 (N = 35) than in 1989 (N = 69). It was suggested that the decline represents foreign affiliates who have difficulty paying Division 19 dues in U.S. dollars. Jane Arabian stated that Dana Born would determine whether foreign affiliates could use credit cards to charge their Division dues.

There was some discussion about how to report data on members in order to better discern the various combinations of member status (e.g., fellow or dues-exempt rather than inclusion in both categories), and reporting additional information that would indicate how many members were continuing and how many were actually new to the Division. Many thought such information would better enable the Executive Committee to understand trends in Division 19 membership. Jim Griffith volunteered to talk with Dana Born and APA membership staff to determine which data are actually recorded and available and how they might be reported to address these concerns.

Nominations / Elections. Bill Strickland announced that Janice Laurence is the new President-elect; Dana Born the new Secretary; and Pat Thomas the new Member-at-Large.

Awards. Deirdre Knapp proposed namesakes for the Division 19 awards. (See Awards Report elsewhere in this edition.)

Military Psychology journal. Marty Wiskoff reported that the journal is in fine

shape. Although manuscript submissions have been down this year (from 42 to 29), there is a sufficient backlog of manuscripts to allow for more papers to be received, reviewed, and accepted. Additionally, several members are proposing special issues. A clinical psychology section has been added to the journal. One paper will appear in the next issue of the Military Psychology journal. More manuscripts relating to clinical psychology are being sought for this section. A discussion ensued regarding how best to attract more submissions.

Convention. Wink Bennett reported that the 1999 convention program included 36

submissions, 5 symposia, and 27 poster sessions. He indicated that he would find out the themes for next year's convention and include them in the Call for Proposals for the 2000 convention to appear in APA publications in November.

APA websites. There was discussion about the lack of linkages between APA's Division 19 website and other relevant sites, in addition to the Division 19 website being outdated. Bill Strickland and Jim Griffith said that they would talk to Joe Psotka, the Division 19 webmaster, about these issues.

A motion to adjourn the meeting passed at 9:55 a.m.

DIVISION 19 AWARDS CEREMONY

DEIRDRE J. KNAPP

At the 1999 APA convention in Boston, Division 19 was pleased to honor several individuals with awards. In addition to the three awards we have been giving for some time, this was the first year that the Early Career Achievement Award was presented. At the awards ceremony that took place in conjunction with the Division 19 Business Meeting, namesakes for the three awards that previously had none were also announced. In the remainder of this article, citations for the award recipients and the award namesakes are provided.

Robert M. Yerkes Award: To Ms. Frances C. Grafton. Division 19 granted the 1999 Robert M. Yerkes Award to Ms. Frances C. Grafton, of the U.S. Army Research Institute for the Behavioral and Social Sciences. This prestigious award honors non-psychologists who have made significant contributions to military psychology. Trained as a statistician, Ms. Grafton became one of the Army's most recognized experts and sought-after advisors on enlisted personnel testing. Her intimate knowledge of the history, research, and characteristics of the Armed Services Vocational Aptitude Battery (ASVAB) is legendary. In her long career at ARI, Ms. Grafton made many contributions to advances in military testing including, for example, conducting research that improved the way in which Spanish speaking

applicants are evaluated for accessioning purposes. Her work at ARI culminated in her recent receipt of the Meritorious Civilian Service Award.

Since it was first awarded in 1987, this award has been named for Robert M. Yerkes, the founding father of military psychology.

John C. Flanagan Lifetime Achievement Award: To Dr. John D. Weisz. Division 19 honored Dr. John D. Weisz with the 1999 Lifetime Achievement Award. Dr. Weisz spent over 40 years as a military psychologist. During this career he served 35 years as Director of the US Army Human Engineering Laboratory and during that time (1957-1992) he and those he supervised made innumerable contributions to the development and use of Army equipment and to their effective employment in a wide range of settings. A summary of the publications of his laboratory fills nearly 300 pages, a clear indication of the length and success of his tenure. Dr. Weisz received his Ph.D. from the University of Nebraska in 1953. He rose from serving as an enlisted soldier in the 1st Infantry Division during World War II (1943-1946) to retirement as a GS-18 (now SES). His dedication to the field of military psychology has been recognized by many honors, including both the

Meritorious and Exceptional Civilian Service Awards and he has also been recognized for his considerable efforts as a community leader.

The namesake for the Lifetime Achievement Award, Dr. John C. Flanagan (1906-1996), was granted a Ph.D. in mental measurement from Harvard in 1934 and started his career with the Cooperative Test Service. In 1941, he joined the Army Air Corps, where he established the Aviation Psychology Program. This is considered a milestone in the history of psychology because it was one of the most successful applied psychology programs ever created. His work in the Air Corps resulted in innovative selection procedures for flight personnel, procedures that paved the way for the use of sophisticated selection systems in both military and civilian settings. Shortly after leaving the Air Corps in 1946, Dr. Flanagan created the American Institutes for Research. He retired in 1988. Dr. Flanagan served as president of Division 19 (1961-1962), as well as several other APA divisions. He was awarded the Division's Lifetime Achievement Award in 1994.

Charles S. Gersoni Military Psychology Award: To Mr. W.A. "Drew" Sands, Dr. Brian K. Waters, and Dr. James R. McBride.

This award honors their long history of achievements in the development and application of computerized adaptive testing (CAT) in the military. All have worked in the area of CAT since the 1970s and each played crucial research and managerial roles in the military's efforts to apply CAT to its large and complex testing systems. This work culminated in the recent publication of their well-received edited book entitled *Computerized Adaptive Testing: From Inquiry to Operation*. Though it was a major challenge to complete, this book now bears witness to the substantial contributions of military psychology to a critically important area of applied research that benefits both military and civilian organizations.

The namesake for this award, Dr. Charles S. Gersoni, was an Army clinical psychologist who retired in 1965 as a Colonel and then went to work for APA as Associate Executive Officer from 1965 to 1972, when

he retired. He passed away in 1981. Dr. Gersoni got his Ph.D. in clinical psychology in 1937 and then served as an officer clinician during World War II, starting in 1941. He left the service when the war ended and was with the VA briefly, but then came back into the Army with the assigned mission of reestablishing a career force of Army clinical psychologists. He was a skilled advocate and administrator who, in 1949, persuaded the Army to pay for the training of clinical psychologists, thus establishing an Army training program that, with some interruptions and modifications, has endured to this date. The program also became a model for later training programs of the Navy and Air Force. The original model was fairly simple: future clinical psychologists were commissioned as officer students for the last two years of their doctoral work, and then "paid back" with three years of obligated service. Dr. Gersoni also set the requirement in the late 1940s that all military psychologists should have a doctoral degree, and he did so at a time when many officers with only masters degrees were being commissioned as clinicians in the Army and the other services. He persuaded the Army to set this standard despite the fact that it made it harder to recruit psychologists and did so at a time when the VA was also beginning to insist on doctoral level psychologists.

Arthur W. Melton Early Career Achievement Award: To Dr. Winston Bennett, Jr. Division 19 awarded its first Early Career Achievement Award to Dr. Winston Bennett, Jr., of the Air Force Research Laboratory, Warfighter Training Research Division. Dr. Bennett began his work in military psychology when he was a graduate student at St. Mary's and was a co-op student trainee with the Air Force Research Laboratory, where he worked on strength and stamina research. After completing his master's degree, he converted to normal civil service, and eventually was sponsored to continue his doctoral studies at Texas A&M University through the laboratory. Dr. Bennett completed his doctorate in 1995. So far in his young career as a military psychologist, Dr. Bennett has demonstrated exceptional ability to produce and document applied research in a variety of content

areas. His resume includes over a dozen articles in refereed journals, a book chapter, a dozen technical reports, and dozens of conference papers and symposia. In 1996 he edited a special issue of *Military Psychology* on military occupational analysis. He has also put together a number of symposia for Division 19 and IMTA as well as other professional conferences. He has been active in other Division 19 activities, including serving as the 1999 Convention Program Chair.

The namesake for Division 19's newest award, Art Melton (1906-1978), spent significant parts of his career in academia and in Air Force applied research laboratories. He started his career teaching at Yale and moved on to the University of Missouri. When WWII came, Art entered the Army Air Corps as Chief of the Dept. of Psychology at the School of Aviation Medicine at Randolph Field, TX. His war time research focused on using psychomotor tests to predict aptitude for flying. He left military service as a Colonel in

1946 to return to academia at Ohio State. While there, he continued his involvement with applied military psychology by promoting research and initiating an extension graduate program at Wright Field in Dayton, OH. Art took a leave of absence from Ohio State to establish what eventually became the Air Force Personnel Training and Research Center in San Antonio, TX. He eventually left academia to become Technical Director of the Center and then returned to academia at the University of Michigan in 1957. Although he was not a prolific publisher of his research findings, his seminal work in memory and his enthusiasm for developing significant applied military psychology research organizations were recognized through his election to the National Academy of Sciences in 1969, the Gold Medal award given to him by the American Psychological Foundation in 1976, and his receipt (two times) of the Meritorious Civilian Service Award. Art Melton was president of Division 19 from 1948-1950.

<p>MEMBERSHIP REPORT EARL NASON</p>

Status of Membership (February, 2000)

Membership Category	Paid 2000
Dues Exempt	80
Fellow	18
Member	193
Associate	2
Affiliate	22
Student Affiliate	30
Total Paid 1999	499
Total Paid 2000	345

The overall number of paid Division 19 members decreased from 499 reported in August of 1999 to 345 as of 20 February 2000. Among the possible reasons for this drop are the following:

- a changeover in APA data systems that delayed the transmittal of membership information requests for some six months
- an unavoidable delay in sending follow-up membership renewal notifications
- the deletion of duplicate records from the APA/Division databases.

My goals for the months before the next Executive Committee meeting are to: 1) work with APA to determine an accurate membership count, and 2) revise and document our database procedures so we can generate accurate counts and capture the necessary renewal information.

How to join Division 19

To join Division 19, simply complete an application form (see elsewhere in newsletter) and send it along with your check to the address on 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 per 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).

DIVISION 19 WEBSITE

JOE PSOTKA

It is my pleasure to welcome you to the Division 19 web site at <http://www.apa.org/divisions/div19/>! I hope that you will make this site a useful forum for keeping up division activities. I also hope that it will encourage more communication among division members and help generate ideas for activities and services that will make the division more useful and relevant for all of us. Your active participation is most welcome. Please take a few minutes to explore our web page. If you have suggestions for additional elements for the site or wish to convey any other ideas or concerns related to our division, please

contact the President at or send me an email at psotka@ari.army.mil. You are especially invited to submit announcements of interest to Division 19 members to appear in the announcements area of the site, and to submit research notes of general interest. Please specify a desired duration for the announcement or research note. Unless otherwise specified, they will appear for at least 3 months. Submit your document to the web master, Joe Psotka, at the above e-mail address.

INTER-UNIVERSITY SEMINAR ON ARMED FORCES AND SOCIETY

PAUL BARTONE

The **Inter-University Seminar on Armed Forces and Society (IUS)** is an interdisciplinary association providing a "forum for the interchange and assessment of research and scholarship in the social and behavioral sciences dealing with the military establishment and civil-military relations."

The President of IUS, David R. Segal, has appealed for more psychologists to join the organization as members/fellows. IUS holds a biennial conference and publishes an excellent journal, "Armed Forces and Society." For more information visit their website at <http://www.nwu.edu/ius/>.

**TREASURER'S REPORT
APA DIVISION 19 -- MILITARY PSYCHOLOGY**

Statement of Income and Expenses

FEBRUARY 24, 2000

	<i>1998 Year End Actuals¹</i>	<i>1999 Projected Budget</i>	<i>1999 Year-End Actuals</i>	<i>2000 Projected Budget</i>
<i>Cash Balance – Beginning</i>	\$15,312	\$20,371	\$20,371	\$24,945
<i>Income</i>				
<i>Dues</i>	10,331	10,331	11,852	12,000
<i>Workshop/Symposium</i>	--	--	--	--
<i>Grant</i>	--	--	--	--
<i>Journal of Military Psychology</i>	7,596	7,596	5,631	5,631
<i>Interest/Dividend</i>	336	400	1,102	1,000
<i>Unrealized Gain (Loss) on Inv.</i>	--	--	318	500
<i>Miscellaneous</i>	--	--	--	--
<i>Total Income</i>	18,263	18,327	18,902	19,131
<i>Expenses</i>				
<i>Journal of Military Psychology</i>	7,564	7,564	6,694	7,564
<i>Newsletter</i>	811	811	2,919 ²	2,919
<i>Administration</i>	685	685	106	100
<i>Postage</i>	1,747	1,000	88	100
<i>Miscellaneous</i>	562	562	244	250
<i>Convention</i>	1,560	2,000	2,124	2,500
<i>Membership Directory</i>	--	1,000	1,515	--
<i>Workshop/Symposium</i>	--	--	--	--
<i>Awards</i>	276	276	639	650
<i>Total Expenses</i>	13,204	13,898	14,328	14,083
<i>Net Income (Loss)</i>	5,059	4,429	4,574	5,048
<i>Cash Balance – Ending</i>	\$20,371	\$24,800	\$24,945 ³	\$29,993

¹ Calendar year used throughout.

² Postage costs moved to this line item.

³ Total liabilities (i.e., deferred income – dues) is \$5,019

Assets include: \$22,924 in APA interest-bearing checking account

\$471 in NationsBank checking account

\$6,369 Vanguard 500 Mutual Fund (\$4,500 transferred from John Hancock money market acc't)

Total liabilities and fund balance = \$29,964

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
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
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. Earl R. Nason
9213 Shotgun Court
Springfield, VA 22153

Thank you....

THE DIVISION 19 DIRECTORY
JIM GRIFFITH

By now, you should have received the Directory of Division 19 members. If you have any corrections and/or comments about how your name, address, etc. appear OR if you do not want your name, address, etc. to appear in the Directory, you must notify – by the end of March 2000 – Jim Griffith at 301-279-3845 (voice), 301-279-3849 (fax), or james_griffith@fc.mcps.k12.md.us.

A NOTE OF THANKS
JOHN WEISZ

I am deeply honored, and humbled that Division 19 presented me with the 1999 Lifetime Achievement Award at the recent APA annual convention. I really don't believe that a person should receive such an honor for doing something that he/she enjoyed so much for over 40 years. The good Lord blessed me so much by giving me such a rewarding career as a researcher and as a Director of a dynamic and extremely productive US Army Laboratory. The US Army Human Engineering Laboratory was my life for all those years, and I enjoyed every single day that I was associated with it. Without the outstanding professional and administrative staff which I was able to assemble I could not have achieved anything worthwhile. Over the

years we were able to significantly contribute directly to the design of many, many US Army individual weapons and extremely complex weapon systems. This could not have been achieved without the complete cooperation of many of you readers and past and present members of Div 19. I want to sincerely thank each and everyone of you for honoring me with this award. May the good Lord bless each of you and keep you steadfast in your work to directly assist all of our service personnel throughout the world. Believe me your efforts will be appreciated by everyone of them..

John D. Weisz, PhD

IN MEMORIAM

We regret to announce that Dr. Timothy Jeffrey, who was President of our division in 1988-89, died 18 October 1998, as the result of a brain tumor. Tim graduated from West Point in 1966. He was considered the best all around athlete in his class and continued, after graduation, to serve as one of the class officers. In Vietnam he fought with the 101st Airborne (Air Assault) Division, earning a Silver Star and Purple Heart. Learning the Army wanted to get more career-oriented clinicians by retraining line officers as psychologists, he applied for the program. After completing an internship at William Beaumont Army Hospital, he was awarded his Ph.D. in 1976 by the United States International University. After an assignment at Fort Ord he returned to William Beaumont, serving as chief psychologist there from 1980 to 1988. He also graduated from the Armed Forces Staff College.

After retiring from the Army in 1988 with a fine military and professional record, Tim began a very successful and productive second career as Director of Psychology at the University of Nebraska Medical Center in Omaha. He earned certification in both clinical and health psychology from the American Board of Professional Psychology and played an active role in the governance of that Board. He continued doing splendid work and gaining much recognition until he tragically developed the inoperable tumor which caused his death. He is greatly missed by his wife, Dr. Louise Jeffrey, who is also a psychologist, his children and other family members, his many friends in and out of the military, and his professional colleagues.

**DIVISION 19 OFFICERS AND COMMITTEES
AUGUST 1999 - AUGUST 2000**

EXECUTIVE COMMITTEE

President	<p>William Strickland HumRRO 66 Canal Center Plaza Alexandria, VA 22314</p>	<p>O/703-706-5655 H/703-658-2976 F/703-548-5574 E/wstrickl@humrro.org</p>
President-Elect	<p>Janice Laurence HumRRO 66 Canal Center Plaza Alexandria, VA 22314</p>	<p>O/703-706-5648 H/703-764-8241 F/703-548-5574 E/jlaurenc@humrro.org</p>
Past President	<p>James Griffith 10956 Bellehaven Boulevard Damascus, MD 20872</p>	<p>O/301-279-3854 H/301-253-1983 F/301-279-3849 E/James_Griffth@fc.mcps.k12.m d.us</p>
Secretary	<p>Dana Born HQ USAF/DPI 1040 Air Force Pentagon, Room 4E185 Washington, DC 20330</p>	<p>O/703-695-4212 H/703-548-9521 F/703-693-5569 E/dana.born@pentagon.af.mil</p>
Treasurer	<p>Jane Arabian OASD (FMP) (MPP)/AP The Pentagon, Rm 2B271 Washington, DC 20301-4000</p>	<p>O/703-697-9271 F/703-614-9272 E/arabianj@pr.osd.mil</p>
Representative to APA Council	<p>Hank Taylor Institute of Aviation, University of Illinois Savoy, IL 61874</p>	<p>O/217-244-8601 F/217-244-8761 E/h-taylor@uiuc.edu</p>
Members-At- Large	<p>Frederick Manning Institute of Medicine National Academy of Sciences 2101 Constitution Avenue, NW Washington, DC 20418</p>	<p>O/202-334-2459 H/301-421-4255 F/202-334-1385 E/rmanning@nas.edu</p>
	<p>Paul Bartone Dept. of Behavioral Sciences & Leadership US Military Academy West Point, NY 10996-1784</p>	<p>O/914-938-5024 F/914-938-2236 E/lp7894@exmail.usma.army.mil</p>
	<p>Pat Thomas 6317 Burgandy Leaf Lane Alexandria, VA 22312</p>	<p>O/703-658-5033 E/patthomas@mciworld.com</p>

Fellows	W. Steve Sellman Mike Fischl	W. Steve Sellman Director, Accession Policy 4000 Defense Pentagon Washington, DC 20301-4000	O/703-695-5525 F/703-614-9272 E/sellmanw@pr.osd.mil
Awards	James Griffith William Strickland Janice Laurence	See above	
Membership	Earl Nason Michael Schwerin Armando Estrada Christopher Cronin Frank Norton	Earl Nason 9213 Shotgun Court Springfield, VA 22153	O/703-697-7005 F/703-694-0035 E/earl.nason@pentagon.af.mil
Nominations	Janice Laurence Frederick Manning Paul Bartone Pat Thomas	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 Eric Heggstad	Winston Bennett, Jr. 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	1733 N. Danville Street Arlington, VA 22201	O/703-617-8866 F/703-617-8578 E/gade@ari.army.mil
Women and Minorities in the Military	Janice Laurence Pat Thomas Alma Steinberg Ray Wood Dana Born	See above	
Inter-University Seminar on Armed Forces and Society	Paul Bartone	See above	
International Military Psychology	Robert Roland	Box 27 Ft. Belvoir, VA 22060-0027	O/888-704-0702 H/703-704-0702 E/Robertr885@aol.com
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
Graduate Student Issues	Armando Estrada Sarah Higley Amy Galbato	Armando Estrada University of Texas Psychology Department El Paso, TX 79968-0553	O/915-747-5551 F/915-747-6553 E/axestrada@mail.utep.edu

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