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<p align="center">DIVISION 19 OFFICERS AUGUST 1999 - AUGUST 2000</p>

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PRESIDENT'S MESSAGE

JANICE LAURENCE

Psychologists have made great contributions to the military and there's plenty more to do. In the areas of selection, job classification, job analysis, training, and clinical practice, our legacy is strong and we continue to make advances. Although today's military has been reduced in size over the last decade or so, manpower, personnel, and training issues have not diminished let alone been solved.

Today's volunteer *peacetime* force is in many ways more complicated than that of yesteryear. An increasingly diverse cadre of Soldiers, Sailors, Marines, and Airmen train and deploy for a myriad of missions. Determining, assessing, and developing the individual, organizational, and environmental characteristics, alone or in combination, that contribute to military readiness are tasks to be undertaken by military psychologists. The "trick" is to be responsive now (or at least soon) while ensuring continued, long-term success. Today's recruiting and retention problems cannot await the psychologists' "we need to study it to death first" solution. Psychological, social, and

morale problems cannot and should not be cast aside as less important. It is up to psychologists to call upon their knowledge and offer practical solutions. It is also up to psychologists to communicate to military leaders and policymakers the value of attending to psychological and social needs.

Among the personnel issues that demand the attention of military psychologists today are recruiting and retaining the "net" generation, maintaining morale and commitment in a force ravaged by "downsizing," and dealing effectively with the roles and contributions of military women. These and other factors must be confronted. The Services cannot afford to lament that "these sure aren't the good old days." The times they are a changin' and psychologists need to be up to the challenges. To be sure, military research and development issues are weighty and practice issues have potentially grave consequences. I implore you to respond with practical and applied solutions.

REPRESENTATIVE TO APA COUNCIL REPORT

HENRY L. TAYLOR

The APA Council of Representatives met August 3 and 6, 2000 at the annual convention in Washington, D.C. A number of financial items were discussed and approved that will ensure an appropriate balance between fiscal responsibility and focus on important programs.

2001-2003 Financial Forecast

The Council approved the following Net Worth Allocation Plan with the specific financial forecast for 2001-2003:

- 1) The goal for attainment of new worth as stated in Association Rule 210-3 should be reaffirmed; namely that the Association strives to maintain a net worth equal to at least one year's operating budget.

- 2) Consistent with accounting practices, conventional wisdom and comparable financial data from other organizations, the Association should not consider any portion of theoretical building equity toward attainment of the net worth goal mentioned in item 1.
- 3) Currently, rather than specifically set aside funds outside the normal budget process for development of programs deemed to be of high priority to the membership, the Association enthusiastically supports consideration of proposals for new revenue generating ideas.
- 4) The specific financial forecast for 2001-2003 is as follows:
 - a) Strive to maintain a net worth equal to at least one year's operation

budget consistent with Association Rule 210-3;

- b) Include all net cash flow from building operations in the operating budget as a regular source of revenue (currently, the average net cash flow from building operations is estimated at \$1,000,000 per year during this forecast period);
 - c) Include funding in the operational budget for the Public Education Campaign through the forecast period (2001-2003);
 - d) Restrict capital expenditures to no more than \$4,500,000 over the forecast period;
 - e) Continue to reinvest net gains/losses from our long-term portfolio activity (estimated at \$2,700,000 over the forecast period);
 - f) Continue to subsidize the operating budget by all interest and dividends generated from our long-term portfolio activity (estimated at \$2,000,000 over the forecast period); and,
 - g) Continue to treat the advance to Square 677 as a loan rather than as an additional capital contribution and limit the loan principal to no more than \$10 million.
- 5) Each year based on actual results and an analysis of our net worth, future financial forecasts will be adjusted accordingly.
 - 6) Once the net worth goals are attained, any number of future actions can be taken including the long-term stabilization of dues; the long term availability of funds for the development programs deemed to be of high priority to membership; future apportionment of building and investment proceeds toward operational expenses, etc.

FUNDING FOR THE PUBLIC EDUCATION CAMPAIGN

The Council approved the continuation of funding for the Public Education Campaign at the current level of \$1,000,000 per year as a regular line in the Association's budget with the proviso that the ongoing program assessment be continued and reported to the Finance Committee and Council every

three years beginning with the period 2002-2004.

2001 MEMBER DUES INCREASE

The Council approved the practice of increasing APA dues annually by an amount linked to the consumer price index for all urban consumers (CPI-U). To this end, the Council specifically approved a \$4 dues increase from \$215 to \$219 for the 2001 dues year and to establish the principle of adjusting dues annually.

2001 PRELIMINARY BUDGET

The Council approved the preliminary budget of \$82,020,900 with a deficit of \$198,400. The 2001 preliminary budget shall serve as a framework for the 2001 final budget to be presented to Council in February 2001.

APA COMPANION ORGANIZATION

The Council approved the name "American Psychological Association Practice Organization" as the name of the 501(c) (6) companion organization.

RECOGNITION OF BEHAVIORAL PSYCHOLOGY

The Council formally confirmed the recognition of Behavioral Psychology as a specialty in professional psychology. To date the Council of Representatives has recognized the following specialties:

- Clinical Neuropsychology (8/96)
- Clinical Health Psychology (8/97)
- Psychoanalytic Psychology (2/98)
- School Psychology (2/98)
- Clinical Psychology (8/98)
- Clinical Child Psychology (8/98)
- Counseling Psychology (2/99)
- Industrial-Organizational Psychology (de facto recognition through 2002)
- Behavioral Psychology (8/2000)

MEMBERSHIP ON THE ETHICS COMMITTEE AND THE ETHICS CODE REVISION TASK FORCE

Division 18 and 19 sponsored a new business item A.16 requesting that Council: (1) approve a slate of candidates for the Ethics Committee, that would seek nominees with clinical background in Police and Public Safety Psychology, Correctional Psychology, or Military Psychology and that a seat be added to the Ethics Committee for a representative from this slate; and

(2) approve expanding the membership of the Ethics Code Revision Task Force to include a member from these groups. A substitute motion was approved to include adding a member of the Ethics Code Revision Task Force to include a member with a clinical background in Police and Public Safety Psychology, Correctional Psychology, or Military Psychology. The minutes for item A.(16) are as follows:

A.(16) Council voted to approve the following resolution and the inclusion of \$3,300 in the 2001 preliminary budget for the funding of one additional seat on the ECTF for the constituency of Policy and Public Safety, Correctional, or Military Psychology:

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 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 interrogations 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 the membership of the task force working on revisions of the Ethical Principles and Code of Conduct be expanded to include at least one seat on the ECTF for this constituency.

It is interesting to note that both the Ethics Committee and the APA Board of Directors recommended the original new business item be disapproved. Dr. Ed Nightingale (Division 18) and I were able to develop support for a substitute motion that provided a seat on the Ethics Code Revision Task Force. Dr. Robert Nichols provided substantive input that was presented to Council to justify adding a member to the Task Force with the result that the substitute motion was approved by Council.

COMPLETION OF TERM OF SERVICE

I will complete my three-year term of service as Division 19's Council Representative, effective December 31, 2000. I have appreciated the opportunity to serve and very much appreciate the support that members of Division 19, especially members of the Executive Committee, have provided me during my term. Dr. Steve Sellman will serve as Division 19's Council Representative for the 2001-2003 time period.

DIVISION 19 EXECUTIVE COMMITTEE MEETING – 4 AUGUST 2000 (OUTGOING)

DANA BORN

Attendees: The following Division 19 members were present: **Bill Strickland, Janice Laurence, Winston Bennett, Pat Thomas, Rick Manning, Bob Nichols, Jane Arabian, Marty Wiskoff, Paul Bartone, Jimmy Mitchell, Hank Taylor, Jim Griffith, John Welsh, and Dana Born.** President **Bill Strickland** called the meeting to order at 8:00 a.m.

Guests: **Heather O'Beirne Kelly, Ph.D.** (APA Public Policy Office, Legislative & Federal Affairs Officer) and **Dianne Brown Maranto** (APA Science Directorate, Director of Psychology in the Workplace).

Representative to APA Council Report. **Hank Taylor** reported on the most important council agenda items.

APA 2000 Final Budget. He announced the Council approved the 2000 final budget of \$81,097,300, which included a \$1,592,000 deficit before considering the \$1,000,000 building subsidy. The final approved deficit was \$592,000.

APA Companion Organization: Hank reported the Council approved the incorporation of a companion organization to be tax exempt from federal taxation under 501(c)(6) of the Internal Revenue code.

Five-Year Report of the Policy and Planning Board. The Council discussed the five-year report of the policy and planning board and the Blue Ribbon Panel aimed to change the way APA does its work. The board had four recommendations: (1) restructuring the present board and committee system of APA; (2) undertake a review of APA's operational units; (3) institutionalize a priority-setting mechanism by systematically collecting information from the membership, staff, management, and governance on a regular basis; and (4) change the way in which it conducts business in order to achieve financial savings. These four recommendations were assigned to various committees and boards for further study and recommendations. In completing his report, he announced **Steve Sellman** as his successor for Division 19 - Representative to Council.

Secretary's Report: **Dana Born** presented the minutes of the mid-year Executive Committee Meeting and they were approved as they appeared in the convention newsletter.

Treasurer's Report. **Jane Arabian** reported that the Division 19 financial situation continues to improve. Noting the recent expenditure of \$2,077 in July for the membership directory (printing and postage), \$350 for Awards, she reported our budget balance healthy at \$40,000 as of June 2000. She highlighted the Division is now earning on cash account with APA as well as interest in Vanguard. **Janice Laurence** encouraged the Executive Committee to think creatively about doing something productive with our funds (e.g., student awards, complimentary copies of Journal to Academic Departments, etc.).

Military Psychology Journal Report.

Marty Wiskoff reported that all is well with the Military Psychology Journal. We have a healthy backlog, everything is on schedule and we continue to make money. Although the 10-year average for journal submissions is 42, in 1999 the journal received 31 manuscripts (same as 1998) but there is sufficient backlog of manuscripts each year. There were 2 special issues in 1999 (Military Cohesion/Sexual Harassment and Psychopharmacology) and none in 2000.

Marty Wiskoff announced the plan to expand the Clinical Practice articles (last issue in 1999 was the first) and emphasized the long lag-lead time for journal articles and special editions.

The Military Psychologist Newsletter Report. **Peter Ramsberger** absent - no report.

Membership Committee Report. **Earl Nason** absent - no report.

Convention 2000 Program Committee.

Wink Bennett reported that for the 2000 APA Convention he received 42 submissions, 6 symposiums, 3 invited addresses, and one poster session with 20 papers (grouped based on common themes). He also discussed the convention

program and indicated it is was a very good year for us in terms of getting highlighted in the program (e.g., ASVAB, EO Survey, Sexual Harassment, etc.). He recommended to Jimmy Mitchell for next year that we post the program on the web-page early because the newsletter sometimes is delivered too late, especially to our student affiliates.

Nominations and Elections Committee.

Janice Laurence (new President) reported on the election results: President Elect (**Jane Arabian**); Treasurer (**Wink Bennett**); new Member-at-Large; (**John Welsh**); Representative to Council (**Steve Sellman**); and Convention 2001 Committee (**Jimmy Mitchell**).

Awards Committee. **Jim Griffith** reported on the results for awards. Robert M. Yerkes Award (**Mark Eitelberg**); and John C. Flanagan Lifetime Achievement Award (**T. Owen Jacobs**); Charles S. Gerson Military Psychologist Award (None); Arthur W. Melton Early Career Achievement Award (None).

Fellows Committee. As reported at mid-year meeting, **Bill Strickland** for **Mike Fischl** announced that two people were approved by APA and will go to Council for vote. He encouraged all Fellows to nominate highly qualified Division 19 members for Fellow status.

Practice Committee. **Bob Nichols** challenged the Executive Committee to look at how we can better publicize what Military Psychologists do in our newsletter and on our web-page. He promoted the idea of a social hour for communication and recommended looking into the Marine Memorial Club for the San Francisco meeting in August 2001.

History of Military Psychology

Committee. Written report from **Paul Gade** reviewed the Executive Committee decision in the mid-year meeting to provide a copy of the Military Psychology History chapter (in Volume V of the Unification through Divisions) to every Division 19 member. **Paul Gade** learned from APA we are authorized to post the chapter on our web-site for 30 days and then it must be

permanently removed, and may purchase a copy of the chapter at cost (\$12.00 each). He presented an alternative to purchase the rights to reproduce the chapter and fund the copying through the Division. **Bill Strickland** pointed out this will be a 2001 budget issue and will ask Paul Gade to get the copyright cost so the Executive Committee can make a decision in the mid-year meeting based on how much they are willing to spend for this endeavor.

Committee on Women and Minorities in the Military. **Janice Laurence** discussed the DoD Task Force against Domestic Violence and a plan to get together with this committee. **Bob Nichols** generated a discussion about the recent activities regarding equal opportunities for women in the European courts and inspired this committee to follow the process and outcomes.

Inter-University Seminar (IUS) on Armed Forces and Society. **Paul Bartone** announced the IUS gavel has moved from Northwestern University (Dr. Charlie Moskos) to University of Maryland (Dr. David Segal), an Affiliate of Division 19, and the next meeting of the IUS will be in the Fall 2001 (October) in Baltimore MD. The agenda is very international and posted on their web-site. He stated as a Member-at-Large, he has a very good feeling about the Journal (especially variety) and Newsletter and encourages other Division 19 members to visit their web-site and join IUS.

Web-Page. **Joe Psotka** absent - no report. Attendees discussed the importance of updating our web page.

Graduate Student Issues. **Armando Estrada** not present - no report.

Other Business.

Business Meeting Agenda: President **Bill Strickland** presented the agenda for the Business Meeting on 6 August (3:00 p.m.) to include awards (**Janice Laurence**), reports from Secretary (**Dana Born**), Treasurer (**Jane Arabian**), Representative to APA Council (**Hank Taylor**), Military Psychology Journal (**Marty Wiskoff**), Convention 2000 Program Committee (**Wink Bennett**),

Elections Committee (**Janice Laurence**), and Fellows Committee (**Mike Fischl**). He also highlighted the APA President or representative will present the Presidential Citation Award to honor one of our members, **A. David Mangelsdorff**, PhD MPH "for his contributions to military psychology, psychological support, and operational area which have benefited military personnel in the United States, NATO, and other allied nations."

Division Clustering for APA Convention Purposes: **Bill Strickland** discussed the issue presented to us by APA in a letter dated June 5, 2000 describing the difficulty APA has had getting annual conference sites due to the clustering used since 1985. In order to address the problem, the Board of Convention Affairs is looking at clustering divisions with similar interests to collaborate on programming. Clustering discussion focused on the issues of cross-membership and co-listing interest. The Divisions thought to be best clustered were 19 (Military Psychology), 14 (I/O Psychology), 21 (Applied Experimental and Engineering Psychology), and 12 (Clinical Psychology). Other ones listed to consider were 28

(Psychopharmacology and Substance Abuse), 38 (Health Psychology), 45 (Society for the Psychological Study of Ethnic Minority Issues), and 52 (International Psychology). **Paul Bartone** added that we should also consider clustering with 13 (Consulting Psychology). **Bill Strickland** offered to draft a response to APA.

Other Issues: **Wink Bennett** offered to complete the Division 19 assessment form and return it to APA. **Bill Strickland** encouraged all present to forward **Peter Ramsberger** articles for the newsletter. **Janice Laurence** reiterated the benefits of potentially moving student membership over to APA to manage and would like **Earl Nason** to find out the feasibility and what the costs associated would be both in terms of \$ and costs/benefits.

President **Bill Strickland** adjourned the meeting at 10:00 a.m.

DIVISION 19 EXECUTIVE COMMITTEE MEETING – 7 AUGUST 2000 (INCOMING) **DANA BORN**

Attendees: The following Division 19 members were present: **Janice Laurence**, **Winston Bennett**, **Randy Agee**, **Armando Estrada**, **Pat Thomas**, **Bill Strickland**, **Rick Manning**, **Bob Nichols**, **Jane Arabian**, **Marty Wiskoff**, **Paul Bartone**, **Jimmy Mitchell**, and **Dana Born**. President **Janice Laurence** called the meeting to order at 8:00 a.m.

Spending Money: **Janice Laurence** led a discussion on creative ways we can distribute funds and proposed one or two student awards (about \$1000 each), advertising in the Journal. **Armando Estrada** seconded the proposal and said that spending money on students would help increase the number of student members in our Division, and added the value of also sending complementary copies of our

Journal to Department Heads to introduce our Division and Awards.

Clearing House on Major Issues. Most of the meeting discussion was focused in the area of increasing and enhancing student membership in Division 19. **Armando Estrada** drafted by laws for the Graduate Student Issues Committee. He also proposed draft criteria for a student travel award, and a dissertation research award and application form. **Jimmy Mitchell** (program), **Bob Nichols** (Clinical), and **Marty Wiskoff** (Journal) volunteered to serve on this Student Awards Committee. **Armando Estrada** offered to check with APA (clinical and research) to explore avenues to advertise our student awards. **Janice Laurence** will work a cover letter to accompany complementary copies of the Journal to Department Heads, and **Bill**

Strickland will put together a distribution list for this outreach. Information will also be distributed via the newsletter and web-page. To assist in this outreach, **Randy Agee** offered to assist **Armando Estrada** in putting together a group affiliate e-mail list to help enhance/promote communication. The Executive Committee agreed to dedicate \$2,500 to the Student Awards Committee for them to decide/propose how to distribute.

The Executive Committee discussed the efficacy of a hospitality suite where Division 19 members could meet and reach out to potential new members. Although many members discussed the difficulties encountered in the past (e.g., availability, usage, cost), there was some interest in exploring having two Graduate Student Round Table Consortia (potentially one brunch in research and another brunch in clinical—limit it to about 25 persons each). Topics proposed were: Job Analysis Standards (research issues we think are important); Diversity (Role of Women in the Military, Gender Integration/Harassment); Gays in the Military; and Leadership Development. The Executive Committee would serve to steer the direction of the meetings and be proactive in shaping the schedule/attention. Focus of round tables should be “these are critical issues-how can we impact public policy.”

Proposal to Have APA Division Services Handle Affiliates. In the absence of the Membership Chair, **Earl Nason**, there was limited discussion about this topic. **Janice Laurence** and **Dana Born** offered to contact **Earl Nason** to discuss.

Journal News and Upcoming Transitions.

Marty Wiskoff has been the Founding Editor for Division 19 and our Journal of Military Psychology since 1986 and encouraged the Committee to think about succession. He offered to work as a principal advisor to an associate editor who would then succeed him as the editor. The committee agreed to call for nominations for a new editor in February and will set up a review committee.

Other Issues/Items to be Raised.

Hospitality Suite. Discussions on Hospitality Suite were raised again citing Division 13 (Consulting) who open a hospitality suite for a one day open house to new members and for three days for special programs. **Marty Wiskoff** and his newly formed committee offered to put together a budget (\$500) and recommendations for using discretionary funds to pursue ideas such as complimentary copies of our Journal, student awards, hospitality suite, etc.

International Symposium. Discussion on the International Symposium and having a Division 19 member on the Editorial Board.

Relationships with Other Organizations. Comments were made encouraging Division 19 members to have active relationships with other organizations (International Military Testing Association, IMTA; Inter-University Seminar on Armed Forces and Society, IUS; etc.), and co-sponsorship of sessions with other agencies such as the Alliance for National Defense.

President **Janice Laurence** adjourned the meeting at 10:00 a.m.

DEFENSE PERSONNEL SECURITY RESEARCH CENTER

The Defense Personnel Security Research Center (PERSEREC) is part of the Defense Human Resources Activity within the Defense Logistics Agency, with policy oversight provided by Assistant Secretary of Defense for Command, Control, Communication and Intelligence. The Center's mission is to improve the effectiveness, efficiency, and fairness of the Department of Defense (DoD) personnel security system. It conducts long-term programmatic research for the security and intelligence communities; provides quick-response studies in support of policy formulation and systems operation; disseminates research information to security policymakers and practitioners; and develops innovative tools and job aids for security professionals. The research program is divided into five areas:

- Automated Systems for Personnel Security (developing systems that electronically acquire from commercial and government databases relevant information about people seeking or already holding security clearances).
- Trust Betrayal (studying the phenomenon, especially espionage).
- Vetting Systems (research on prescreening, investigation, and the decision process used to determine which individuals are worthy to hold security clearances).
- Continuing Evaluation and Aftercare (research on the processes involved in continually evaluating people after they have received security clearances, security education, and intervention and employee assistance for people with personal problems).
- Utility Analysis (conducting studies that consider the costs and potential benefits of implementing certain security countermeasures in particular types of organizations under specific conditions).

PERSEREC has worked with the National Opinion Research Center (NORC) to define the climate of public opinion in which government security policy is developed. Questions have been included in NORC's

1994, 1996 and 1998 national general social surveys about how much protection should be provided for classified information, what areas of people's personal lives investigators should be allowed to explore when conducting background investigations to establish people's eligibility for a security clearance, and acceptable methods for monitoring employees once they have acquired a clearance.

Several questions about government computer abuse by government employees were added for the 2000 survey. Over 90% of respondents agreed that the government should ask about illegal or unauthorized use of a computer before granting a security clearance to an individual. The public further agreed that the government, when conducting background investigations, has about the same right to ask detailed questions about illegal or unauthorized use of computers (74%) as they do for questions about mental health history (73%). This was slightly lower than for questions about criminal arrests and convictions (84%), and illegal drug use (81%). The public also appears to be on the side of monitoring official e-mail and Internet use at work as a check against espionage or negligent compromise of classified information. Support for such workplace Internet monitoring is greater than for routine automated financial checks, but not as great as support for the use of the polygraph. There was much less support for auditing e-mail and Internet use at people's homes.

A major finding was that the public perceives serious and malicious insider offenses against government computer systems to be on a par with espionage in terms of seriousness; and it has consistently over the years considered espionage to be extremely grave and worthy of substantial prison sentences. It appears from the NORC data that the public is aware of the seriousness of the threat from insiders and would support security measures for the improved vetting and monitoring of IT professionals who are in a position to control or damage government information systems. For more information contact Suzanne Wood at woodsm@osd.pentagon.mil

Editor Note: Bob Nichols, Chair of Division 19 Practice Committee, reports below on activities at the APA Annual Convention. This is followed by a report from Barbara Van Horne of the Association of State and Provincial Psychology Boards regarding licensure in multiple jurisdictions.

APA Convention. A number of clinically related matters were discussed in the meetings of the Div 19 executive committee held during the August 2000 convention.

1. **Ethics:** Div 18 (Public Practice) and our Division have successfully requested that APA add a clinician to the APA Ethics Task Force who can call attention to the special problems faced by clinicians who work for governments either as civilians or military. Credit for achieving this, in the face of many procedural barriers, goes to our outgoing Division Rep to the Council of Representatives (COR) Hank Taylor and his Division 18 counterpart, Ed Nightingale, who is a VA clinician. Dennis Grill, a retired Army clinician and Division member has been appointed to this new position.
2. **Geriatrics:** The geriatric branch of Division 12 (clinical) is trying to form a consortium with other APA divisions which can get the Practice Directorate of APA to pay more attention to, and advocate for, services for seniors. The organizational meeting was held 5 August and I represented Division 19. Since many military-related persons are seniors, including many of our own division members, and since we often provide clinical services to seniors, this effort could benefit our division. The group will identify issues about which several APA divisions have concerns, and get those divisions to send letters and make other contacts with the Practice Directorate, urging its attention to these issues. Possible issues include getting Medicare to pay for more kinds of geriatric psychological services and to pay higher reimbursement rates and urging passage of Federal health laws that would obtain lower rates for long-term care insurance.

3. **Clinical content in Division 19 publications.** Some clinicians complain there is very little clinical content in Division publications. Our Military Psychology editor, Marty Wiskoff, is very willing to publish more clinical material, as is Peter Ramsberger, the editor of our division newsletter. There is also a way to put clinical notices and inquiries on the Division web page by contacting Joe Psotka. Clinicians with information of general interest to clinical and/or non-clinical Division 19 members should submit their material to Marty, Peter, or Joe (depending on the nature of the material).
4. **Creating Division policy statements on key issues.** Some clinicians (and also some non-clinicians) have asked if the Division could develop policy statements on issues such as standards for security clearances; policy about, and clinical services for, military gays and lesbians; prescription privileges for psychologists, etc. Our president, Janice Laurence, has suggested a very helpful first step would be to identify division members with special expertise. They could be called on to assemble relevant information on important issues, propose desirable policies/procedures, present expert testimony on behalf of the division, etc. If you are an expert on some topic(s), or know of a member who is, please send your or their name to Janice (with an info copy to Bob Nichols if the topic is clinical).

Bob Nichols

License Mobility. There are two avenues to ease licensure in another state, the Association of State and Provincial Psychology Boards (ASPPB) Agreement of Reciprocity and the Certificate of Professional Qualification (CPQ). Only ten states have been accepted into the Agreement of Reciprocity. Therefore, the CPQ is the vehicle to ease the process for most psychologists who may want to be licensed in other jurisdictions. The CPQ program began in August 1998. Currently licensing boards in 12 jurisdictions are

accepting the CPQ as evidence of having met the requirements for licensure; 14 more have voted to accept the CPQ and are in the process of changing their procedures to implement this decision. Many other jurisdictions are in various stages of exploring the CPQ as a licensing option.

There are currently two options for psychologists to obtain the CPQ.

Application under Option 1 requires:

1. A psychology license based on a doctoral degree in psychology (related fields are not acceptable) from an institution that was regionally accredited at the time the degree was granted, AND that institution must also have been accredited by the APA, or designated by the ASPPB/NR Joint Designation Committee, or meet specific criteria.
2. Two years of supervised experience, verified by a form submitted by the supervisor(s).
3. Completion of the EPPP (national exam) with a score of 140 or 70% or above.
4. An oral examination or interview.
5. Five years of independent practice.
6. No history of disciplinary action.

Some deficiencies, such as the oral examination, are remediable. Psychologists who do not meet criteria 1 - 4, or would have difficulty providing evidence of having met these criteria should consider applying under Option 2.

Psychologists whose license or registration is based on receipt of a doctoral degree in psychology from a regionally accredited institution of higher education **and** who meet criteria 5 & 6 and are listed in the National Register or Canadian Register can apply under a "grandparenting" provision (Option 2) until **12/31/2001**. Option 2 will continue to be available for ABPP members after that date.

A psychologist who has the CPQ and wants to be licensed in another state or province which accepts the CPQ would only need to pay application fees, and possibly take an examination on local laws.

More information about the Certificate of Professional Qualification (CPQ), or the ASPPB Agreement of Reciprocity is available from ASPPB: ASPPB, P.O. Box 241245, Montgomery, AL 36124-1245 Or contact: www.asppb.org.

Barbara Van Horne

DIVISION 19 AND 21 JOINT MID-YEAR MEETING

Divisions 19 and 21 (the Division of Applied Experimental and Engineering Psychology) will host a joint mid-year meeting on March 1 and 2, 2001 at the George Washington University Education Center. The latter is located at 3601 Wilson Boulevard, Arlington, VA (Virginia Square Metro Stop). Advance registration is \$25 for Day One, \$30 for Day Two, and \$50 for both days. You may register on-site for \$30 for Day One, \$50 for Day Two, or \$75 for both days. Students receive a 50% discount. Checks should be made to APA—Division 21 and sent to Doug Griffith, Veridian Systems, 14150 Newbrook Drive Suite 300, Chantilly, VA 20151-2223. For more information contact Doug Griffith at 703-803-0100, ext. 4120 or dkgriffith@erols.com.

Preliminary Agenda
Division 19 and 21 Mid-Year Meeting

Thursday, March 1, 2001

1:00pm - Introductory Comments and Welcome

- Robert W. Swezey -- President, Division 21
- Janice Laurence -- President, Division 19
- Dino Piccione -- President, Potomac Chapter (HFES)
- Doug Griffith -- Mid Year Meeting Co-Chair

1:30pm - Keynote Address

- Henry L. Taylor -- University of Illinois. "Evaluating the Effectiveness of Training Devices and Simulators"

2:15pm - Invited Presentations

- Robert Holt & Deborah Boehm-Davis -- George Mason University. "Training Rater Reliability: A Case Study"
- Eddy Llaneras -- Westat, Inc. "Realizing the Potential of Training & Simulation in Surface Transportation: Current State and Future Directions"
- James Ballas -- Naval Research Lab. "Virtual Audio Environments for Training and Simulation: What You Can't Do with a Gaming PC"
- Doug Griffith -- Discussion

6:00pm - Cocktail Party and Dinner¹

Hosted by Potomac Chapter (HFES)

- Speaker D. J. Imbs -- MANPRINT Office

Student Paper Poster Session

Hosts: Janice Laurence -- Naval Postgraduate School
James Hitt -- Univ. of Central Florida

Friday, March 2, 2001

9:00am - Symposium - Training and Simulation in Military Labs

- Dee H. Andrews -- Air Force Research Lab. "Warfighter Training Research at the Air Force Research Laboratory."
- James Templeman -- Naval Research Lab. "Developing Natural Use Interfaces for Dismounted Combat Simulators"
- Stephen Goldberg -- Army Research Institute. "Training Dismounted Soldiers in Virtual Environments"
- J. Dexter Fletcher -- Institute for Defense Analyses. "The ADL Initiative: What It Is and Why"
- Discussant -- J. Dexter Fletcher

11:00am - Invited Presentation

- M. Sue Bogner -- Institute for the Study of Medical Error -- "Simulation: A Path to the Why of Medical Error"

1:00pm - Tour

- National Capital Area Medical Simulation Center - Uniformed Services University

4:00pm - Adjourn

¹ The Cocktail Party will be a Cash Bar. There will be an additional charge for those attending dinner.

DIVISION 19 AWARDS

DIVISION 19 AWARDS AT APA-2000

Division 19 presented four awards at the August, 2000 meeting of the American Psychological Association in Washington, DC. Those awards were:

1. **John C. Flanagan Lifetime Achievement Award to Dr. T. Owen Jacobs.**
2. **Robert M. Yerkes Award for Significant Contributions to Military Psychology by a Non-psychologist to Dr. Mark J. Eitelberg.**
3. **Special award to thank Dr. Mady W. Segal for her participation in Division 19 activities--in particular, for providing the keynote address for the Division's convention program.**
4. **Special award to commemorate services provided by the outgoing President, Dr. William Strickland.**

The first two awards have accompanying citations. These appear below:

John C. Flanagan Lifetime Achievement Award—Dr. T. Owen Jacobs

Dr. Owen Jacobs began research on small unit leadership in 1957. With Carl Lange, Dr. Jacobs developed a comprehensive taxonomy of effective small-unit leader performances, which he used in 1961 as the basis for a social learning theory-based concept of the functional roles of leaders in groups. This was among the first formulations of small group leadership incorporating the concept of "value-added" (i.e., exchange theory).

In 1962, he successfully applied the concepts of experiential learning in a small group discussion context to leader skill development. In 1972, he completed a landmark integration of the leadership literature within the overarching context of social exchange theory. This provided a broad conceptual framework within which to view leader functional roles, leader "value-

added," organizational power dynamics, and organizational pathology stemming from inappropriate leadership and management controls.

In 1985, Dr. Jacobs began a study of strategic performance requirements and the developmental processes required to produce strategic leadership skills. With Elliott Jaques, Dr. Jacobs developed an adaptation of Jaques' requisite organization structure that specified (a) critical performance requirements at the various levels of an organization and (b) the critical cognitive skills which must develop over time to enable successful performance. The structure identified developmental targets over time and constitutes a theory-based template for development of leadership within large-scale organizations. This structure has been adopted as a model at the U.S. Army War College and the Industrial College of the Armed Forces.

Dr. Jacobs retired as Chief of the Strategic Leadership Technical Area of the Army Research Institute in 1994, and now is Leo Cherne Distinguished Visiting Professor of Leadership and Strategic Decision Making at the Industrial College of the Armed Forces, National Defense University. Dr. Jacobs is the author of *Leadership and Exchange in Formal Organizations* as well as eight book chapters, 28 reports, and other articles. His most significant recent publication was as leadership section editor and chapter contributor (with Elliott Jaques) in *The Handbook of Military Psychology*. Dr. Jacobs received the B.A. and M.A. degrees from Vanderbilt University, and the Ph.D. degree from the University of Pittsburgh in 1956.

Robert M. Yerkes Award for Significant Contributions to Military Psychology by a Non-psychologist—Dr. Mark J. Eitelberg

Dr. Mark J. Eitelberg is an internationally recognized authority on military manpower policy. Much of his work has contributed significantly over the years to academic and policy-level discussions of race relations, gender integration, equal opportunity, and diversity management in the armed forces.

Dr. Eitelberg's first book, *Blacks and the Military*, co-authored with Martin Binkin and published by the Brookings Institution in 1982, is regarded today as a classic, seminal work in defense policy studies. His conceptual framework and analyses of military representation in the mid-1970s were later adopted as a Department of Defense model for evaluating the effectiveness of the All-Volunteer Force, and they are still referenced widely in academic literature and in official government publications within the U.S. and other nations.

Dr. Eitelberg has authored a number of Department of Defense documents, several of which have led to major changes in defense policy. His work on military educational benefits programs helped policy-makers to replace the G.I. Bill in 1977 and set a foundation for all succeeding G.I. Bill policies and programs. Dr. Eitelberg's work on enlistment standards in the early 1980s led directly to significant improvements in the standardization of enlistment policies. His analyses of enlistment screening and occupational classification procedures -- treated in two widely-read monographs, *Screening for Service* (1984) and *Manpower for Military Occupations* (1988) -- are considered standards in the field. *The Profile of American Youth: Nationwide Administration of the Armed Services Vocational Aptitude Battery* (1982) led to the establishment of new norms for scoring the military's enlistment test; and the *Population Representation in the Military Services, Fiscal 1990* served as the official history of population participation in the U.S. military during the Gulf War. In 1990, Dr. Eitelberg

directed a study for the National Commission on Testing and Public Policy-- the results of which were published as *Becoming Brass: Issues in the Testing, Recruiting, and Selection of Military Officers*, a ground-breaking examination the U.S. military's officer corps. His current research, developing an Internet-based online recruiting station, is a multimillion-dollar initiative that promises to revolutionize the way in which the U.S. military attracts and enlists volunteers.

Currently, Dr. Eitelberg is Professor of Public Policy and Director of the Center for Recruiting Innovation in the Department of Systems Management at the Naval Postgraduate School in Monterey, California. In addition, he teaches policy analysis and military sociology/psychology in the Manpower Systems Analysis Curriculum and in the Leadership Development and Education Program at the U.S. Naval Academy; and he has served as an advisor on more than 140 master's theses.

CALL FOR NOMINATIONS FOR DIVISION AWARDS FOR APA-2001

Division 19 supports four annual awards. As noted above, we sponsor the Flanagan Lifetime Achievement Award and the Yerkes Award for contributions by a non-psychologist. In addition to those two, we also sponsor the Charles S. Gersoni Military Psychologist Award and the Arthur W. Melton Award for Early Career Contributions. Any Division member can nominate worthy people for these awards. If you wish to nominate people for Division 19 awards, please contact Bill Strickland, chair of the Awards Committee, at 703-706-5655 or wstrickl@humrro.org.

EDITOR NOTES
PETER RAMSBERGER

Dr. Dennis Grill was selected for the newly-created seat on the APA Ethics Code Revision Task Force. Dr. Grill is a member of Division 19. He is a retired Army colonel who served for several years as the Army Clinical Psychology Consultant before retiring from active duty.

Dr. Jared Jobe accepted a new position with the National Heart, Lung, and Blood Institute. He will serve as the Health Scientist Administrator for the Behavioral Medicine Research Group in the Division of Epidemiology and Clinical Applications.

Division 19 President, **Janice Laurence**, was recently elected as co-Chair (along with **COL Barbara Lee, USA**) of the Board of Directors of the Alliance for National Defense. The Alliance is non-profit, non-partisan group that serves as a positive voice for women in the military. **BG Evelyn P. (Pat) Foote, USA (Ret.)** is the President of the Alliance. In addition to a Board comprising active and retired officers from the armed forces, an august National Advisory Council supports the Alliance. The Advisory Council includes retired officers and enlisted members and civilian supporters from appointed public service, corporate, and academic arenas. Visit the web site at www.all4nationaldefense.org.

Speaking of our President, Dr. Laurence recently took a new position as a research professor within the School of Business and Public Policy of the Naval Postgraduate School. She remains in the Washington, DC area -- having set up office at the Navy Annex. Dr. Laurence is also working with the intelligence community as part of the Personnel Security Managers' Research Group.

The Naval Submarine Medical Research Laboratory is seeking a doctoral-level Psychologist to conduct research on the effectiveness of personnel screening methods. The position requires expertise in training, occupational selection, and personality assessment. Additional experience in research methodology, database creation and maintenance, and advanced statistical analysis is desirable. The position involves the design and accomplishment of studies examining the effectiveness of psychological screening tests in predicting career success in the submarine service. Candidates must demonstrate good written and verbal communication skills to interact with various agencies for acquiring information; and quantitative skills to analyze and modify scoring procedures, and develop new testing methods. A strong background in scientific research and statistics is required, including the ability to use PC software such as SPSS. Capability and/or experience in database creation, word processing, and plotting software is highly desirable. The United States Navy is an Equal Opportunity/Affirmative Action Employer. Eligibility to obtain a security clearance and U.S. citizenship will be required. Candidates are encouraged to send their resume, salary history, and references to krwalter@earthlink.net.

Once again, we are aspiring to generate a Division 19 membership directory for 2001-2002. The information for this directory comes primarily from the American Psychological Association membership database. If you prefer that information regarding your address and telephone numbers in that database not be published in our Division 19 directory, then please notify Jim Griffith by **June 30**. Jim can be reached at 301-279-3845 or james_griffith@fc.mcps.k12.md.us.

Did You Know? The APA Science Directorate....

- Provides travel awards to the APA convention (100 @\$300).
- Provides dissertation awards to ABD students (50 @ \$1,000).
- Supports research conferences at colleges and universities (up to \$20,000 per conference), with each leading to publication of an edited volume for APA Books.
- Directs the Summer Science Institute for 32 outstanding first and second year undergraduates.
- Administers the American Psychological Foundation Council of Graduate Departments of Psychology (APF/COGDOP) graduate fellowships (11 @ \$1,000 or more).
- Sponsors educational programs on psychological science for the Smithsonian (e.g., Fall 2000 lecture series on intelligence).
- Provides oversight of ethical issues involving psychological research with humans and animals.
- Includes the Science Policy Office, headed by Geoff Mumford, PhD and including four other talented psychological science advocates covering a range of federal agencies. The Science Policy Office hosts a service of science advocacy workshops.
- Monitors issues relating to testing and assessment for APA.
- Presents academic career workshops at specialty meeting, regional meetings and the APA convention.
- Developed the advanced training institutes (ATIs), the first of which was held in June 2000 on fMRI at mass. General Hospital.
- Is the driving force behind the Decade of Behavior initiative.

Contact the APA Science Directorate: PHONE (202) 336-6000 FAX (202) 336-5953 science@apa.org www.apa.org/science

DIVISION 19 FELLOWS APPLICATION
MIKE FISCHL

Division 19 members who wish to be considered or to suggest colleagues for consideration for APA Fellow status should write or call the Fellows Chair (see contact information at the end of this Newsletter). APA Fellow status is intended to reflect outstanding or unusual contributions to military psychology through research, practice, teaching, public service, program administration, and/or other aspects of professional service. Applying can be time consuming, and the application requires letters of endorsement; hence getting started early is advised. All applications are due to the Division 19 Fellows Chair by 4 January 2002.

MEMBERSHIP REPORT
EARL NASON

This report summarizes the American Psychological Association Division 19 membership as of 14 Jan 2001.

Division 19 Paid Membership: Membership was stable compared to the Feb 2000 report. There were 342 paid Division 19 members as of 14 January 2001. On 20 February 2000, there were 345 paid Division 19 members. The number of paid *dues exempt members* decreased sharply from 80 to 48. Paid *fellows* remained constant at 18. Paid *members* increased from 193 to 204. *Associate* members remained at 2. *Affiliate* members increased from 22 to 27 and *student affiliates* increased from 30 to 39.

Division 19 Year 2001 *Paid Membership (As of 14 Jan 2001)			
Membership Category	APA	Div 19	Total Paid YTD '01
Dues Exempt Member	31	17	48
Fellow	18	0	18
Member	182	22	204
Associate	6	0	6
Affiliate	0	27	27
Student Affiliate	0	39	39
Total	237	105	342

*Note. Paid membership figures do not include dues exempt members who have not paid the \$19 publication fee.

Information from APA and our membership database allows some visibility into membership gains and losses over the year. At the close of 2000, APA reported 40 of 96 dues exempt members choose to pay the journal fee. At this point in 2001 31 of 92 dues exempt members have paid the journal fee. APA indicated the small drop could result from the membership tally being taken one month earlier in the renewal cycle. APA dropped four dues exempt members from our roles. The number of members increased slightly over February 2000.

In my last membership report, I indicated I believed errors in our database led to some of our decline in membership between 1999 and 2000. I believe the membership database is now substantially error-free and will provide accurate membership counts.

JOINING DIVISION 19

To join Division 19, simply complete an application form (see next page) 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).

IN MEMORIAM

Dr. Jimmy Mitchell passed away on December 19, 2000 at the age of 64. Dr. Mitchell served in the Air Force for 27 years, retiring as a Lieutenant Colonel. He received his Ph.D. in Industrial/Organizational Psychology from Purdue University. In addition to his Air Force service, Dr. Mitchell was the founder of the Institute for Job and Occupational Analysis (IJOA) which was chartered in 1993 as a non-profit corporation. The objectives of the IJOA included fostering the study of the world of work and identifying and applying new technologies for improving human productivity. He was very active in the International Military Testing Association, which awarded him the Harry Greer award for outstanding contributions to military testing in 1994. Among many publications, Dr. Mitchell was the author (with E. J. McCormick) of the *Professional and Managerial Position Questionnaire (PMPQ)* as well as two chapters in the Gael, Sidney (Ed.) *Job Analysis Handbook for Business, Industry, and Government*. He served on the Division 19 APA Convention Program Committee, having recently volunteered to chair this body.

Dr. Mitchell taught at the University of Texas, San Antonio (Incarnate Word and Austin), and over the years mentored many students who were seeking degrees in Industrial/Organizational Psychology. In addition, he was a charter member of the Southern Texas Archeologist Association which allowed him to indulge his love of history. He was also an active genealogist, having spent much time investigating his own families background and history. He is survived by his wife Heidi, four sons, one daughter, and four grandchildren.

Memorial contributions can be made to the Jimmy L. Mitchell Archaeological Scholarship Fund. Make checks payable to Southern Texas Archaeological Fund and mail to:

IJOA
Scholarship Fund
10010 San Pedro, Suite 440
San Antonio, TX 78216

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
for:

Present APA status:

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

____ Member (\$25)

____ Member

____ Associate

____ Fellow

____ Student Affiliate (\$19)

____ Student Affiliate

and other division memberships:

____ Affiliate (\$30)

____ Non-member

____ Dues Exempt (\$19)

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.

College or University

Degree

Date

Field

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....

<p align="center">DIVISION 19 COMMITTEES AUGUST 2000-AUGUST 2001</p>

Fellows	Mike Fischl Gerald Krueger Paul Gade	Mike Fischl U.S. Army Research Institute 5001 Eisenhower Avenue Alexandria, VA 22333	O/703-617-0314 F/703-617-8578 E/fischl@ari.army.mil
Awards	William Strickland Janice Laurence Jane Arabian	See Executive Committee	
Membership	Earl Nason Michael Schwerin Armando Estrada Christopher Cronin Frank Norton	Earl Nason 5 MSS/CC 300 Summit Drive, Suite 302 Minot AFB, ND 58705-5038	O/701-723-1999 H/701-727-4456 E/mrputtron@aol.com
Nominations	Jane Arabian Paul Bartone Pat Thomas John Welsh	See Executive Committee	
Editor, Journal of Military Psychology	Marty Wiskoff	TRW Systems & Info Group 99 Pacific Street, Suite 455E Monterey, CA 93940	O/831-657-3017 F/831-657-0157 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 Heggestad	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 Executive Committee	
Inter-University Seminar on Armed Forces and Society	Paul Bartone	See Executive Committee	
International Military Psychology	Robert Roland	Box 27 Ft. Belvoir, VA 22060-0027	O/888-704-0702 H/703-704-0702 E/Robetr885@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/axestrad@mail.utep.edu

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