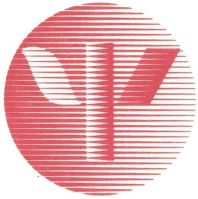


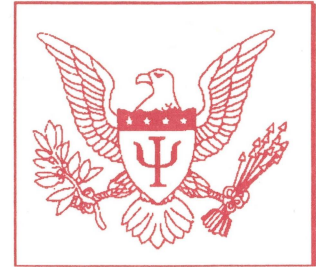
# **THE MILITARY PSYCHOLOGIST**



AMERICAN  
PSYCHOLOGICAL  
ASSOCIATION

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

<http://www.apa.org/divisions/div19/>



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AUGUST 2001 - AUGUST 2002**

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**PRESIDENT'S MESSAGE**  
**JANE ARABIAN**

On September 11, 2001, our work environment, our lives, the context for our endeavors – all suddenly changed. But our role as military psychologists continues, though perhaps with a sharper focus than before the attacks.

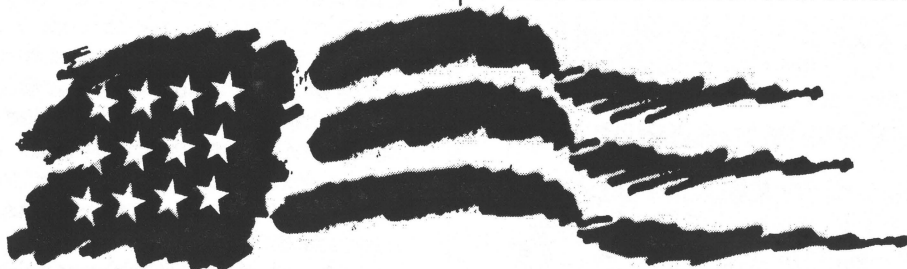
Our Division represents a real cross-section of psychologists – experimental, clinical, human factors, applied research, industrial/organizational, counseling, etc. What we have in common is that our work applies to military populations – or at least it starts out that way. Military psychology has made contributions to our broader society in ways as diverse as our membership. The roots of current practices for counseling victims of traumatic events, as well as employment testing, and organizational and leadership development, may be found in research conducted by and for the military. The list of accomplishments and contributions could go on. The Division of Military Psychology was one of the charter divisions of the American Psychological Association. Our Division – our membership – has a long, proud history of contributions to the field of psychology and service to our Nation.

With regard to contributions, APA formally recognized the uniformed psychologists who served in Viet Nam. There was a small but moving ceremony at the APA Council of Representatives meeting during the annual conference in San Francisco. And the Council spontaneously rose to their feet in a show of respect for their fellow colleagues. Our thanks go out to Bob Nichols, one of our Division 19 members, for initiating and organizing this well-deserved tribute.

As we recognize the accomplishments of our senior membership, we turn to the future of the Division -- student affiliates. To encourage students interested in military psychology, the Division has established two grants, one for travel to the APA annual conference and another to help support military psychology research. Please see the information later in this Newsletter. You will also find information about the Midyear Symposium (March 7-8, 2002), jointly sponsored by Division 19 and the Division 21 (Applied and Engineering Psychology). Division 19 will award a prize for the best student poster or paper at the symposium.

On a less satisfying note, APA continues to prohibit ads for military clinical internships, although ads for Department of Defense (DoD) civilian ads are permitted. APA adopted this policy because individuals who engage in homosexual behavior are prohibited from serving in the military. APA has declined to lift their ban against DoD despite the fact that it is a Federal law, not a DoD policy. The inconsistency of APA's policy toward DoD, vice other entities, has been pointed out; please see a copy of the letter, in this issue, sent by Janice Laurence to APA. We will continue to try to dialogue with APA and other interested parties to resolve this issue.

I am proud to serve for the next year as president of your division. I want to do whatever I can to make Division 19 an important professional resource to you, and welcome your comments, concerns, or suggestions. I believe that if you take a closer look at Division 19, you will want to get more actively involved and will encourage your colleagues who work as military psychologists to join or become more active themselves in Division 19.



## DIVISION 19 OUTGOING EXECUTIVE COMMITTEE MEETING – AUGUST 25, 2001

JARED JOBE FOR DANA BORN

**Present:** Jane Arabian, Paul Bartone, Wink Bennett, Armando Estrada, Steve Goldberg, Jared Jobe, Janice Laurence, Bob Nichols, Bill Strickland, Hank Taylor, Pat Thomas, and Marty Wiskoff.

President **Janice Laurence** called the meeting to order at 8:00 am.

**Elections Committee Report:** Jane Arabian presented the election results. **Hank Taylor** was elected president-elect and **Marty Wiskoff** was elected Member-at-Large to the Executive Committee.

**Awards Committee Report:** **Bill Strickland** reported that the Yerkes Award will go to **David and Mady Segal**, the Gersoni Award to **Paul Gade**, and the Flanagan Award to **Marty Wiskoff**. No one was awarded the Early Career Award. Concern was expressed by the members about the lack of nominations for the Early Career Award.

**Armando Estrada** discussed the student awards. The committee expressed enthusiasm for student awards and encouraging young people in military psychology. The committee discussed the mid-year symposium and Division 21's desire for our sharing of costs and profits, as well as sponsoring student travel. **Jane Arabian** moved that Division 19 establish a prize for undergraduate student papers for the mid-year meeting. The motion was passed. The award will consist of a \$100 cash award, a one-year free student membership in Division 19, and a certificate. **Janice Laurence** suggested naming the student award for the late Jimmy Mitchell. The issue was referred to the Awards Committee for consideration and possible action.

**Secretary's Report:** **Jared Jobe** reported for **Dana Born** and submitted the minutes for the mid-winter meeting of the Executive Committee for approval. The minutes were accepted.

**Treasurer's Report:** **Wink Bennett** reported that the Division's finances are in good shape. The committee discussed the usefulness of the checking account in consideration of APA's rapid disbursement of checks. **Hank Taylor**

moved that the Division continue to invest \$5,000 at \$500 per month (dollar cost averaging) from the APA account to the Vanguard 500 mutual fund. The motion was passed.

**APA Staff Visit:** **Heather Kelly** from the APA Science Directorate reported that **Kurt Salzinger** is the new APA Executive Director for Science, and **Marianne Ernesto** is the new Science Directorate staff person on testing and assessment. Heather also reported that APA is pushing op-ed pieces in newspapers. Finally, she said that they are looking for DC-area non-Federal employees to give APA's congressional testimony on psychology research in DoD.

**Membership Committee Report:** The report was presented by **Janice Laurence** for **Earl Nason**. She passed out copies of the memorandum of understanding (MOU) with APA. It was recommended that the MOU include performance criteria for APA staff. **Hank Taylor** recommended that the APA staff follow up with new members. With respect to the Division 19 Web Site, **Janice** appointed **Paul Bartone** to serve as the Division's point of contact for the new Website and Communications Committee. **Wink** will check on a possible division listserve.

**APA Council Report:** **Bob Nichols** presented the APA Council report for **Steve Sellman**. Bob reported that membership remains an important issue because it is at a steady state. Every state and division will be granted at least one council seat under the new plan, but the issue is how to apportion the additional seats. Despite no publicity, 19 psychologists will be honored for their service in Viet Nam. Hopefully more people will find out about the recognition and come forward.

**Military Psychology Journal Report:** Outgoing editor **Marty Wiskoff** reported that 17 manuscripts have been submitted this year, compared to an average of around 40. One special issue is being submitted for 2002 publication. Two more special issues have been suggested. Profits for the Division from the Journal are about \$8,000 per year. The committee thanked **Marty** for his service as founder and as the editor for the past 15 years.

**Janice Laurence** will be the new editor and a year of transition will occur.

**Fellows Committee Report: Bob Nichols** reported for **Mike Fischl**. Four new fellows have been approved by APA: Dee Andrews, Steve Goldberg, Ernie Lenz, and Frank Rath. Bob discussed the Fellows nomination process

and the unique aspects of military psychology *vis-a-vis* the process. He recommended that the Division develop unique criteria and that endorsers do a better job of write-ups on nominees.

The meeting was adjourned at 9:45 am.

## DIVISION 19 INCOMING EXECUTIVE COMMITTEE MEETING – AUGUST 27, 2001

JARED JOBE FOR DANA BORN

Present: **Jane Arabian, Paul Bartone, Wink Bennett, Armando Estrada, Steve Goldberg, Jared Jobe, Brad Johnson, Janice Laurence, Bob Nichols, Hank Taylor, John Welsh, and Marty Wiskoff.**

President **Jane Arabian** called the meeting to order at 8:10 am.

**Meeting with Division 18:** Representatives from Division 18, **Bob Ax, Bill Safarjan, and Randy Taylor**, attended the meeting and considerable time was spent discussing a possible alliance between the two divisions and how the alliance might work. Division 18 has 1,180 members, most of whom are direct service providers. The Division has a listserve and a website. Division 18 has five sections: Police and Public Safety, Community and State Hospitals, Criminal Justice, Veterans Affairs, and Health Services and Evaluation. A big advantage of an alliance would be a greater voice on council. **Janice Laurence** mentioned that Division 19 desires to continue as an independent division. **Bob Nichols** pointed out that combining the two divisions might result in the net loss of a council seat. Thereafter, the discussion focused on an alliance rather than a merger. Joint efforts might include marketing and advertising, joint newsletter articles, cooperation in getting a member appointed to APA boards and committees, nominations for APA's new public service awards, and program time sharing. **Marty Wiskoff** offered to share his expertise as Editor of the Journal of Military Psychology with Division 18 on their proposed new journal on clinical services outcome measurement. **Armando Estrada** suggested that the two divisions could collaborate on student issues such as jobs and awards. **Brad Johnson** suggested inviting internship directors

and recruiters to a joint Division 18 and 19 breakfast. **Jane Arabian** appointed Marty and Bob to be Division 19's liaison committee with Division 18.

**Program Committee: Brad Johnson** reported on the convention format. The convention will be reduced to four days. The divisions will be divided into 10 clusters, with each cluster having 10 joint cluster hours to fill. Major addresses will compete only against the other cluster programs. Divisions will still have some of their own program hours, but less than they currently have. A hospitality suite will likely be used at the next convention.

**APA Council Report: Bob Nichols** presented the APA Council report for **Steve Sellman**. **Bob** said that no divisions had ever merged and doing so would result in the loss of a council seat. The major issue at the Sunday council meeting was that they voted to reimburse divisions for expenses to attend the council meetings if the division elected a minority member to the APA council. Efforts are continuing to find additional psychologists to be honored for their service in Viet Nam, as only 19 have been identified. The first recipients were very grateful to the Division for making this a reality. The committee thanked Bob for his considerable efforts to see that these psychologists are recognized for their service. It was suggested that their stories might make a good book.

**Membership Directory: Jane Arabian** proposed updating the membership directory. The motion was passed and the Membership chair was urged to review other directories for formatting ideas. **Bob Nichols** suggested adding email addresses. Others suggested adding major areas of interest and that an email

or listserv message could solicit the information. Armando Estrada offered to update the Division 19 information brochure and also suggested posting the directory on the Division website, but having it password protected.

**APA Advertising Ban:** The DoD advertising ban was discussed; DoD ads to recruit civilian psychologists will be accepted, but not ads to recruit uniformed psychologists. This includes internship positions. It was recommended that Division 19 send a mailing about military internships to APA-approved graduate programs. The website could also be used for this purpose. **Bob Nichols** agreed to look into the mailing and present a proposal at the mid-winter Executive Committee meeting.

**The Military Psychologist:** The number of issues of the newsletter was discussed. Timeliness is a concern with only two issues. An alternative was suggested with two newsletter issues plus an email letter from the president to the membership on a more frequent basis. More contributing articles would be a big help to the Division. Several possible articles were suggested. **Brad Johnson** and **Wink Bennett** offered to write short articles on R&D in their areas. An article on the use of the

Armed Services Vocational Aptitude Battery (ASVAB) to assess head-injured persons who had taken the ASVAB earlier in their lives was also suggested.

**Student Awards:** **Armando Estrada** discussed the student awards. **Marty Wiskoff** suggested that the student travel award and the research award be called grants instead of awards. It was also decided to award an undergraduate prize (or prizes) at the mid-year symposium for the best undergraduate papers/posters. As discussed earlier, \$100 would be awarded to the paper/poster (to be divided among the authors), with a free one-year Division 19 Student Membership for each author. **Jane Arabian** announced that the mid-year prize this year would be in honor of the late Jimmy Mitchell. **Jared Jobe** suggested that the name of these student awards could be alternated and named in memory of deserving deceased Division members. A letter could be presented to the family of the award named for the deceased member. Because **Armando** is graduating next year, the Division will need a new Student Committee chairperson. Ways to recruit a new chairperson were discussed.

The meeting was adjourned at 10:15 am.



**IMPACT OF TERRORIST ATTACKS ON RECRUITING CLIMATE**  
**GWENDOLYN RUTHERFORD, CAPTAIN (USAF), JANE M. ARABIAN, PH.D., AND W. S. SELLMAN, PH.D.**

In the aftermath of the September 11, 2001 terrorist attacks, the Department of Defense (Accession Policy Directorate) received numerous requests for information regarding the impact of the attacks on recruitment efforts. We gathered information from a variety of sources to try to determine what, if any, effect the terrorist attacks had on the recruiting environment.

**Recruiting Results.** September recruiting results indicate that increased expressions of interest by young people did not translate to hikes in enlistment contracts for any Service. Indeed, there was virtually no change in the number of contracts signed in September following the terrorist attacks compared to the same period one year ago. Specifically:

- Army averaged 383 contracts per day in FY 00 and 391 in FY 01
- Navy averaged 1,120 contracts per week in FY 00 and 1,123 in FY 01
- Marine Corps averaged 787 contracts per week in FY 00 and 764 in FY 01
- Air Force averaged 331 contracts per day in August FY 01 and 335 contracts per day in September FY 01

Marine Corps contracts for the first two weeks of October are nearly twice that of the prior year (average of 1,027 per week in FY 01 compared to 527 per week in FY 00). Navy contracts for October, however, show no difference. Army and Air Force data for early October were not available in time for this publication. The Navy was the only Service that showed an increase after the attacks in the number of people who shipped to basic training compared to the previous year, and that was simply a consequence of increasing the recruiting mission by about 400 late in the month of September FY 01.

**Leads.** All Services indicate that the number of leads has increased; however, each Service tracks the information differently. For example, Army web hits are up 114 percent and web inquiries have increased 214 percent for the two weeks

after September 11, 2001. The Navy tracks program eligible leads, i.e., individuals who meet age and citizenship requirements; they are about 50 percent higher when compared to the same period last year. Marine Corps leads are nearly 3 times higher than the same period last year. The Air Force reports that website hits and 1-800 calls nearly doubled in the two weeks just following the attacks.

**Propensity.** The Department of Defense has a contract with an advertising tracking firm, Millward Brown. Their survey data show an increase in the number of young people who have "seriously" considered military service. Nearly half of young people surveyed report that the terrorist attacks make them more likely to consider joining the military. Although there was a very large spike in the percent of young people who had seriously considered joining the military the week of September 12-15 (39 percent), this percentage has dropped to levels slightly higher than pre-attack in recent weeks (29 percent versus 23 percent).

**Applicant Enlistment Testing.** Another way to gage the impact of the terrorist attacks on recruiting is to compare the number of enlistment tests, the Armed Services Vocational Aptitude Battery (ASVAB), administered before and after September 11. Since ASVAB scores are required for enlistment, the number of examinees can be taken as a reflection of serious interest in enlisting. In fact, more people took the Armed Services Vocational Aptitude Battery in the two weeks following the September 11, 2001 attacks than took the test in the comparable time period the year before. But in recent weeks, testing rates have returned to levels comparable to last year.

In conclusion, while early indicators show increased interest levels, there is no evidence that recruiting is easier or enlistments have increased as a result of the September 11, 2001 terrorist attacks.

## INFORMATION PAPER ON LEADER ISSUES IN THE AFTERMATH OF 11 SEPTEMBER

Paul Bartone, Director of the Leader Development Research Center, United States Military Academy, released a short paper summarizing some of what has been learned about leadership issues in the wake of tragedies and disasters. Although the attacks of September 11<sup>th</sup> are unprecedented in their scope, lessons learned from the past are still applicable. Bartone focuses specifically on research that was conducted following the 1985 crash of a plane in Gander, Newfoundland that killed 248 members of the Army's 101<sup>st</sup> Airborne Division and six flight crew members. Among the points made in the paper are the following:

- The immediate reaction to a widescale disaster can be a sense of unreality and denial, which may serve a useful adaptive function as people attempt to return to their normal tasks and missions.
- It can be useful to think of expanding "circles of involvement" in attempting to identify those who may be in need of assistance as a result of the attacks. The centers of the circles are the points of attack themselves, but the impact spreads far beyond to include rescue workers, families and friends of victims, and so forth. This is especially true in a world so interconnected through technology.
- The Ft. Campbell experience following the Gander crash suggests four general states of recovery: (a) Numb Dedication, (b) Anger-Betrayal, (c) Stoic Resolve, and (d) Integration. One of the essential roles of leaders is to effectively guide or defuse the anger that will naturally arise over the attacks of September 11.
- Although those charged with responding to emergencies are trained to go on regardless of the scale of the events, leaders must take care to: (a) acknowledge the losses that have been incurred, (b) care for and help the victims and their families, and (c) work with renewed energy to return to a mission-ready posture.

- Effective leaders are able to facilitate a linkage between the tragedy itself and normal mission activities. The "relevancy link" in the present situation is clear; the attacks themselves highlight the importance of the military mission and the need for a well-trained force to carry out that mission.
- Communication is essential in this environment. Leaders must communicate what they know and what they don't know to foster a sense of caring and minimize the impact of rumor and misinformation.
- Memorial services are important for healing and provide leaders a platform to exercise effective "grief leadership."

Bartone concludes that, "Enemies of America have attacked us directly, viciously killing thousands of our people on our own soil. It's now our solemn responsibility to mourn the loss and care for the victims and families, but also to work ever more diligently to prepare ourselves for the profession-of-arms. That is our mission, and by focusing on academic as well as military and physical preparation, we are in fact responding in the best possible way as patriots and professionals."

The full text of the report can be found at: <http://www.apa.org/about/division/div19rese arch.html>





## SPOTLIGHT ON RESEARCH AND DEVELOPMENT

WINSTON BENNETT, JR.

Greetings. Welcome to "Spotlight on Research and Development." When I served as the APA program committee chairman, I was surprised at the variety and breadth of our membership's research and of the potential for collaboration that typically only became apparent to those of us on the committee as we reviewed proposals for the program. Moreover, several of our members have testified before Congress on the importance of military research to both future warfighting capabilities and readiness and to the scientific community. Our journal, *Military Psychology*, is a tremendous venue for our work, but it seemed that a less formal and more routine avenue for talking about what we're doing might be useful as well.

"Spotlight on Research and Development" represents an attempt to provide a way to help military researchers to better showcase the richness and variety of research activities that are underway in a variety of organizations and across our membership. The goals of this section are quite simple. First, highlight military research and development efforts and activities to promote collaboration and communication.

Second, promote a broader understanding of the critical areas of need that are (and potentially are not) being addressed in the research community. Third, provide a mechanism for our membership to demonstrate R&D contributions to warfighting that can help build advocacy with our respective senior leadership and within critical Congressional committees and panels. Finally, promote interest in military research and development amongst other government agencies and academic and industrial organizations.

Content will be limited to no more than two full pages of text. Submissions can provide an overview of a large program, specific results from a single or series of studies on a particular topic, results for NATO panels and multinational efforts, or other military research and development-specific activities. Please send submissions, articles, and interest items to me at [Winston.Bennett@williams.af.mil](mailto:Winston.Bennett@williams.af.mil). I will work with you to finalize submissions and it will be the responsibility of individual submitters to ensure that the content has been approved for public distribution.

The first article comes from my organization, just to get things started. I look forward to working with all of you on this new section!

## WARFIGHTING TRAINING AND REHEARSAL RESEARCH

WINSTON BENNETT, JR.

The Air Force Research Laboratory Warfighter Training Research Division in Mesa Arizona is conducting research to develop, demonstrate, evaluate and transition leading-edge technologies and methods to train warfighters, enabling the expeditionary aerospace force. The Division has developed a high fidelity behavioral and engineering research testbed that is enabling researchers to identify critical skills, knowledge, and abilities that successful warfighters (primarily, F-16 fighter pilots) must possess for success in combat and the extent to which these skills are enhanced by

simulation-based experiences. It also provides the means whereby engineers can develop and test technologies that enhance the fidelity and validity of the simulation environment as a combat training and rehearsal medium.

The current testbed features four high-fidelity F-16 Block 30 simulators and one Airborne Warning and Control System (AWACS) console. The testbed simulators are networked together and can be linked to other simulators around the world. The concept of linking simulators together and

with live assets and computer-generated forces for instructionally-principled training and rehearsal represents a major U.S. Air Force initiative called Distributed Mission Training or DMT. The current testbed enables training research 4 versus many synthetic combat mission scenarios flown at varying difficulty levels against varying numbers of threats in dynamic air-to-air and air-to-surface engagements. The fundamental goal is to enhance individual and four-ship performance in a "crawl, walk, run" building block progression of mission complexity, and to provide a significant number of opportunities to deliberately practice and gain experience with a variety of combat capabilities in an immersive environment. In many cases, practice and experience with these capabilities is difficult to fully achieve in a live fly environment.

In order to fully exploit the capabilities of the Division's research testbed and to fully optimize the testbed's benefits in concert with live-fly training, Division researchers are working with Air Combat Command to define the "Mission Essential Competencies" needed for successful warfighting. MECs represent the higher-order skills encompassing individual, team, and interteam competencies required of fully prepared pilots, crews, or flights for successful mission completion under adverse conditions in a non-permissive environment. MECs are the knowledge, skills and experiences required to perform successfully in complex situations. MECs can be demonstrated in live-fly training and rehearsal missions, or in high-fidelity DMT simulation under conditions similar to those found in combat. AFRL/HEA is focusing training research on developing more effective and efficient methods to identify critical MECs and to develop methods to instantiate and maintain MECs in warfighters faster, cheaper, and better than current mission readiness training paradigms.

The Division is currently working with operational warfighters to define and validate MECs for the air-to-air arena and will be expanding the MEC development protocol into command and control (C2), Information Warfare, Tasking Processing, Exploitation and Dissemination (TPED) and other mission areas as they relate to

planned DMT federation development. Research in MEC-based scenario development relies on manning the DMT testbed with current and qualified warfighters executing and evaluating complex missions in dynamic, though structured, events designed to maximize training opportunities for warfighters and validate competency-based approaches for training applications and operational research.

Researchers are also using MECs as the basis for the development of an integrated performance measurement system that permits within simulator and field impact assessments. Additionally, research is underway to develop methods to assess the individual and team learning that occurs in DMT and the impact of training on the development of shared understanding amongst team members and the impact of that understanding on mission performance. The performance measures are being examined for a variety of purposes including performance diagnosis, skills development and retention, readiness assessments and training effectiveness evaluations.

MECs also serve as the basis for the development of competency-based training research scenarios for: Flight Lead Upgrade (FLUG), Instructor Pilot Upgrade (IPUG), Mission Qualification Training (MQT), Continuation Training (CT), and Weapons Instructor Course (WIC) Spin-up. Applying these scenarios in applied research studies, researchers have demonstrated that training in a DMT environment provides critical experience that reduces subsequent live fly non-effective sorties at operational units. Reducing non-effective sorties enables these units to apply those sorties to other critical live-fly training needs. In addition, the Division's work with the F16 Division of the U.S. Air Force's Fighter Weapons School at Nellis AFB, NV has not only resulted in a substantive increase in individual pilot success in school, but has provided the foundation for simulation-based combat training to be included as an actual part of the school's curriculum.

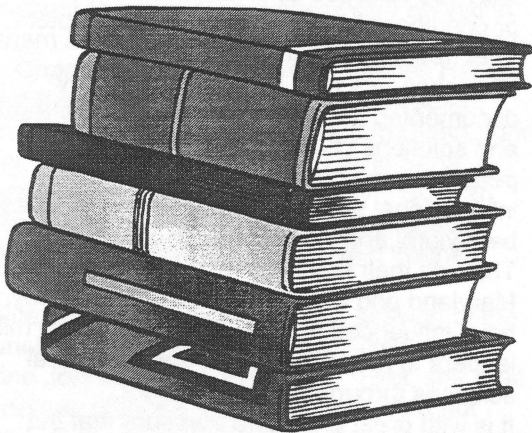
## STUDENT AWARDS

ARMANDO ESTRADA

The Division of Military Psychology (Division 19) of the American Psychological Association sponsors two annual student awards. The **Student Travel Award** program provides students interested in military psychology assistance with travel to the annual APA Convention to present their research. The division will award two \$750 travel awards to graduate/undergraduate students presenting paper/posters in Division 19. Graduate and undergraduate students are encouraged to apply. The purpose of the **Military Psychology Research Grant** program is to assist graduate/undergraduate students of psychology with costs associated with conducting research. This annual award will be presented to students whose research reflects excellence in military psychology. All materials for either award must be submitted by April 15, 2002.

### Eligibility:

- Applicants must be enrolled, in good standing in a graduate/undergraduate program in psychology.
- Applicants must be student affiliates of Division 19. Students who are not affiliates must apply for affiliation when submitting materials for these awards.



- For the student travel award, only applicants with papers/posters accepted by Division 19 will be considered. Multiple author submissions are acceptable, but the student applicant must be designated as the first author of the paper/poster. If there are multiple student authors, only the first author may apply for these funds. If the student-applicant has been accepted to present more than one paper or poster, he/she must choose only one paper/poster presentation for consideration when applying for this award.
- For the Psychology Research Grant, applicants must have had their proposals approved by a faculty advisor prior to application. The proposed research may be in any area of interest dealing with military psychology.

For details regarding the application process and the required forms, visit the Division 19 website. The specific web addresses are: <http://www.apa.org/about/division/div19stutrav.html>, and <http://www.apa.org/about/division/div19resgrant.html>



**PRESENTATION OF DIVISION 19 AWARDS AT THE 2001 CONVENTION**

The following awards were presented at the 2001 APA Convention in San Francisco.

**The Charles S. Gersoni Award for  
Military Psychology  
To  
Paul A. Gade**

The Division recognizes **Dr. Paul Gade** with its Military Psychology Award for 2001.

Paul Gade has provided a sense of stability to the Division and its Executive Committee for many years. As the Division's historian, Paul is frequently called upon to help the Division's leadership build upon past successes rather than repeat past mistakes. Paul grew into the historian role when he recognized that the Division's records were scattered about in various locations—usually past secretary's or president's garages or basements. Seeing the need, he became the driving force behind identifying, collecting, and archiving the Division's documents; in this role, he has ensured that the history of the Division will be available to future researchers and historians. Based on his expertise, the Division asked him to work with APA to write the Division's chapter in the APA series highlighting its "Unification through Divisions" theme. The resulting document will be a source of pride for all current and future Division members.

The Division could have chosen from among Paul's many professional accomplishments over the years as a basis for recognizing him with the Gersoni Award. This year, we recognize his service to the Division—as an elected officer, as a committee chairperson, as a volunteer archivist and historian, and as calm, reasoned, good-humored source of advice and counsel—by presenting Paul with the Charles S. Gersoni Military Psychology Award.

**The Robert M. Yerkes Award  
To  
David R. Segal and Mady W. Segal**

The Division recognizes **Dr. David R. Segal and Dr. Mady W. Segal** for their contributions to military psychology through their distinguished service, research, and teaching as military sociologists. Their interdisciplinary work on peacekeeping, women and minorities in the military, military families, and military recruiting and retention has achieved international acclaim among psychologists as well as sociologists.

David and Mady have both served frequently on interdisciplinary panels and task forces advising high-level United States and international government officials on military social psychological issues, research, and uses in the military services. The Drs. Segal are the co-founders of the Center for Research on Military Organization at the University of Maryland, where they have been and continue to be significant contributors to and influencers of behavioral science research on issues ranging from enlistment and retention to deployments and peacekeeping operations.

Between them, the Segals have published more than 100 refereed scientific papers and authored or coauthored 76 books and book chapters. Their recently coauthored publication, *Peacekeepers and Their Wives*, clearly documented the operational and family issues and solutions involved in conducting peacekeeping operations and set an international standard of excellence in military behavioral and social science research. Through their teaching at the University of Maryland and at the U.S. Military Academy, they have influenced many current and future military leaders to respect and use the behavioral sciences throughout their careers. It is with great pride and pleasure that the Division presents the Yerkes Award for exceptionally important contributions to Military Psychology by a non-psychologists to David and Mady Segal.

**The John C. Flanagan Award for  
Lifetime Achievement  
To  
Martin F. Wiskoff**

The Division recognizes **Dr. Marty Wiskoff** for professional contributions to military psychology over a span of more than 40 years.

During his graduate studies at the University of Maryland in Industrial and Quantitative Psychology, Dr. Wiskoff directed selection, training, and human factors studies at the Army Research Institute. After earning his Ph.D., he went on to manage selection research programs within the Bureau of Naval Personnel. Marty also served as a Visiting Professor for the Naval Postgraduate School. After a decade and a half in the Washington, D.C. arena, this native New Yorker headed West.

Beginning in 1972, Marty blazed trails within the areas of military recruiting, selection, classification, assignment, resource allocation, job performance, and career development as Program Director and then Director of the Navy Personnel Research and

Development Center's Manpower and Personnel Research Laboratory in San Diego. Among many notable achievements while at NPRDC, Marty established and guided the development of CAT-ASVAB, US Naval Academy Screening, and Navy Recruit Classification.

In 1987, Marty moved to Monterey and helped to establish the Defense Personnel Security Research Center, which is thriving today. Currently, Dr. Wiskoff is the Director and Chief Scientist for TRW's Personnel Security Research at PERSEREC. In addition to his "day jobs," Marty's place as founding and current editor of *Military Psychology* highlights his devotion and contributions to our field. Dr. Wiskoff participates fully in numerous professional associations and has served in every Division 19 leadership role. Further, our friend and Division Fellow has a host of professional honors and awards to his credit. Among the many noble attributes that describe this military psychologist are scholarship, energy, activity, humanity and camaraderie. Certainly, he is to be admired for his technical, political, management, leadership, and mentoring skills.

**APA COMMENDS MEMBERS WHO SERVED AS PSYCHOLOGISTS IN VIETNAM  
BOB NICHOLS**

Acting on a request from the Division of Military Psychology, APA conducted a special award ceremony at the convention in San Francisco on 26 August to honor 19 members who served in Vietnam as psychologists. Those honored were: Drs. Charles Curran (deceased), James Harrell, Albert Kastl, Gerald Krueger, Lewis Malgieri, Frank Norton, Robert O'Donnell, Jim Olsen, Kirk Parry, Arthur Rudy, Ely Sapol, David Sena, C. Wayne Shore, Morris Stanton, David Sullivan, Victor Thaler and David Willard (deceased); Messrs. Donald Platner and William Weiner.

The ceremony was held during a session of the Council of Representatives conducted by Dr. Norine Johnson, APA President. First, she read the names of those honorees who could not attend, giving their name, rank, branch of service, period of service in Vietnam and the

nature of their duties (clinical or research/consultation). Then she called forth each psychologist in attendance, read his citation (see below) and presented him with his award. Each honoree was given a standing ovation.

These awards take on special significance, both for those who were honored and for our entire profession, when we recall that during the Vietnam War, some APA members alleged that being a military psychologist was, *per se*, unethical behavior. Returning military personnel were often insulted for their service to their country. Now, at last, APA has honored those who served. Unfortunately, only three persons, Harrell, Krueger and Parry, could attend the ceremony, mainly due to the late notification. Dr. Stanton's award was accepted by one of his colleagues, and Dr. Willard's widow, Marilyn, received his.

During the ceremony, Dr. Johnson noted that individuals who served in Vietnam before becoming psychologists also deserve commendation, and similar recognition is owed to the many hundreds of military psychologists who served during the period but were not deployed to Vietnam.

There may be others who merit the APA award but have not yet been located. The only "notice" of the award has been on APA web pages, but these notifications only located a few of the nineteen who were honored. Most were nominated by friends and colleagues, and their names given to me; I'm keeping a master list. In

hopes of locating others who should be honored, APA has agreed to publish a printed notice of the awards, probably in the Monitor. There is also a plan to publicize the award ceremony, since even most of the psychologists who were in San Francisco for the convention were not aware of what was done at the Council meeting.

Here is an example of the citations given to those who served as clinicians. The citations for research/consulting psychologists had very similar wording but placed more emphasis on the research and consulting work that was done by psychologists during the Vietnam War.

### Citation for Military Psychologists in Vietnam

*The American Psychological Association honors Dr. (name) for the very important and admirable contributions and support given to American military personnel and our nation while serving as a clinical (or research/consulting) psychologist in Vietnam from (month/year) to (month/year). During the Vietnam War, hundreds of clinical psychologists cared for the millions of military personnel and their families who were eligible for military medical care. Hundreds of other psychologists provided significant consultative and research services. However, only a few of these psychologists served in Vietnam. Those who did, like Dr. (name), endured the discomforts and hazards of a combat theater, and also the stress from knowing that many of their colleagues opposed the war and disapproved of psychologists who served in the military. Despite these pressures, psychologists in Vietnam did their duty and did it well. They gave vital care to military personnel and strong support to military operations. In so doing, they also served their nation, and were exemplary representatives of their profession, whose purpose it is to enhance the health and welfare of all Americans, military and civilian alike.*

*Dr. (name), your fellow psychologists respect and appreciate your conscientious, selfless and productive work, done under very difficult conditions. With gratitude, we hereby extend to you this long overdue commendation by the American Psychological Association.*

Signed by Dr. Norine Johnson, President, APA

### APA'S AD BAN: ONCE MORE WITH FEELING

JANICE LAURENCE

Last year, as President, on behalf of the Division, I voiced the concerns of military psychologists over APA's persistence in maintaining a policy of banning ads from the Department of Defense in APA publications. APA's policy is grounded in their objection to DoD policies [sic] providing that homosexuality is "incompatible with military service." The Division's letter to APA is provided below. As you can see, we explained that the former DoD policy is now law. Further, we explained that the ad ban has not been effective in removing barriers to homosexuals serving openly in the military. Instead, the ad ban hurts military psychologists (who tend to support the rights of homosexuals) and military members and their families who might benefit from

psychological services. Sadly, APA's response was disappointing, at best. As reported by then-president Norine Johnson, APA is entitled to adopt policies restricting advertisements in its publications on policy grounds. Further, APA reminded us that if the ad ban were rescinded, "when the recruitment is targeted or discriminatory, the ad must disclose that fact...the military would be required to disclose its discriminatory policy in its ads..."

Personally, I question APA's political astuteness on this issue. The ad ban does not help homosexuals, but the voice of reason from sympathetic psychologists in uniform could very well work to champion human rights. Perhaps we ought to "test the waters" and submit ads with the "proper" disclosures?

Dr. Norine G. Johnson, President, and  
Dr. Raymond D. Fowler, Chief Executive Officer  
American Psychological Association  
750 First Street, NE  
Washington, DC 20002-4242

Dear Drs. Johnson and Fowler,

The Division of Military Psychology requests the American Psychological Association to end its current policy of not accepting ads from the Department of Defense. The ad ban has not led, and we believe will not lead, to a change in DOD rules. Instead it has made it more difficult for the armed forces to obtain the psychologists they need to provide psychological and other health care to their members and to accomplish their operational missions.

We believe homosexuals SHOULD be allowed to serve in the military and we do NOT believe that homosexuality is incompatible with military service. We also believe that the APA should do all it can to get the law changed which now bars overt homosexuals. However, we believe the current ad ban has not been, and cannot be, effective in changing the current "don't ask, don't tell" law. Instead, it is lessening the ability of psychologists to help the military perform its missions and to provide psychological and other health care services to military personnel and their families.

The main flaw in the "ad ban" policy is that it cannot achieve its goal of gaining full acceptance for homosexuals in the military since the "DOD policy" concerning homosexuality, which was in effect when APA voted for the ban, no longer exists and the DOD no longer has the power to set its own policies regarding homosexuals. Instead, Congress has passed, and President Clinton has signed, a federal law (USC Title 10, Section 654) which bars overt homosexuals from serving in the military. Unless and until that law is changed, the DOD is powerless to change its rules regarding homosexuals. Therefore, APA's aim should be to get the law changed and its efforts should be focused on the Congress and the public, not just the DOD.

Not only has the ad ban failed to get an acceptable change in the rules regarding service by homosexuals but it has also made it harder for the DOD to recruit the psychologists needed to provide essential clinical, research and consultative services. Thus it defeats one of APA's main goals which is to make high quality psychological services available to all Americans. Instead, it has made it harder for the military to have ready access to psychologists and has also created significant morale problems among the psychologists who are already serving the military.

We also want to point out that APA already accepts ads from agencies which have discriminatory policies if those policies are sanctioned by law. For example, APA accepts ads from agencies that have age or gender limitations, or that require employees to belong to the same religious faith as that of the hiring agency. Since the current military rules against overt homosexuals are also mandated by Federal law, we believe APA should also accept military ads which include those sexual behavior requirements. We agree, of course, that the Federal laws need to be changed, but meanwhile military ads should be accepted which include requirements that must conform to those laws. We urge APA to seek legal guidance concerning whether it is allowed to bar ads from agencies whose policies are in compliance with the law.

We also believe the APA needs to adopt new procedures for deciding whether to continue the ad ban, for evaluating the effectiveness of its efforts to change the law regarding military service by homosexuals, and for developing better methods of educating the Congress and the public regarding the issue of homosexuals in the military. We are therefore enclosing some suggestions on how these processes might be improved,

We urge the APA to act promptly on this request and we offer our full assistance in doing the studies and taking the actions that are needed to repeal the ad ban, abolish the federal law barring overt homosexuals, and gain full acceptance for homosexuals in the military. Sincerely, Janice Laurence, Ph.D.

# **Annual Midyear Symposium March 7-8<sup>th</sup>, 2002**

## ANNOUNCEMENT AND CALL FOR PRESENTATIONS, PAPERS, AND POSTERS

Theme of Symposium:

### **Contemporary & Emerging Issues in Human Factors, Engineering and Military Psychology: Special Applications to the Military and other Federal Agencies**

**Sponsored by the American Psychological Association's (APA)  
Division 21, Applied and Engineering Psychology  
Division 19, Military Psychology, and  
Potomac Chapter, Human Factors & Ergonomics Society**

**Symposium Location: Officers Club, Fort Belvoir, Virginia**  
Scenic Overlook of the Potomac River, a stone's throw from Mount Vernon.  
Only 13 miles South of Reagan National, Washington DC Airport (DCA).

#### **Dates/times:**

- Symposium: Noon Thursday March 7<sup>th</sup> till 1600 hrs March 8<sup>th</sup>
- Potomac Chapter HFES Dinner Meeting w/speaker March 7<sup>th</sup> 6:30
- Div. 21 Midyear Executive Committee mtg. Thursday AM, March 7<sup>th</sup>

#### **Feature Exhibits Include:**

- Military Protective Clothing, Uniforms and Equipment
- Army's Land Warrior Wearable Computerized Infantry System
- State-of-the-Art Military Night Vision Systems
- An Image Intensification (I2) view across the Potomac at night
- Posters by Cadets/Midshipmen from the military academies
- Div. 19 Award to Best Student Poster or Paper



**Submission of topics, 200 word abstracts by January 11<sup>th</sup>, 2002 to:**

**Gerald P, Krueger, Ph.D., CPE**

**Email: [JerryKrueg@aol.com](mailto:JerryKrueg@aol.com) or Email: [gkrueger@thewexfordgroup.com](mailto:gkrueger@thewexfordgroup.com)**

**Phone: (703) 704-1801 or (703) 768-3421**

Presentations, Papers, Posters, Expert Panel Discussions are welcomed on human factors research & applications in following (but not limited to) areas:

- Human Factors Research Applications for Army, Navy, Marines, Air Force & NASA
- Department of Transportation, U.S. Coast Guard, Automotives, Federal Aviation Administration (FAA), Commercial Motor Carrier Safety, Federal Railroads Administration
- NIH, NIOSH, FDA, etc.

**Registration information:**

**Advance Registration for symposium**

(before February 15<sup>th</sup> 2002):

Day 1 (March 7<sup>th</sup>)\$25.00

Day 2 (March 8<sup>th</sup>)\$30.00

Both Days: \$50.00

**On-Site Registration on March 7<sup>th</sup>:**

Day 1 (March 7<sup>th</sup>)\$30.00

Day 2 (March 8<sup>th</sup>)\$50.00

Both Days \$75.00

**Students receive 50% off Advance or On-Site registration fees**

**Make checks out to: APA Division 21**

Mail checks to Richard Kelly at:

Richard T. Kelly, Ph.D.

Pacific Science & Engineering Group, Inc.

6310 Greenwich Drive, Suite #200

San Diego, CA 92122

**For more information contact:**

Gerald P. Krueger [Div. 21]: (703) 704-1801

Jane M. Arabian [Div. 19]: (703) 697-9271

Maureen L. Hunter [HFES Potomac

Chapter]: (202) 493-3384

**Symposium Housing:** For gov't employees on travel orders, Ft. Belvoir bachelor officers quarters (BOQ) are available (range \$44. to \$68). Other suggested housing at Holiday Inn Express, Springfield, VA; (703) 644-5555; current gov't rate there is \$99. + tax.

**Directions to the Fort Belvoir, VA Officers Club:**

From Reagan National Airport, drive 11 miles south on Route #1, Richmond Hwy.

From Route #1, turn left (East) onto Belvoir Road at the PENCE Gate (South Post); stop to obtain visitors' pass. Follow Belvoir Road to 21<sup>st</sup> Street. Turn left, go 100 yards, turn right onto Belvoir Drive. At the fork in the road, bear left onto Woodlawn Drive to Schultz Circle. The free parking area is to the left of the Officers Club Building.

## ANNOUNCEMENTS

The mid-year Executive Committee will be held on Wednesday, March 6, 2002 at the headquarters of the Human Resources Research Organization in Alexandria, Virginia.

The University of California is looking to place undergraduate students in unpaid internships related to the field of military psychology. Students live at the UC Washington Center in the District and take classes while interning an average of 32-40 hours per week. Students in the program will be writing papers that will draw from what they are learning at their placements. Because the internship experience is an integral part of their academic program as regularly enrolled UC students, it is expected that the preponderance of their

time and energies will be devoted to substantive activities. If you are searching for interns in the D.C. area, please contact:

Ryan Hill  
University of California, Irvine and Riverside  
Washington Center Program  
1608 Rhode Island Ave, NW, Third Floor  
Washington, DC 20036  
Phone: (202) 974-6381  
Fax: (202) 974-6389  
email: [hillr@uci.edu](mailto:hillr@uci.edu)

Many thanks to Paul Bartone for coordinating the updating of the Division 19 website. Visit the new and improved site at <http://www.apa.org/about/division/division19.html>. If you have suggestions for additional improvements or additions, please contact Paul (see Committee Directory at the end of this newsletter).

## APA CONVENTION PROGRAM

BRAD JOHNSON

As the APA convention program chair for division 19, I want to encourage all division 19 members to consider creative presentation proposals for the next year's Chicago convention. I also want to summarize some significant structural and programmatic changes to the convention format. Beginning this summer in Chicago (2002), the annual APA convention will be shortened to four days (Thursday August 22 through Sunday August 25<sup>th</sup>). In addition, the new convention format will consist of three types of programs: association-wide, cluster tracks (coherent, thematic collaborative programs created by small clusters of divisions), and regular divisional sessions. These three program types will be non-overlapping, so division 19 programs will only compete with other divisions, not large association-wide sessions, or cluster tracks. Some of the problems prompting APA to enact these changes include: declining convention (and session) attendance, dissatisfaction with the length of the convention, competition among divisional programs, and the difficulty of

spreading sessions over several venues (e.g., distant hotels).

These changes resulted in a 10% reduction in divisional programming for all divisions. Division 19 will have 14 hours of divisional program time at the Chicago convention. Also, all programming will occur in one venue (McCormick Place). On the upside, we were "clustered" with several like-minded divisions (Evaluation, Measurement and Statistics; Consulting; Industrial and Organizational; and Applied Experimental and Engineering). Our cluster created two thematic tracks that should be of interest to many division 19 members. These are "Psychotechnology: The Implications of Technology for Psychology," and "Playing Fair: Juggling Multiple Views of Fairness."

Again, I encourage you to send along your excellent program proposals. I look forward to seeing you in Chicago!

## CALL FOR NOMINATIONS

We are interested in receiving nominations for the Division 19 awards to be given at the 2002 convention in Chicago. The following awards will be presented.

**Robert M. Yerkes Award:** This award is for significant contributions to military psychology by a non-psychologist. Prior awardees include General Max Thurman, Senator Daniel Inouye, and Ms. Elizabeth Dole.

**John C. Flanagan Lifetime Achievement Award:** This award is to recognize career-long achievements in military psychology. These contributions may be in the form of excellence in research, service, product development, or administration that clearly reflects advancement of the profession of military psychology, improved effectiveness of military psychology systems, or service on behalf of the welfare of military personnel.

**Charles S. Gersoni Military Psychology Award:** This award is for outstanding contributions to military psychology. The award is made for excellence in research, service, product development, or administration that clearly reflects advancement of the profession of military psychology, improved effectiveness of military psychology systems, or service on behalf of the welfare of military personnel. Awardees may be individuals or a group of individuals whose contributions merit special recognition by Division 19.

**Arthur W. Melton Early Achievement Award:** This award is to recognize early-career achievements in military psychology, normally within 5 to 10 years of entry into the field. These contributions may be in the form of excellence in research, service, product development, or administration that clearly reflects advancement of the profession of military psychology, improved effectiveness of military psychology systems, or service on behalf of the welfare of military personnel.

Please submit nominations to Janice Laurence (see Executive Committee).

## 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).

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<br>you are applying for:<br><br><input type="checkbox"/> Member (\$25)<br><input type="checkbox"/> Student Affiliate (\$19)<br><input type="checkbox"/> Affiliate (\$30)<br><input type="checkbox"/> Dues Exempt (\$19) | Present APA status:<br><input type="checkbox"/> Member<br><input type="checkbox"/> Associate<br><input type="checkbox"/> Fellow<br><input type="checkbox"/> Student Affiliate<br><input type="checkbox"/> Non-member | If you belong to APA, please list<br>your APA member number<br><br>_____<br>and other division memberships:<br><br>_____ |
|---|--|--|

*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  
5 MSS/CC  
300 Summit Drive, Suite 302  
Minot AFB, ND 58705-5038

Thank you....

**DIVISION 19 COMMITTEES  
AUGUST 2001-AUGUST 2002**

|   |   |  |   |
|---|---|--|---|
| <b>Fellows</b>  | Steve Goldberg<br>Bob Nichols<br>Gerald Krueger<br>Paul Gade                            |  | O/407-384-3980<br>F/407-384-3999<br>E/goldgers@stricom.army.mil   |
| <b>Awards</b>   | Janice Laurence<br>Jane Arabian<br>Henry Taylor   | See Executive Committee  |   |
| <b>Membership</b>   | Earl Nason<br>Michael Schwerin<br>Armando Estrada<br>Christopher Cronin<br>Frank Norton | Earl Nason<br>5 MSS/CC<br>300 Summit Drive, Suite 302<br>Minot AFB, ND 58705-5038  | O/701-723-1999<br>H/701-727-4456<br>E/mrputtron@aol.com           |
| <b>Nominations</b>  | Henry Taylor<br>Pat Thomas<br>John Welsh<br>Marty Wiskoff                               | See Executive Committee  |   |
| <b>Editor, Journal of<br/>Military Psychology</b>                   | Janice Laurence<br>Marty Wiskoff  | See Executive Committee  |   |
| <b>Newsletter editor</b>  | Peter Ramsberger  | HumRRO<br>66 Canal Center Plaza, 400<br>Alexandria, VA 22314   | O/703-706-5686<br>F/703-549-9025<br>E/pramsber@humrro.org         |
| <b>Convention program</b>   | W. Brad Johnson<br>Bill Strickland<br>Bob Bray  | Dept. of Leadership, Ethics &<br>Law<br>U.S. Naval Academy<br>Luce Hall, Stop 7B<br>Annapolis, MD 21402                    | O/410-293-6545<br>F/509-479-0556<br>johnsonb@usna.edu             |
| <b>Practice</b>   | Robert Nichols<br>(Temporary Chair)   | 7124 Roslyn Ave.<br>Rockville, MD 20855  | O/301-926-2952<br>F/301-926-1015<br>E/DrRobtNich@aol.com          |
| <b>Military Psychology<br/>History</b>                              | Paul Gade   | 1733 N. Danville Street<br>Arlington, VA 22201   | O/703-617-8866<br>F/703-617-8578<br>E/gade@ari.army.mil           |
| <b>Women and Minorities<br/>in the Military</b>                     | Janice Laurence<br>Pat Thomas<br>Alma Steinberg<br>Ray Wood<br>Dana Born                | See Executive Committee  |   |
| <b>Inter-University<br/>Seminar on Armed<br/>Forces and Society</b> | Paul Bartone  | See Executive Committee  |   |
| <b>International Military<br/>Psychology</b>                        | Robert Roland   | Box 27<br>Ft. Belvoir, VA 22060-0027   | O/888-704-0702<br>H/703-704-0702<br>E/Robertr885@aol.com          |
| <b>Web Page</b>   | Paul Bartone  | Dept. of Behavioral Sciences &<br>Leadership<br>U.S. Military Academy<br>West Point, NY 10996-1784<br>Alexandria, VA 22333 | O/845-938-2945<br>F/845-938-2236<br>E/lp7894@exmail.usma.army.mil |
| <b>Graduate Student<br/>Issues</b>                                  | Armando Estrada<br>Sarah Higley<br>Amy Galbato  | Armando Estrada<br>University of Texas<br>Psychology Department<br>El Paso, TX 79968-0553                                  | O/915-747-5551<br>F/915-747-6553<br>E/axestrad@mail.utep.edu      |

AMERICAN PSYCHOLOGICAL ASSOCIATION  
THE MILITARY PSYCHOLOGIST DIVISION 19  
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WASHINGTON DC 20002-4242

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