

THE MILITARY PSYCHOLOGIST



**AMERICAN
PSYCHOLOGICAL
ASSOCIATION**

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

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AUGUST 2002 - AUGUST 2003

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PRESIDENT'S MESSAGE
HANK TAYLOR

Colleagues:

It is time to plan for the annual APA convention in Toronto. There has been a large amount of discussion concerning whether the convention should be held as planned. On June 6, the APA Board of Directors voted to affirm its earlier decision to hold the 2003 Convention in Toronto as planned - August 7 - 10. The Board reached its decision after it evaluated information available from the U.S. Centers for Disease Control and Prevention (CDC), the World Health Organization (WHO), other public health experts, as well as results of surveys of members, convention presenters, and APA staff. The consensus of public health officials is that there is, at this time, no need to avoid travel to Toronto. We therefore look forward to an exciting and productive meeting. Division 19 has a very good program, and I hope that you will be able to attend. The division plans to again have a hospitality suite.

As I mentioned in my first message, the Division is in good financial condition. We are planning to reduce dues for students in order to attract more students as division affiliates. All other dues will remain the same for next year.

The infrastructure of the division continues to improve. The division web site contains current and important information and the Division 19 member listserv created and maintained by Paul Bartone has been very effective. If you are not on the listserv, you can request to be added by sending Paul an e-mail at: paul-bartone@exmail.usma.army.mil.

In my first message I also discussed the following Division 19 goals for 2002-2003:

1. Develop and improve ties and working relationships with members of other divisions who share the areas of interest of Division 19, Military Psychology.
2. Develop ways to get the science developed by military psychologists applied within APA and society.
3. Develop an awareness of the issues concerning women in the military and develop mechanisms to use expertise that exists in Division 19 and other

divisions to bring to bear the results of studies and research that will permit women in the military to make a more substantial contribution.

4. Work with the Council of Representatives and Division 44 to remove the APA ban on advertising in APA publications for psychologists to serve in the military.

We have made progress on all four goals, but the most exciting progress has been on Goal #4. We have a new business item that is being considered within the governance structure of APA. We have also agreed with the representatives of Division 44 (Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues) to set up a joint task force to consider all issues concerning gays, lesbians and bisexuals serving in the military. While the group has not yet met, this represents tremendous progress. An article in this edition of the *Military Psychologist* provides details on this initiative.

The mid-year meeting held jointly with Division 21 and the Potomac Chapter of the Human Factors and Ergonomic Society in March 2003 at Ft. Belvoir was again a great success. We made awards for the best undergraduate student paper and poster and the best graduate student poster. We had representatives from both West Point and the Air Force Academy.

I want to thank you for the opportunity to serve as your president during the 2002-03 year. I am pleased that we have good leadership for the coming year. Paul Bartone will be installed as President at the annual business meeting and Brad Johnson will become our new President-Elect. Those selected for office for the 2004-05 year are also outstanding. It is important to have good leadership in both our elected offices and in our committees. I hope that you will notify Paul Bartone concerning areas of interest in which you would like to serve.

Sincerely,

Henry L. Taylor
President, Division 19

DIVISION 19 EXECUTIVE COMMITTEE MEETING – MARCH 5, 2003
MIKE RUMSEY

Attendees: in alphabetical order: Jane Arabian, Paul Bartone, Jared Jobe, Brad Johnson, Kathryn Lindsey, Mike Matthews, Bob Nichols, Bob Roland, Mike Rumsey, Steve Sellman, Bill Strickland, Matthew Swiergosz, Hank Taylor, Brian Waters

Welcome: President **Hank Taylor** opened the meeting at 9:05 a.m., welcoming those in attendance, and expressing his appreciation for all the work the committee had done since the last meeting. He then summarized the major issues confronting the division.

Treasurer's Report/Budget for 2003: **Hank** read the Treasurer's report by **Wink Bennett**. The division is in great shape financially. The Vanguard Funds Investment has been reinitiated, with contributions of \$500 a month. Award payments and reimbursements from the APA conference were delayed, but have now been resolved. However, some hotel billings are yet to be resolved. Questions were raised about handling profits and losses from the Mid-Year Meeting and about means of better tracking of miscellaneous items.

Secretary's Report: **Mike Rumsey** presented the Secretary's report. The minutes of the Division 19 Incoming Executive Committee Meeting at the APA Annual Convention, Chicago, Illinois, 24 August 2002, previously submitted to all Executive Committee members, were approved.

APA 2003 Convention: **Brad Johnson** handed out the draft Division 19 program for the 2003 APA Convention. He noted that it was still unclear where the Division 19 sessions will be held. It will be important to know that soon, as it will be possible to start making hotel reservations on 15 March 2003. **Brad** thanked those who had been assisting him. He noted that there was a high acceptance rate among paper and symposium proposals, although some papers had been reclassified as posters. **Hank Taylor** noted that the cluster in which Division 19 found itself (other divisions

include Evaluation, Measurement, and Statistics (5), and Consulting (13), Industrial/Organizational (14), Applied Experimental (21), and Consumer Psychology(23)) provided a good mix of divisions. A cluster meeting will be held in May. At that time, two programs will be chosen and speakers will be recommended. APA recommended no changes to the clusters, wanting to keep them steady for the first two years of this concept. **Bob Nichols** asked how Division 19 could coordinate with other divisions outside the cluster. **Brad** noted that there were two options: give up hours, or share hours. The report was approved and Brad was congratulated for a job well done.

Student Affairs Committee. **Kathryn Lindsey** reported on student awards. Awards submissions are due to her NLT 1 May 2003. Separate research and travel awards will be given out. The amount of the research award was discussed. **Jane Arabian** noted that the amount was fixed last year at \$1,500. It was noted that proposals would have to come in with budgets, and budgets up to \$1,500 could be approved. The issue of how to publicize these awards was discussed. **Kathryn** noted that they would be announced in the Division 19 Newsletter. **Brad Johnson** noted that APA was coming out with a new student publication somewhat like the APA Monitor, and that this was a possible vehicle for publicizing the awards. **Hank Taylor** asked who could apply for these awards. **Kathryn** responded that any student affiliate was eligible. **Jane Arabian** noted that the student consortium headed by Bob Ruskin could be used to get the word out to students.

Kathryn noted that she was working with **Paul Bartone** on student membership. She is working with **Paul** and two West Point cadets on a web site aimed at students. She and **Paul** have produced a draft brochure to generate interest. **Jane** and **Paul** made a number of suggestions. A fund of up to \$400 was approved for printing this brochure. **Paul** and **Jane** were given authority for approving final changes to it.

A motion was carried congratulating **Kathryn** on a job well done.

Membership Report, Part I: Hank Taylor presented the Membership Report on behalf of **Carl Castro**, Membership Chair. Division 19 membership totals were discussed. The final membership number for 2002 was 256. Current membership numbers are much lower. However, it was noted that this discrepancy was a function of the manner in which numbers were reported, not necessarily of a decline in membership. **Hank** noted that, with APA having responsibility for tracking membership, it was difficult for Division 19 to fully understand the basis for the numbers that were being provided. **Paul Bartone** noted that APA was only able to maintain a level of 50% accuracy in the membership data it maintained, with problems in e-mail addresses and spelling. Ways of getting more accurate information were discussed. **Hank** sought information that would help better compare the 2002 final data with the January 2003 data. **Hank** felt that some old information from **Earl Nason**, which he indicated he would provide to **Paul**, might be of some help. Further discussion was held for a later teleconference with **Carl**.

Council Representative's Report: Steve Sellman and **Hank Taylor** split the Council Representative's Report. **Steve** attended the first day, **Hank** the second when weather kept Steve away, and the third was cancelled due to snow. Bob Sternberg chaired the session. He addressed his theme, the unification of American psychology. He also discussed prescription privileges, parity in insurance payments, and the tendency of psychology journal reviewers to give more sarcastic reviews than reviewers in other disciplines. The new APA Task Force on Governance has had a few meetings, and has discussed shifting some burdens from APA staff to boards and committees. Other ideas included completing presidential committees in one year and applying a sunset provision to boards and committees. Norm Anderson, APA CEO, emphasized service, collaboration, consensus building, and financial matters. One piece of good news: APA memberships are up. Dr. Daniel

Kahneman, a Princeton University psychologist and recent Nobel Laureate in economics, discussed how economics was perceived as relevant to policy while psychology is not.

APA approved a budget of \$85M with a surplus. This was a pleasant change from a negative \$12M in operations the previous two years. A balanced budget was achieved one year ahead of schedule. Committee meetings have declined; staffing has been reduced through early retirement. Net worth has declined substantially due to investment losses, but real estate investments are moving into the black. By re-financing, APA has dramatically improved working capital and cash flow.

Fellows Committee: Hank Taylor read a report prepared by **Steve Goldberg**, Chair, Fellows Committee. Three candidates have gone forward: **Jane Arabian**, **Paul Bartone**, and **Mike Rumsey**. Also, three current fellows in other divisions have been approved by the Division 19 Fellows Committee: **Ed Johnson**, **Dexter Fletcher**, and **Larry James**.

Practice Committee: Bob Nichols reviewed the confidentiality issue with respect to gays/lesbians in the military. The legal answer is that no confidentiality exists for psychologists. Psychologists have no obligation to proactively report, but would be obligated to provide information on service members' sexual orientation if asked by their commander. Thus, it is advisable that practitioners warn their clients in advance of this lack of confidentiality. In practice, the issue comes up very infrequently, if ever. It is more likely to come up in terms of written records than in terms of an oral report.

Awards Committee: Jane Arabian gave the Awards Committee report. She noted that she placed an item in the newsletter soliciting nominations for awards, but only one submission had been received to this point. Nominations are due to Jane no later than 1 April 2003. Awards include the Robert M. Yerkes Award for significant contributions to military psychology by a non-psychologist, the John C. Flanagan Award for lifetime achievements in military psychology, the Arthur W. Melton Award for

early career achievements, and the Charles S. Gersoni Award for outstanding contributions to military psychology. Information on these awards can be found on the Division 19 website. **Bob Nichols** noted that 27 psychologists who had been identified as serving in Vietnam had been acknowledged by APA.

Student Dues: **Hank Taylor** raised the issue of student dues. **Paul Bartone** proposed reducing them from \$19 to \$10. **Jared Jobe** noted that dues changes could only be approved by members attending the business meeting.

Elections Committee: The Elections Committee consists of **Paul Bartone** (chair), **Marty Wiskoff**, **John Welsh**, and **Brad Johnson**. This committee has produced a slate of nominees for elected division positions. These are:

President-elect:

Dana Born, **Brad Johnson**

Representative to Council:

Steve Sellman, **Janice Laurence**

Member-at-Large:

Debra Dunivin, **Bruce Crow**

Hank Taylor expressed the importance of getting a commitment from prospective nominees to attend division meetings.

Journal of Military Psychology, Editor's Report: **Hank Taylor** presented a report prepared by **Janice Laurence**, Editor of *Military Psychology*. The journal is doing well, with a healthy backlog. **Janice** would like to encourage electronic submissions to the journal. She would also like to see articles on homeland defense. **Brad Johnson** raised the issue of the process of replacing Editorial Board members. Various proposals for term limits were discussed. **Jared Jobe** put forward a motion specifying a five-year limit for Associate Editors and a three-year limit for members of the Editorial Board, both renewable for one additional term. The full text of this motion as presented as an attachment to these minutes.

2002-2003 Goals: **Hank Taylor** reviewed his four goals and noted that progress had

been made on all. Attention then turned to each individually.

1) Work with Division 44 to remove the APA ban on advertising in APA publications for clinical psychologists to serve in the military.
Chair: **Hank Taylor**
Member: **Steve Sellman**

A proposal by Division 19 to rescind the ban on DoD advertising in APA publications has been prepared and was submitted in early January as a new business agenda item for APA review. The initial plan was to ask for a suspension of the rules to get this considered at the February 2003 APA Council meeting. Subsequently, Division 44 sent out a message that argued against such a suspension, and it soon became clear that the votes for it would not be there. At that point, the plan shifted to proceed according to the rules, which would result in the motion being considered no sooner than August 2003 by the Council.

The new business item has subsequently been referred to APA Governance for staffing. It has gone to the Board for the Advancement of Psychology in the Public Interest, chaired by Melvin Wilson, University of Virginia, and has not been heard of by Division 19 since. **Steve** is trying to contact Wilson, but as of yet has received no response. Once it clears this board, it will need to be considered by the Committee on Legal Issues. Ultimately, it needs to get to the Board of Directors by July to be voted on in August.

In the meantime, Division 19 moved forward on the Joint Task Force with Division 44. An issue about confidentiality of client-psychologist communications in the military led to some initial resistance by Division 44 representatives, but a clarification of this issue facilitated Task Force progress. Division 44 has agreed to Joint Task Force meetings in the near future, and individuals have been working together in a more cooperative fashion.

Although some of the early expressions of support did not extend to support for suspending the rules, Division 19 did receive two very supportive letters for its position

from state organizations, one from New Mexico and one from Nebraska.

Division 44 has also proposed a new business item to create a Division 19/Division 44 Joint Task Force on the Status of Lesbian, Gay, and Bisexual Military Personnel. **Jane Arabian** pointed out that some of the language in this item was not helpful to Division 19's cause, nor was the circulation of two separate items which might be viewed as overlapping or inconsistent. The possible significance of Division 44's proposal was discussed. **Hank** pointed out that Division 44's proposal could not be considered at the next Council meeting without a suspension of the rules. **Jane** noted that the proposal could nonetheless influence Council members. **Hank** suggested that we continue to press the case for Division 19's proposal regardless of the information in Division 44's business item.

The committee voted to commend **Steve Sellman** and **Hank Taylor** for their work on eliminating the ad ban. The committee also approved a motion to support language appearing in a Division 44 e-mail message, and to pay the travel expenses of members of the ad ban committee for meetings with Division 44 representatives.

2) Develop an awareness of the issues concerning women in the military and develop mechanisms to use expertise that exists in Division 19 and other divisions to bring to bear the results of studies and research that will permit women in the military to make a more substantial contribution.

Chair: **Janice Laurence**

Members: **Armando Estrada, Pat Thomas, and Dana Born**

Hank reported on behalf of **Janice** that she had heard that five young men are planning a suit to make it possible to draft women as well as men. It was also noted that DACOWITS has been reconstituted with a new charter and is reconsidering its objectives and focus.

3) Develop and improve ties and working relationships with members of other

divisions who share the areas of interest of Division 19, Military Psychology.

Chair: **Bob Nichols**

Members: **Paul Bartone, Jane Arabian**

Bob Nichols reported on behalf of this committee. He noted that one issue was what would Division 19 and other divisions cooperate on? Two areas that had been identified were convention papers and the ad ban. **Bob** also asked if these goal-oriented committees would continue beyond the current president's (**Hank Taylor's**) incumbency. **Hank** noted that this was really an issue for **Paul Bartone** to determine. He recommended that each committee make a recommendation concerning its continuance in August 2003 at the Outgoing Executive Committee meeting as a basis for this decision.

4) Develop ways to get the science developed by military psychologists applied within APA and society.

Chair: **Mike Rumsey**

Members: **Marty Wiskoff, Jane Arabian**

Mike Rumsey reported on the activities of this committee. The initial focus is on coordination with APA. **Mike** and **Jane** met with three APA representatives: Dianne Maranto, Heather Kelly, and Marianne Ernesto. Some of the strategies being discussed for improved information communication include: (a) use of the Science in the Workplace listserv, (b) use of Phil Zimbardo's archive, (c) Division 19 liaison representation at Board of Scientific Affairs meetings, (d) Division 19 representation at APA and related meetings, (e) APA participation in Division 19 meetings, (f) use of military service websites, and (g) providing information to APA as requested, or proactively. **Bill Strickland** agreed to attend the upcoming meeting of the Board of Scientific Affairs in March as liaison.

Referrals for expertise. The issue of how to respond to referrals for expertise was raised. If referrals are requested, one source is the listserv. It was suggested that Division 19 include in its membership directory information on areas of member expertise. It was agreed that the Membership Committee

would be contacted to determine its willingness to take on this responsibility.

Mid-Year Symposium: **Hank Taylor** reminded members of the Mid-Year Symposium to take place at Fort Belvoir, Virginia on 6-7 March 2003. He noted that the agenda looked quite inviting and that the meeting would be particularly worthwhile for those in the Washington, DC area.

Division 19 Website and listserv: **Paul Bartone** noted that the website is managed by APA Division Services so that no one's time at Division 19 is affected. We use the basic APA website template which is low cost but not fancy. APA now charges us for this service. He reported that for a fee, we could get a web redesign, but noted that we are not going down that road right now. He also noted that our relationship with APA costs us some autonomy and control. An example was the terrorism rebuttal by **Bob Nichols**, which APA felt should not go on the website until Phil Zimbardo had seen it and responded. **Jane Arabian** noted that there was no outside filter for listserv, and that if APA does not want a particular entry to appear in a division website, it could go on our listserv. After **Bob Nichols** noted that he had not been aware that his article was going to this web site, **Jared Jobe** suggested that the author of an article be informed if that article was going to be so placed.

There are two listservs, one for the Executive Committee and one broader list. **Paul Bartone** is the administrator of both, although he is eager to share these duties with anyone who would so volunteer. **Paul** conducts an initial screen of entries received, while **Hank Taylor** is the final arbiter of what goes out.

Revision of by-laws: **Jared Jobe** reviewed the changes in by-laws that have been proposed for consideration. These changes address the following topics:

- 1) How do current fellows of other divisions get to be Division 19 fellows?
- 2) Bringing the by-laws up to date in terms of how membership is conferred.

- 3) Update the by-laws to account for the electronic age. Circulate amendments electronically.

Hospitality Suite: **Paul Bartone** will again host the APA Division 19 Hospitality Suite at the 2003 Convention in Toronto. **Jane Arabian**, **Brad Johnson**, and **Kathryn Lindsey** will also serve as members of the Hospitality Committee. This committee is looking at a mini-program to present at that suite. Planning for this program must start now. It is needed by the time the Convention Program goes to press in June. Ideas for speakers/participants at the suite were solicited. A budget of up to \$2,500 was approved for Hospitality Suite expenses. The location of the suite cannot yet be determined.

Newsletter: **Peter Ramsberger** noted that the next newsletter was on its way and should be arriving soon.

Membership Report, Part II: In the afternoon, **Carl Castro** participated via teleconference. He noted that the Division 19 membership numbers were on track to be at the same level as those last year. **Hank Taylor** asked about the currently low student numbers. **Carl** replied that, while it is more difficult to get a handle on these numbers, they were likely to jump as well. **Hank** asked that **Kathryn Lindsey** be notified when new students paid. **Paul Bartone** asked if APA provided monthly membership reports. **Carl** said yes. **Paul** asked about what basis we had for confidence in these numbers, and **Carl** cited the lack of a basis for comparison, a problem that should be rectified next year. **Paul** asked if an updated membership directory could be provided—**Carl** agreed. The target completion date for this directory is sometime prior to the August 2003 APA meeting. **Carl** also felt it would be possible to get information on people who have shown interest in Division 19 when they pay their APA dues. **Paul** and **Carl** agreed to pay a visit to APA Division Services.

Discussion/New Business: Hank Taylor noted that the APA nomination ballot was going out. He noted that Ron Levant, the APA Recording Secretary, had been very helpful to Division 19. Paul Bartone asked if letters supporting Division 19's position on rescinding the ad ban should go up on Division 19's listserv and website.

The Committee agreed that it should. Hank noted that it would be worthwhile to try to get more such letters, but that a focused approach to doing so would be preferable to a shotgun approach.

Adjournment: Hank Taylor adjourned the meeting shortly after 3:00 p.m.

**MOTION REGARDING THE EDITORIAL BOARD OF THE
JOURNAL OF MILITARY PSYCHOLOGY**

1. The term of office for Associate Editors of Military Psychology shall be for a period of five years, concurrent with the term of the Editor. Associate Editors may be reappointed for a second term by the Editor, with subsequent terms subject to a one-year waiting period. The year of appointment of Associate Editors shall be listed after their name in parentheses in the journal masthead.
2. The term of office of Editorial Board members of Military Psychology shall be for a period of three years. The terms shall be staggered so that the terms of 1/3 of the members shall expire each year, and the Editor shall determine which ones expire each year based on their initial year of appointment, and may determine that terms for some current board members are for less than three years in order to accomplish this. Editorial Board members may be reappointed for a second term by the Editor, with subsequent terms subject to a one-year waiting period. The terms of Editorial Board members shall be listed after their name in parentheses in the journal masthead.
3. The Executive Committee decrees that the positions of all Associate Editors and Editorial Board members whose initial terms exceed the limits established under Items 1 and 2, shall be vacated, subject to reappointment by the Editor.

Toronto
2003

PROPOSED CHANGES TO DIVISION 19 BY-LAWS
JARED JOBE

The Division 19 Bylaws require that proposed changes to be the Bylaws be provided to the membership at least 30 days prior to the annual business meeting. This article will briefly describe the proposed changes. The first change is in Article I to update the purpose of the Division. The proposed new wording is as follows:

2. The purposes of this organization shall be to advance psychology as a science, as a profession, and as a means of promoting human welfare by:
 - a. Conducting research into military issues, such as training, personnel, recruiting, selection and classification, health, performance, career development, performance appraisal, design of military equipment and systems, and quality of life.
 - b. Applying research findings and principles to the resolution of military problems.
 - c. Fostering wide dissemination and application of scientific knowledge and state-of-the-art advances in areas relevant to military psychology.
 - d. Providing counseling, support, and clinical services to military personnel and their families.
 - e. Encouraging professional relationships among psychologists interested in the application of psychological knowledge and techniques to military problems.

The second change is in Article II to allow immediate election for members, associate members, and affiliates as is current practice in the Association, and to change the requirements and nomination procedures for old Fellows to match current practice in the Association and in other divisions. The proposed new wording is as follows:

2. Fellows of the Division shall be persons who (a) have been a Division member for at least one year, and (b) are approved by the Association for Fellow status therein. A person may be elected as a Fellow of the Division either as a new Fellow of the Association or as an old Fellow. In addition to the above criteria, new Fellows of the Division shall be persons who (a) have been selected for their unusual and outstanding contributions to military psychology, (b) have had five years of work related to military psychology, and (c) are actively engaged in the performance or administration of research or application relative to military psychology, as described in Article 1, Section 2. New Fellows shall be selected for nomination to the Association by the Fellows Committee of the Division. In addition to being a Division member for at least one year, old Fellows of the Division shall be persons who (a) are already Fellows of the Association, and (b) have been judged by the Fellows Committee of the Division to be actively engaged in the performance or administration of research or application that is directly relevant to military psychology, as described in Article 1, Section 2. All nominations for Fellows of the Division shall be approved by the Executive Committee of the Division, and elected by a majority of the Division Fellows attending and voting at the annual business meeting of the Division.
3. Members of the Division shall be persons who (a) are Members of the Association, and (b) are selected for election to membership by the Membership Committee of the Division.
4. Associates of the Division shall be persons who (a) are Associates of the Association, and (b) are selected for election to associate status by the Membership Committee of the Division.

5. Affiliates of the Division shall be persons who (a) are not Fellows, Members, or Associates of the Association, but (b) are selected for election to affiliate status by the Membership Committee of the Division. Bona fide students shall be eligible for affiliate status, with lower dues than those paid by regular affiliates.

The third change is to allow electronic voting by the Executive Committee in Article IV and to allow electronic circulation of amendment materials to the membership in Article IX. The exact wording is as follows:

2. The Executive Committee shall have general supervision of the affairs of the Division. All actions of the Executive Committee that are of a continuing or policy nature are subject to the approval, by majority vote, of the membership present and voting at the annual business meeting, by postal or electronic mail ballot, or by website as provided in Article II, Sections 8 and 9, of these Bylaws.
1. The Division, by two-thirds vote of the membership present and voting at any annual business meeting, or by a majority vote of the Division membership voting by mail ballot, as provided in Article II, Sections 8 and 9, of these Bylaws, may adopt such amendments to these Bylaws as have been (a) presented and read at the preceding annual business meeting, or (b) circulated to the Division membership at least one (1) month prior to the final vote on the proposed amendment(s). Circulation may be carried out either (a) by publication in the Division's Newsletter, (b) by separate mailing, postal or electronic, to the last known addresses of the membership, or (c) by website.

A complete copy of the current Bylaws and proposed new Bylaws are available if you contact me at JobeJ@nhlbi.nih.gov or 301-435-0407.

New Division 19 Officers

The Division 19 officers elected for the 2004 – 2005 term are:

President-elect: W. Brad Johnson

Member-at-large: Debra L. Dunivin

Council Representative: Steve Sellman

Congratulations to them, and thanks to those who also offered their services.

**DIVISIONS 19 AND 21 MID-YEAR SYMPOSIUM, STUDENT AWARDS
HANK TAYLOR**

Divisions 19, Military Psychology, and 21, Applied Experimental and Engineering Psychology, featured cutting-edge research at a joint symposium at Ft. Belvoir, March 6 - 7, 2003. The two divisions, along with the Potomac Chapter of the Human Factors and Ergonomic Society, teamed to sponsor *Measuring and Maintaining Performance in Complex Environments*, a symposium featuring research on human performance on the battlefield, in military and civilian aviation, air traffic control, and other complex work environments. More than 100 psychologists and students attended or presented research on such topics as optimizing cognitive readiness under combat conditions and measuring and maintaining performance in air traffic control.

Division 19 recognized outstanding student research in honor of the late Jimmy Mitchell, PhD, a distinguished U.S. Air Force officer and military psychologist. The winners were:

- **Jennifer Ross** of the University of Central Florida, whose study, *Performance, workload and stress with temporal and spatial task demands*, won for best graduate paper.
- **Jennie Hattman** and **Michelle Kracht** of the U.S. Military Academy, whose study, *Measuring situational awareness in the field and assessing its relationship to hardiness in field training exercises: a twofold study*, won best undergraduate paper.
- **Simon Boyd, Mark Juntunen** and **Kelly Schachtler** of the U.S. Military Academy, whose poster *Effect of cueing and presence of a distracting task on detecting change in battle icons*, won for best poster.

**DIVISION 19 MEMBERSHIP REPORT
CARL CASTRO**

As of January 2003, there were 264 members of Division 19. These numbers are fairly consistent with last year's numbers at this time. The membership breakout for members, fellows, associates, dues exempt, affiliates, and students is shown in the table below. The final 2002 numbers are also presented. For comparison, the data for 2001 are shown.

Division 19 Year 2003 Paid Membership

	2001	2002	2003 (as of January)
Members	233	226	154
Fellows	23	26	22
Associates	10	11	3
Dues Exempt	37	34	22
Affiliates	35	32	23
Students	75	96	40
Total	413	425	264

The November 2002 membership report listed 11 members of Division 19 who resigned. Six of these resignations were voluntary and five were due to death.

There are two membership initiatives underway. The first is to develop an email listing of all current members. The second is to follow-up on all APA members who expressed an interest in Division 19 when they renewed their APA membership, but may not have chosen at that time to join Division 19.

EFFORTS TO RESCIND THE APA ADVERTISING BAN STEVE SELLMAN

In the Winter/Spring 2003 issue of the *Military Psychologist*, I included a New Business Item to rescind the APA ban on DoD advertising in APA publications that Division 19 had submitted for APA Council consideration. Before the February 2003 Council meeting, Division 44, Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues, sent an e-mail about our item to several Council caucuses. That message and the Division 19 response are included later in this newsletter. Also included is a Division 19 message to all Council representatives that explains the issue and advises that we would not raise the issue before Council in February, but rather would allow the issue to be referred to appropriate APA boards and committees for staffing.

Subsequent to Council, I attended the Spring 2003 Consolidated Meetings of APA Boards and Committees. On Friday, March 28, I attended the meeting of the Board for Scientific Affairs (BSA) and the Committee on Legal Issues (COLI), and on Saturday, March 29, I attended the meeting of the Board for the Advancement of Psychology in the Public Interest (BAPPI). Following are notes on the meetings that I prepared at the time. Toward the end of this article, I'll provide a current status report as of mid-June 2003 regarding where we stand on this issue.

"The main reason that I attended the COLI and BAPPI meetings was to participate in their discussions of the new business item. After the February Council meeting, our item was referred to COLI and BAPPI for staffing by APA's Policy and Planning Board. The session with COLI went smoothly. (Jim McHugh, APA's General Counsel was present.) Two of the committee members (lawyers as well as psychologists) had been assigned responsibility for reviewing the item in advance of the meeting, and for suggesting the position that COLI should take on it. My part of the

session was to answer questions. It was a friendly discussion and the COLI members indicated that not only were there no legal objections to rescinding the ban that there probably was a legal obligation to rescind it. I believe that COLI will recommend that Council act favorably on the item.

BAPPI members were equally interested in the item, but were less well prepared to discuss it. Consequently, at the invitation of the Board's chair, I gave a presentation about the item explaining the background surrounding the ban, Congressional action to codify policy toward gays and lesbians serving in the military, Division 19's efforts to work with Division 44 and APA Central Office over the past 10 years to get the ban lifted, etc. (I also passed out the letters from the Nebraska and New Mexico Psychological Associations in support of our item.) Clinton Anderson, APA Staffer for the Committee on Lesbian, Gay, and Bisexual Concerns (CLGBSC), was present to provide historical context.

After my presentation, there were several questions from members of the Board. One Board member expressed strong opposition to the Bush Administration's position on Iraq and said that she wasn't so sure that the military needed psychologists working in a "culture of violence." I responded that no matter what she thought about the war in Iraq that the men and women in uniform were carrying out their country's policies, and they and their families deserved the best mental health care available. She also indicated that she didn't want to see "flashy" advertisements like those that appear in popular magazines and on television in the *APA Monitor* and in journals. I said that the types of ads placed in APA publications were for APA Central Office to decide.

Another Board member wanted to know if the ban had negatively affected DoD recruiting for clinical psychologists and why Division 19 had elected to bring the issue to

Council at this time. I indicated that the Services had been able to recruit a sufficient number of psychologists to fill its vacancies, but that we believed that all clinical psychologists should know about the opportunities in the military for education and training, internships, and post-doctoral programs. I said our timing in submitting the item was influenced by last Fall's increasing tension in the Middle East and the large-scale deployment of military personnel. Another question focused on what actions Division 19 had taken to get Congress to change the law. Here I said that members of the Division 19 Executive Committee routinely stayed in touch with Congressional staffers on the issue of gays and lesbians in the military, but that we had taken no overt action as a Division to try to get the law changed. But, I also pointed out that APA, a far larger and more influential organization than Division 19, also had not actively lobbied Congress to change the law. (Clinton Anderson confirmed that this was true, and that CLGBSC was more concerned with how gay and lesbian Servicemembers were being treated than in repealing "Don't Ask-Don't Tell." Another reason to rescind the ban is that APA was sending the signal that the work of military psychologists was not valued, thereby causing military psychologists to feel disenfranchised by their professional organization.

The BAPPI session lasted about an hour, far longer than the time taken for any of their other issues on that Saturday. The Board Chair told members that he would refer the item (as well as the Division 44 item to create a joint Division 19/44 task force; [there was no discussion of this item by the Board]) to all BAPPI committees (not just CLGBSC) for their review and comments. Those committees (Ethnic Minority Affairs; Children, Youth, and Families; AIDS and Psychology; Women in Psychology; Advancement of Professional Practice; Disability Issues in Psychology) will all meet before the end of May with the plan being for them to report on our item by early June. (As you might suspect, BAPPI is very liberal in its political leanings and that might affect how it views our issue.) The BAPPI Chair is

sensitive to our desire to have the item come before Council this August and promised to conduct a teleconference with BAPPI members to reach a formal position in time to respond to the Board of Directors by its June meeting.

In sum, both COLI and BAPPI were interested in learning about our new business item and were very gracious in allowing me to attend their meetings and share the Division 19 perspective. COLI will be prompt in reporting its recommended position, but I suspect that it will take the BAPPI Chair's personal involvement to get a timely response from that Board. All the APA staffers that I talked to also said they would do their best to expedite processing of our issue."

As it turned out, BAPPI did not report its recommended position on the new business item to the Board of Directors in June 2003. On June 12, I spoke to Ms. Shirlene Archer, BAPPI staffer, who indicated that BAPPI now plans to gather input from its various committees for its Fall 2003 meeting. Then, BAPPI will submit comments and recommendations for review by other APA boards and committees at the Spring 2004 Consolidated Meetings. Consequently, according to Shirlene, the earliest the item could go to the Board of Directors and Council would be June 2004 and August 2004, respectively.

I followed that conversation with several e-mails and phone discussions with Maureen O'Brien, the APA staffer for Council. I reminded Maureen about a motion recently passed by Council regarding the processing of new business items that calls for the lead board or committee (in this case BAPPI) to review the item prior to the next Council meeting. For our item that would be at the August 2003 convention. However, the motion has a second part that says that if an item is not brought back to Council within 18 months of its submission, then the item will automatically be included on the agenda at the 3rd Council meeting subsequent to the meeting when it was submitted. That would be the August 2004 convention, as indicated by Shirlene Archer. I asked Maureen to

check with Jim McHugh, APA General Counsel, to determine if we were locked into the 2004 timeframe, or if there was any way that the process could be expedited.

On June 17, I received a reply from Maureen. She said that Jim McHugh indicated that if boards or committees like BAPPI didn't comply with the Council motion that there really wasn't much that APA Central Office could do. Maureen said that Division 19 can still ask Council at the August 2003 meeting to suspend the rules regarding staffing of new business items and to discuss the item at that time. Absent a compelling reason on our part about why the advertising ban must be rescinded now, there is no guarantee that Council would agree to suspend the rules given that BAPPI and COLI are in the middle of the staffing process. I will be discussing this situation with the Division 19 Executive Committee in the near future as we plan our strategy for the August Council meeting. Stay tuned.

**January 27, 2003 Message to APA
Caucus for the Optimal Utilization of New
Talent List (Council of Representatives)**

Dear COUNT Colleagues

I am writing to alert you to an issue for your consideration relative to a New Business Item (#28). I have been told by Judy Strassberg of APA Central Office that a suspension of the rules for this item is going to be sought at the February meeting. Were the rules to be suspended, this highly controversial item would bypass governance review and go directly to the floor of Council in February.

As you know, Item #28 would rescind the ban on advertising by the military in APA publications. This ban was enacted in 1993 as part of APA's opposition to the military's discriminatory practices against LGB service people. As I understand it, Division 19's position is that the codification of the "Don't Ask, Don't Tell" policy takes matters out of DoD's hands, and thus they believe that the ad ban unfairly impairs the military's efforts to recruit psychologists (even though they must work in an atmosphere totally lacking in patient confidentiality).

It is fair to say that emotions run very high on both sides of this argument, and that there are two very important constituencies (military and LGB) involved in APA's position. Although you can probably imagine that our constituents (Division 44) are opposed to rescinding the ad ban as a first step in addressing this issue, I am not writing to lobby you on the issue itself. What I want you to know is that we in Division 44 have had no input or consultation on this matter. In fact, it has been eight years since our divisions (19 and 44) have met face to face. What we would have hoped for is a collaborative process in which ALL elements of the issue of LGB service personnel, including the ad ban, are discussed. Instead, we are facing a process that seeks to bypass governance review -- in the absence of either consensus of the matter, or an emergency situation.

Colleagues, I am asking for your support -- in COUNT and the other caucuses to which you belong, as well as on the Council floor -- to oppose a suspension of the rules around this potentially polarizing issue. Only through governance review can we achieve a fair and collaborative solution to this issue.

With my thanks,
Doug Haldeman
Division 44

**February 4, 2003 Message to APA
Caucus for the Optimal Utilization of New
Talent List (Council of Representatives)**

Dear COUNT Colleagues

This message responds to Doug Haldeman's January 27, 2003 message concerning New Business Item #28, submitted by Division 19, for consideration by APA Council at its February 14-16, 2003 meeting. That item recommends that Council rescind the APA ban on DoD advertising in APA publications, i.e., The Monitor. Division 19 believes that the item is straight forward, and we urge you, and all Council representatives, to carefully read it before reaching any conclusions about the appropriateness of rescinding the ban.

Although Division 19 is opposed to the Federal law and resulting DoD policies regarding military entry and service of gays and lesbians, we nevertheless believe that the ban on advertising must be rescinded. The ban has not persuaded Congress to change the law, but instead has had a negative effect on the 8 million Service members and their families who look to military clinical psychologists as mental health providers. Moreover, it also can be argued that such an effect on Service members and families affects military readiness, an especially serious situation during this period of tension with Iraq and troop deployments to the Persian Gulf Region. So, let me clarify some of Doug's statements. In his message, Doug said,....."we in Division 44 have had no input or consultation on this matter".....i.e., the new business item. This is misleading. Virtually every Division 19 president for the past 7 or 8 years has attempted to communicate with Division 44 leadership regarding possible joint efforts to deal with the "Don't Ask, Don't Tell" law.

At the 2002 Division Leadership Conference, I listed as one of my 2002-2003 Division 19 Presidential goals to "Work with Division 44 to remove the ban on DoD advertising in APA publications for clinical psychologists to serve in the military." I discussed the goal with all attendees. Unfortunately, the Division 44 President-Elect was not at that conference so we were unable to have a face-to-face discussion on the merits of the issue. Then, at the February 2002 APA Council meeting, I discussed this goal with Terry Glock, Division 44 President for 2001. Terry informed me that the Division 44 Executive Committee had taken a position against rescinding the ban and wasn't interested in discussing the issue with Division 19. He did encourage me to meet with Jim Fitzgerald, Division 44 President-Elect. On August 5, 2002, I e-mailed Jim, advising him of my Presidential goal, asking him to investigate the possibility of approaching Council to rescind the ban, and suggesting that he meet with me and other Division 19 officers at the Chicago convention. Jim responded that Division 44 was "not inclined to support

the removal of the ban on advertising" and that he would not be able to meet during the convention for any substantive talks between our divisions.

Earlier, Ron Levant, APA Recording Secretary, indicated that he was looking into whether the disagreement about the ban could be resolved. He was exploring the willingness among leaders of both Divisions 19 and 44 to work together on this issue. A proposed New Business Item for the February 2001 Council meeting, "Request for Contingency Funds to Support a Meeting to Reconsider the APA Policy that Prohibits Advertisements for the U.S. Military in APA Media," was the mechanism to get the process started. Later, Ron advised that he had met with representatives from Division 44 and the APA Committee on Gay, Lesbian, and Bisexual Concerns (CGLBC) and that they did not want to go through a formal process of negotiation sponsored by APA funds, but they were open to an informal discussion of the issue. Further Division 44 and CGLBC did not support lifting the advertising ban at that time.

There have been other interactions between Divisions 19 and 44 on the issue of gays and lesbians in the military. Indeed, the divisions have a history of working together. In 1994, Divisions 19 and 44 co-sponsored a pre-convention workshop along with APA's Public Interest Directorate, entitled, "Gays and Lesbians in the Military: Psychological Perspectives on Implementing the New Policy." Greg Herek of Division 44 was one of the co-organizers along with Division 19 members, and he was senior editor of a book published a result of the workshop. (Herek, G.M., Jobe, J. B., and Carney, R. M. [Eds.][1996] "Out in Force: Sexual Orientation and the Military." Chicago, IL: University of Chicago Press.) The other two co-editors were Division 19 members. Clinton Anderson, APA Officer for Lesbian and Gay Concerns, also authored an article for the Winter 1996 Division 19 Newsletter entitled, "The Clinical Psychologist's Role in Treating Gay People in the Military."

Division 19 is convinced that the facts in this situation speak for themselves, and there is

a sense of urgency to rescind the ban. We believe that the ban has not had the desired effect because it retards psychology as a profession within DoD and has had no impact on Congress in changing the law. Divisions 19 and 44 have agreed to establish a joint task force to discuss the issues. In that regard, I have recommended exploring the following actions: (1) APA issue a statement condemning the current "Don't Ask, Don't Tell" law as discriminating, unjust, and unsupported by sound psychological evidence; (2) APA initiate a campaign aimed at repeal of the law; and (3) APA identify psychologists who could assist DoD in developing programs to combat prejudice against gays and lesbians and to prevent/deal with problems that arise within the military when the current law is repealed. In this way APA could take positive steps to repeal the law.

In the interim, we strongly believe that APA should rescind the ban on DoD advertising in APA publications. Thus far, the only visible effects of the ban have been to hurt the mental health services provided to military members and their families, and to alienate many psychologists who serve in the military and are members or former members of APA. As a final note, I would point out that the successful psychopharmacological project conducted by military psychologists within DoD was crucial in the approval process for prescription privileges for psychologists in New Mexico. We expect the DoD project also to be important to other states as well as they attempt to receive prescription privileges for psychologists.

Respectfully,
Henry L. Taylor
Division 19 President
Council Representative for Division 21

February 12, 2003 Message to APA Council of Representatives

Colleagues

I call your attention to COR Agenda Item #28. This new business item recommends that the Council of Representatives rescind the ban on DoD advertising in APA publications. Division 19, Military Psychology, believes that the item is straight forward, and we urge all Council representatives to carefully read it before reaching any conclusions about the appropriateness of rescinding the ban. Although Division 19 is opposed to the Federal law and resulting DoD policies regarding military entry and service of gays and lesbians, we nevertheless believe that the ban on advertising must be rescinded. The ban has not persuaded Congress to change the law, but instead has had a negative effect on the 8 million Service members and their families who look to military clinical psychologists as mental health providers. Moreover, it also can be argued that such an effect on Service members and families also affects military readiness, an especially serious situation during this period of tension with Iraq and troop deployments to the Persian Gulf Region.

Division 19 is convinced that there is indeed a sense of urgency to rescind the ban. We believe that the ban has retarded psychology as a profession within DoD. We have been considering asking that Council suspend the rules so that the item could be considered at the February 2003 meeting of Council. A number of representatives have indicated that they believe the full APA review should be given to this item. Part of the reason is the potential divisive nature of the item.

I wish to inform you of the initiatives that have taken place since the item was submitted. Division 19 and Division 44, Society for the Study of Lesbian, Gay, and Bisexual (LGBs) Issues, have agreed to establish a joint task force to discuss the issues. In that regard, I have recommended to Division 44 that the joint task force explore the following actions: (1) APA issue

a statement condemning the current "Don't Ask, Don't Tell" law as discriminating, unjust, and unsupported by sound psychological evidence; (2) APA initiate a campaign aimed at repeal of the law; (3) APA identify psychologists who could assist DoD in developing programs to combat prejudice against gays and lesbians and to prevent/deal with problems that arise within the military when the current law is repealed. In this way, APA could take positive steps to repeal the law.

On February 6, 2003, Council representatives from Divisions 19 and 44 participated in a conference call concerning the issues of LGBs in the military. All agreed that currently nothing effectively was being done by APA about those issues. There was general consensus that the joint task force could work together and should discuss all issues of LGBs in the military including rescinding the advertising ban. It also was agreed that members of the joint task force should meet face-to-face in the near term.

In view of this progress, Division 19 has decided not to request that Council rules be suspended during the February 2003 meeting to consider Item #28, but we hope that the APA governance review of the item will be expedited so that it can be considered at the August meeting of Council. Indeed, it is our hope that the joint task force will have a comprehensive set of recommendations for Council at that time which will include repealing the "Don't Ask, Don't Tell" law.

Respectfully,
Henry L. Taylor
President, Division 19
Council Representative, Division 21

Division 19 Member Awarded APA Meritorious Research Service Commendation

Dr. Edgar M. Johnson will be awarded APA's Meritorious Research Service Commendation at the December 2003 meeting of APA's Board of Directors. Awarded for the first time in 2002, this honor recognizes psychologists who have provided outstanding service to psychological science in the Federal government. Dr. Johnson joined the U.S. Army Research Institute in 1970, eventually holding the titles of Technical Director and U.S. Army Chief Psychologist, before becoming ARI's Director in 1993. He retired from this position in 2002. Dr. Johnson has served on the faculty of The George Washington University and is a Fellow of the Human Factors and Ergonomics Society, APA, and the American Psychological Society. He is being recognized for his leadership within ARI, as well as his role in developing the Consortium Research Fellows Program, which allows graduate students the opportunity to gain professional experience and financial support while continuing their studies.

**2003 APA Convention
Division 19 Events of Note**

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Session Title	Outgoing Executive Committee Meeting
Chair	Henry Taylor, Ph.D.
Time	8:00 – 9:50
Location	Crowne Plaza Toronto Centre Hotel Kingsway Room

Session Title	Symposium: Any Time, Any Place, What Air Force Psychologists are Doing
Chair	Carroll H. Green, Ph.D.
Time	11:00 – 11:50
Location	Metro Toronto Convention Centre, Meeting Room 703
Participants:	Carrol H. Green, Ph.D. Unconventional Jobs in Air Force Psychology Joseph D. Callister, Ph.D. After the Crash: Post-Accident Psychological Support James A. Stephenson, Psy.D. Serving Special Tactics Units: Consulting from the Inside

Session Title	Discussion: Women and Career Paths in Military Psychology: Advice for Graduate Students and New Psychologists
Chair	Dana Born, Ph.D.
Time	12:00 – 12:50
Location	Metro Toronto Convention Centre, Meeting Room 704
Participants:	Janice H. Laurence, Ph.D. Women and Military Research Careers Debra L. Dunivin, Ph.D. Women and Military Clinical Careers Kathryn Tierney Lindsey, M.S. Training Opportunities for Women in the Military: A Graduate Student's Perspective

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Session Title	Symposium: The Response of Research Institutions to National Security Concerns
Chair	David A. Mangelsdorff, Ph.D.
Time	1:00 – 2:50
Location	Metro Toronto Convention Centre, Meeting Room 703
Participants:	David A. Mangelsdorff, Ph.D. Addressing National Security Concerns: Context from World War II to Present
	Gerald P. Krueger, Ph.D. Military, Medical, Behavioral, and Human Factors Research Contributions to National Security
	Peter F. Ramsberger, Ph.D. The Human Resources Research Organization (HumRRO): Research and Development Related to National Security Concerns
	Lawrence H. Hanser, Ph.D. Contributions from Over Fifty Years of Psychology at RAND
	Paul Gade, Ph.D. The U.S. Army Research Institute for the Behavioral and Social Sciences: A National Resource
	Steve Nice, Ph.D. National Security Interests and Psychology at the Naval Health Research Center
	Martin Wiskoff, Ph.D. TRW Systems and Information Group
	Hendrick W. Ruck, Ph.D. Brief History of Personnel and Training Research in the United States Air Force
	Wade Pickren, Ph.D. NIMH Psychology and National Security

Session Title	Business Meeting
Chair	Hank Taylor, Ph.D.
Time	3:00 – 3:50
Location	Crowne Plaza Toronto Centre Hotel, Oakville Room

Session Title	Presidential Address
Chair	Paul Bartone, Ph.D.
Time	4:00 – 4:50
Location	Crowne Plaza Toronto Centre Hotel, Oakville Room
Participant:	Hank Taylor, Ph.D. The Effectiveness of Personal Computers and Flight Training Devices in Training Pilots to Perform Instrument Procedures

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Session Title	Symposium: Sexual Harassment Research in the Military: Methodological and Substantive Advances
Chair	Louise F. Fitzgerald, Ph.D.
Time	8:00 – 9:50
Location	Metro Toronto Convention Centre, Meeting Room 206D
Participants:	Rachel N. Lipari, M.A., Elizabeth J. Willis, B.S., Timothy W. Elig, Ph.D., & Barbara J. George, M.S. Comparison of Web and Paper Responses to an Employee Survey
	Angela Lawson, B.A., & Louise F. Fitzgerald, Ph.D., Reporting (and Non-Reporting) Sexual Harassment in the U.S. Military
	Alayne J. Ormerod, Ph.D., Louise F. Fitzgerald, Ph.D., & Caroline V. Wright, B.A. Personal and Professional Retaliation Following Sexual Harassment: Definitions and Correlates
Discussant:	Anita R. Lancaster, Ph.D.

Session Title	Symposium: U.S. Army Transformation: Psychology's Challenge to Support Future Soldiers
Chair	Stephen L. Goldberg, Ph.D.
Time	2:00 – 3:50
Location	Metro Toronto Convention Centre, Meeting Room 103A
Participants:	John S. Barnett, Ph.D. Future Combat Systems: The Challenge of Soldier-System Integration
	Scott E. Graham, Ph.D. Objective Force Warrior Training and Leader Development Challenges
	Dennis Wightman, Ph.D. Preparing Army Aviators: Past Research and Future Directions
	Larry L. Meliza, Ph.D. Defining Digital Skills
	Mary H. Throne, Ph.D. Enabling Superior Performance for Future Soldiers of the Objective Force

Session Title	Social Hour
Chair	Divisions 19 and 21
Time	4:00 – 5:50
Location	Crowne Plaza Toronto Centre Hotel, Oakville Room

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Session Title	Symposium: Current Research on Sexual Orientation and Military Service
Chair	Armando X. Estrada, Ph.D.
Time	9:00 – 9:50
Location	Metro Toronto Convention Centre, Meeting Room 206F
Participants:	Mark J. Eitelberg, Ph.D. Naval Officers Do Tell: Trends and Attitudes Towards Gays
	Armando X. Estrada, Ph.D. & Janice H. Laurence, Ph.D. Preventing Sexual Orientation-Based Harassment Among Military Personnel
	Aaron Belkin, Ph.D. & Melissa S. Embser-Herbert, Ph.D. Heterosexual Modesty and Exclusion of Gays and Lesbians in the Military
Discussant:	Gregory M. Herek, Ph.D.

Session Title	Symposium: Dual Relationships in the Military: Unavoidable Ethical, Clinical, and Legal Complexities
Chair	Ofer Zur, Ph.D.
Time	10:00 – 10:50
Location	Metro Toronto Convention Centre, Meeting Room 206F
Participants:	Ofer Zur, Ph.D. Dual Relationships: Myths, Realities, and Special Considerations in the Military
	W. Brad Johnson, Ph.D. Military Multiple Relationships: Still Quandaries After All these Years
	Steven Gonzalez, Psy.D. Ethically Unavoidable and Inherently Necessary Dual Clinical Relationships in Military Settings

Session Title	Incoming Executive Committee Meeting
Chair	Paul Bartone, Ph.D.
Time	8:00 – 9:50
Location	Fairmont Royal York Hotel, Algonquin Room

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Session Title	Poster Session: Research and Innovation in Military Psychology
Time	10:00 – 11:50
Location	Metro Toronto Convention Centre, Exhibit Hall
Participants:	Impact of 9/11 Terrorist Strikes on West Point Cadets (Paul T. Bartone, Ph.D., & Robert F. Priest, Ph.D.)
	Evaluation of the Navy Sexual Assault Victim Intervention Program (Michael J. Schwerin, Ph.D., & Kara L. Farrar, M.S.)
	Evaluation of the Navy New Parent Support Program (Michelle L. Kelley, Ph.D., Micheal J. Schwerin, Ph.D., & Kara L. Farrar, M.S.)
	Training Transfer for a Complex Task (Joseph V. Cohn, Ph.D., Elizabeth Sheldon, Ph.D., John J. Burns, Ph.D., Long Nguyen, M.S., & Roy Stripling, Ph.D.)
	The Direct and Moderating Effects of Patriotism on Job Commitment (Thomas A. Stetz, Ph.D., & Melba C. Stetz, Ph.D.)
	The Impact of Harassment and Discrimination on Organizational Outcomes of Military Reservists (Melba C. Stetz, Ph.D., & Armando X. Estrada, Ph.D.)
	Developing Transformational Leaders: Assessing an Intensive Leadership Development Experience (Jarle Eid, Ph.D., Paul T. Bartone, Ph.D., Odd Arne Nissestad, M.A., & Bjorn Helge Johnsen, Ph.D.)
	Readiness to Change and NEPEC Treatment Outcomes for PTSD (Cynthia S. Fong, M.S., J. Vincent Roca, Ph.D., Craig P. Rookey, Ph.D., & Thomas V. Sayger, Ph.D.)
	Assessing Situation Awareness in a Norwegian Naval Training Exercise (Michael D. Matthews, Ph.D. & Jarle Eid, Ph.D.)
	Feedback and Scenario Training Enhance Effectiveness of Automated Decision Aid (J. Bates McKinney, M.A., Hall P. Beck, Ph.D., Mary T. Dzindolet, Ph.D., Linda G. Pierce, Ph.D., & Traxlor W. Littlejohn, B.S.)
	Understanding Male Officers' Attitudes Toward Women in the Swedish Armed Forces (Sophia Ivarsson, Ph.D., Armando X. Estrada, Ph.D., & Anders W. Berggren, Ph.D.)
	Marital and Divorce Trends Among USAFA Graduates (Dave McCone, Ph.D., Kathleen O'Donnell, Ph.D., & Myzsa Pennell, B.S.)
	Trends in Content, Design, and Analysis in Military Psychology (Herbert F. Coard, Ph.D., & Armando X. Estrada, Ph.D.)
	Parent/Peer Influences in Therapy Outcomes at an Overseas Location (Steve A. Harvey, Ph.D.)
	The Impact of Peacekeeping Deployment on Spouses Living in Europe. (Lolita M. Burrell, Ph.D., Carl A. Castro, Ph.D., & Doris B. Durand, Ph.D.)
	The Well-Being and Readiness of National Guard Soldiers Deployed to Europe for Security Augmentation Following September 11 (Dennis McGurk, Ph.D., Lolita M. Burrell, Ph.D., Paul D. Bliese, Ph.D., Melba Stetz, Ph.D., Doris B. Durand, Ph.D., & Carl A. Castro, Ph.D.)

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Session Title	Symposium: Substance Use and Other Health-Risk Behavior in the U.S. Military
Chair	Robert M. Bray, Ph.D.
Time	1:00 – 2:50
Location	Metro Toronto Convention Centre, Meeting Room 202B
Participants:	Robert M. Bray, Ph.D. Prevalence and Trends in Substance Use in the Military: 1980-2002
	Janice M. Brown, Ph.D. Risk Factors for Alcohol Use/ Abuse Among Military Personnel
	Laurel L. Hourani, Ph.D. Stress, Coping, and Mental Health Among Active Duty Personnel
	Kristine L. Rae, M.P.H. Progress Towards Health People 2000/2010 Objectives Among Military Personnel
	Mary Ellen Marsden, Ph.D. Substance Abuse and Other Health-Related Behavior in Military Women
Discussant:	LtCol Michael Hartzell, Ph.D.

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DIVISION 19 HOSPITALITY SUITE SCHEDULE AND PROGRAM

Once again this year, Division 19 will host a hospitality suite during the APA convention. A number of events have been planned for the suite, as listed below. Other presentations may be scheduled prior to the convention. An updated list will be available in the suite. When the room is open and there are no scheduled activities, it is available for members to stop by, say hello, and take a load off.

Location: Fairmont Royal York (Check lobby for exact suite location)

Schedule:

Thursday 7 August

6:00-10:00 pm: Division 19 open reception: Host: Hank Taylor, President Division 19

Friday 8 August

10:00-1100 am: Canadian Military Psychology Research: Hosts, Carol McCann, Ross Pigeau

11:00-1200 am: Tacit Knowledge, Wisdom, Creativity, and Moral Development in Military Leadership: Host, Joe Psocka (participants: Psocka, Lynn Streeter, Anna Cianciolo, Cynthia Matthew, and Bob Sternberg, Discussant: Ross Pigeau)

12:00-1:00 pm:

1:00-2:00 pm: Commitment research: Presenter, Natalie Allen

2:00-3:00 pm: Internships and fellowships in military clinical psychology: Meet the internship directors: hosts, Brad Johnson & Kathryn Lindsey

3:00-4:00p.m.:

4:00-6:00 pm: Hospitality suite closed (Joint Social Hour with Divisions 19 & 21 – see program for location)

6:00-10:00 pm: Division 19 Student & New Member Reception, Hosts: Kathryn Lindsey & Carl Castro

Saturday 9 August

11:00 – 1200 am:

12:00-1:00 pm:

1:00-2:00 pm:

2:00-3:00 pm:

3:00-4:00 pm:

4:00-5:00 pm: Hospitality suite closed (APA Presidential Address – Bob Sternberg)

5:00-6:00 pm: Conversation hour with Diane Halpern, APA President-Elect

6:30-11:00 pm: Reception to honor international military psychology colleagues. Host: Bob Roland

Sunday 9 August

8:00 – 9:50 am: Hospitality suite closed: Incoming Exec Com meeting

10:00-11:00:

*Hospitality Suite closes at check-out time – 1200.

Division 19 Listserv and Membership Directory

Please join the Division 19 listserv by sending a message with no subject to:
listserv@lists.apa.org

- © The body of your message should read simply: SUBSCRIBE DIV19
- © You will automatically get additional instructions on how to use the list.
- © You may also join by e-mailing Paul Bartone (see Executive Committee).
- © Please encourage Division 19 members and friends to join.

A new Division 19 Membership Directory is being assembled.

- © If you would like to include more than the basic information included in the membership database (e.g., name, address, phone, fax, and email)
OR
- © If you would like to be omitted from the Membership Directory

complete the form included in this newsletter and send to the address indicated.

SPOTLIGHT ON RESEARCH AND DEVELOPMENT
AIR AND SPACE OPERATIONS CENTER TRAINING RESEARCH
CAPT DAVID RODRIGUEZ AND CAPT LARRY BEER, MESA RESEARCH SITE

AFRL/HEA is engaged in a leading edge training research effort for the Air and Space Operations Center (AOC). The AOC's recent designation as a weapon system requires the Air Force to develop a training system that adequately prepares AOC warfighters with the knowledge and skills to perform their mission. This effort should prove beneficial to all warfighters in joint air operations.

The AOC is the interface between the operational art of war and tactical execution; operators are expected to be versed in professional knowledge gained from professional military education and reading. The AN/USQ-163-1 Falconer system, the formal designation of the AOC weapon system, consists of over 40 systems and applications which are used by the various operators. Joint and aerospace doctrines are also required knowledge areas for AOC operators.



Figure 1. Air and Space Operations Center

One of the greatest challenges for consistent, effective and efficient AOC operations has been the frequent influx and outflow of personnel. By the time AOC operators are comfortable working in the AOC, they are returning home and handing their job off to ill-prepared replacements. This problem is greatly exacerbated by the ever-increasing complexity of joint theater air operations. Formal training, now mandated by the weapon system designation, will be an essential element in

reducing the transitional slow-downs from personnel changeover in the AOC.

A robust training system should include such elements as Initial Qualification Training (IQT), Mission Qualification Training (MQT), and Continuation Training (CT). The multi-dimensional roles contained within the AOC necessitate a comprehensive approach to develop and implement a cohesive training program. The Mesa Research Site developed the Mission Essential Competencies (MEC) process to address this challenge. Air Combat Command (ACC) is currently looking to the MEC process to provide the foundational construct for a robust training program for AOC personnel.

The MEC process is a unique work analysis in that it links the knowledge and skills required to do a job, and the application of those knowledge and skills to perform duties within the realistic context of a work environment. In short, MECs fill the gap between knowledge and skills and actual job experience.

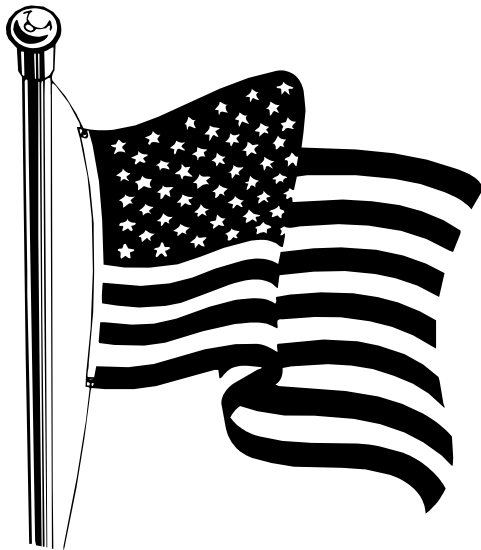
MECs are a collection of statements written at different levels of abstraction. At the highest level are the MECs proper, which are defined as individual, team, and inter-team competencies required for successful mission completion under adverse conditions in a non-permissive environment. At the next level are Supporting Competencies. These are more general than the MECs proper, but reflect areas of competence needed to carry out the MECs.

The most specific level of granularity can be found within knowledge and skills. Knowledge is defined as information or facts that can be accessed quickly under stress. For our purposes, a skill is defined as a compiled sequence of actions that can be carried out free of error under stress.

The last, and possibly the most relevant components of the MEC construct to training development, are the developmental

experiences. An experience is defined as a developmental event during training and/or a career necessary to learn a knowledge or skill, or practice a MEC or SC under operational conditions.

In order to complete a MEC construct for a particular warfighting domain, a detailed process was developed by AFRL/HEA. The MEC process begins with detailed interviews with subject matter experts (SMEs) selected by the operational customers. The initial set of draft MECs are developed in a series of two workshops wherein SMEs provide information about work structure, knowledge and skills, and experiences that are then analyzed to form the basis of the MECs. The draft MECs are then organized into surveys, which will be administered to AOC units around the world to determine the validity and thoroughness of the data collected. Additionally, these surveys gather data about operator opinions on training needs and gaps, based on the initial MEC construct. The ranked training needs data will allow for specific prioritized training recommendations to the operational customer. With this knowledge, a more efficient and effective training program can target the requirements identified as most important.



In addition to overall training program development, the MEC construct will also enable development of performance measures and scenario components, based on the MEC findings, aimed at the individual, team, and inter-team levels of operation. Training managers will be able to assess and track the competency and training status of individuals and teams. This will allow for development of instructionally principled scenarios that better target individual and team skill levels and/or deficiency areas. Scenario components can be compiled and stored in a repository to be shared and accessed by operational AOC training managers to improve the effectiveness and efficiency of individual, team, and even large-scale AOC training exercises. In this way, AOC personnel will be trained efficiently so they can more rapidly contribute to the mission during their compressed assignment cycle. In conclusion, this research will not only improve the way the Air Force trains its AOC personnel, but it will greatly improve the way we conduct joint air operations.

For information regarding this article, please contact daid.rodriquez@mesa.afmc.af.mil or larry.beer@mesa.afmc.af.mil

To submit a future Spotlight on Research and Development article contact: winston.bennett@mesa.afmc.af.mil



Membership Directory Form
Division of Military Psychology, Division 19 of the American Psychological Association

Please print. Unless otherwise indicated, the information provided on this form will be included in the Division 19 directory.

All memberships -- Members, Associates, Fellows, International Affiliates, Professional Affiliates, and Student Affiliates -- of Division 19 will **AUTOMATICALLY** be included in the 2003 membership directory. If you would like to have information included other than name, address, phone, fax, and email as they appear in the membership database, please complete this form. If you do **NOT** want to be included in the directory, please complete the form, check the line to be excluded, and send in the form.

Name: _____

Title: _____

Institutional Affiliation: _____

Mailing Address: _____

City, State, Zip: _____

Telephone: _____

Fax: _____

Email: _____

Type of Work: _____

Areas of Interest: _____

I give Division 19 permission to include the information above in the 2003 membership directory, which will be produced as a booklet and sent to all the membership.

Signature: _____ Date: _____

_____ I belong to Division 19 and I do **NOT** wish to be included in the 2003 directory.

Please submit the above information as soon as possible to:

Carl Castro, Div. 19 Membership Chair
11099 San Andrew Drive, New Market, MD 21774

Email: carl.castro@na.amedd.army.mil

DIVISION 19 MEMBERSHIP APPLICATION FORM

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

Full Name _____ Date _____

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

Mailing Address _____

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

Position Title _____

Organization _____

Division status you you are applying for:	Present APA status:	If you belong to APA, please list your APA member number
____ Member (\$25)	____ Member	_____
____ Student Affiliate (\$19)	____ Associate	_____
____ Affiliate (\$30)	____ Fellow	_____
____ Dues Exempt (\$19)	____ Student Affiliate	and other division memberships:
	____ Non-member	_____

*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:

LTC Carl Castro
11099 San Andrew Drive
New Market, MD 21774-6706

Thank you....

NOTES

DIVISION 19 COMMITTEES

AUGUST 2002-AUGUST 2003

Fellows	Steve Goldberg Bob Nichols Gerald Krueger Paul Gade		O/407-384-3980 F/407-384-3999 E/Stephen_Goldberg@peostri.army.mil
Awards	Jane Arabian Henry Taylor Paul Bartone	See Executive Committee	
Membership	Carl Castro Earl Nason Michael Schwerin Armando Estrada Christopher Cronin Frank Norton	11099 San Andrew Drive New Market, MD 21774	H/301-319-9174 E/carl.castro@na.amedd.army.mil
Nominations	Henry Taylor Pat Thomas John Welsh Marty Wiskoff	See Executive Committee	
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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/Robertr885@aol.com
Web Page	Paul Bartone	See Executive Committee	
Graduate Student Issues	Kathryn Lindsey Sarah Higley Amy Galbato	Uniformed Services University of Health Sciences Department of Medical and Clinical Psychology (MPS) 4301 Jones Bridge Road Bethesda, MD 20814-4799	O/301-295-3522 F/301-295-3034 E/kt.lindsey@verizon.net

