

# ***THE MILITARY PSYCHOLOGIST***



**AMERICAN  
PSYCHOLOGICAL  
ASSOCIATION**

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

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**DIVISION 19 OFFICERS  
AUGUST 2002 - AUGUST 2003**

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**PRESIDENT'S MESSAGE**  
**HANK TAYLOR**

Colleagues:

This is the first time that I have addressed you as the President of Division 19, Military Psychology. I would like to share with you my assessment of the "State of the Division." First, I am pleased to report that the Division is in good financial condition. The current elected Executive Committee is very strong and very actively involved with Division business. Our journal *Military Psychology*, under the editorship of Janice Laurence, continues to publish timely and important professional articles of interest to military psychologists. Under the direction of Paul Bartone, the division web site contains current and important information. Paul has established a listserv for the division executive committee and has recently completed a division 19 member listserv. If you are on the listserv you should have recently received an e-mail from Paul explaining how this service works. Instructions for joining the listserv appear elsewhere in this newsletter.

I have established the following four goals for Division 19 for 2002-2003:

- 1) 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.
- 2) Develop and improve ties and working relationships with members of other divisions who share the areas of interest of Division 19, Military Psychology.
- 3) Develop ways to get the science developed by military psychologists applied within APA and society.

- 4) Develop an awareness of the issues concerning women in the military and 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

Additional details concerning the goals are found in the Incoming Executive Committee minutes. We have made significant progress toward the first goal to rescind the APA ban on advertising in APA publications. Please see the new business item for more details. We are again planning a mid-year meeting with Division 21, Applied Experimental and Engineering Psychology, and with the Potomac Chapter of the Human Factors and Ergonomics Society, March 6 from 1200-1600 hours and March 7 from 0800-1600 hours. The conference will be at the Officer's Club, Fort Belvoir, VA. We expect to have a number of papers and posters from the cadets from US Army Military Academy and from the Air Force Academy. We will again present an award for the best paper and best poster. See the announcement published later in the newsletter.

The annual APA Convention in Toronto August 7-10 also promises to be an informative meeting. Brad Johnson and his committee have put together an outstanding program, highlights of which appear in this edition of *The Military Psychologist*. We will again have a Division 19 hospitality suite. Please make your plans to attend. We also plan to have a joint social hour with Division 21.

I look forward to seeing you at our mid-year meeting and at the annual APA convention,

Henry L. Taylor  
President

**DIVISION 19 EXECUTIVE COMMITTEE MEETING – 23 AUGUST 2002 (OUTGOING)**  
**MIKE RUMSEY**

**Welcome/APA 2002-2003 Conventions:**

The meeting was brought to order by the outgoing Division 19 President, **Jane Arabian**, at 2:15. The meeting was delayed due to the remote location of the room.

**Brad Johnson** gave a report on the 2002 and 2003 APA conventions. He asked for suggestions for the 2003 program, noting the need to balance representative presentations by Division 19 insiders with those by prestigious outsiders. He indicated that the cluster program concept, in which Division 19 joins with other divisions to sponsor APA sessions, had been well received.

**Student Affairs:** **Armando Estrada** gave a short talk as outgoing Student Membership Chairperson. He will be replaced by **Kathryn Lindsey (nee Tierney)**. **Armando Estrada** announced a student grant award to **Kari R. Strobel**, based on her research proposal. **Jane Arabian** announced that **Armando Estrada** had graduated and was no longer a student, and thanked him for his efforts on behalf of Division 19.

**Secretary's Report/Membership Report:**

**Jane Arabian** announced that, because the secretary's report had already appeared in the Division 19 newsletter, there would be no need to approve it. **Jane Arabian** then, in the interests of time, presented the membership report on behalf of **Carl Castro**. There are currently 417 Division 19 members. **Jane Arabian** challenged the members to energetically continue their recruiting efforts for Division 19, particularly with respect to students who could potentially become full-time members. She lauded **Paul Bartone's** constructive use of the Division 19 web site.

**Treasurer's Report:** **Wink Bennett** gave the treasurer's report. It was a good news story. Division 19 is in good financial health with over \$50k in assets. The financial soundness made it possible to support the midyear awards and the APA Hospitality Suite.

**Elections:** **Hank Taylor** gave the results of elections to fill several Division 19 positions.

The results were as follows: President-elect; **Paul Bartone**, member at large; **Brad Johnson**; Secretary; **Mike Rumsey**. The point was made that the fact that one needed to be a member to run for a Division 19 office was one more reason to boost Division 19 membership.

**Council Representative's Report:** **Steve Sellman** gave the Council Representative's report. He noted that the Council had just met the Wednesday before the APA meeting, and would meet again on the last day of the convention. The Wednesday meeting began with a talk by the APA President Dr. Phil Zimbardo. **Steve Sellman** noted that Dr. Zimbardo had treated his presidential post as a full-time job, working closely with the APA staff and with other organizations with common interests, and had made advancing psychology to making a difference in the world we live in a priority. Also, the process of replacing the retiring Executive Director had moved forward to the point where the selection of a highly qualified successor appeared imminent. [Editor's Note: At the opening session of the convention, it was announced that Dr. Norman Anderson will be the new APA Executive Director.]

**Steve Sellman** also discussed APA budget issues. The APA council had enjoined the Chief Financial Officer to move from a deficit of \$1.5 M last year to an even footing by 2004. The CFO managed to achieve this goal one year ahead of schedule, with a positive balance in 2003. Services have been cut, members of the APA staff have taken buyouts and accepted reduced hours, and there is a proposed increase of \$10 in APA dues.

**Journal of Military Psychology News:**

**Janice Laurence** reported that there is a healthy backlog of manuscripts for the Journal of Military Psychology. She asked the members present to encourage colleagues to sign up as reviewers.

**Practice Committee:** **Bob Nichols** reported as the temporary head of the Practice Committee. He noted that he was

no longer an active practicing psychologist and suggested that someone active would better serve in his position. Bob also reported that 26 psychologists have now received an APA award for their service as psychologists in Vietnam. Several other awards are pending. He added that APA has been very cooperative in providing this recognition.

**Division 21/19 Mid-year Symposium:**

**Jane Arabian** gave a brief report on the mid-year symposium. She noted that this symposium was a good opportunity to achieve a number of Division 19 goals with minimum effort. The proceeds are divided between Divisions 19 and 21. The next meeting will address "Maintaining Performance in Complex Environments."

**Web-site:** **Paul Bartone** addressed the web site and listserv. APA Division Services is providing technical support, while it is the responsibility of Division 19 to provide updated content. **Paul Bartone** noted that there was room to improve the sophistication of the site, but that would require a higher level of maintenance by Division 19 than was currently being provided. He asked that he or **Hank Taylor** be notified when updates were needed. **Dave Mangelsdorff** raised the issues of limitations on classified advertising. It was noted that this web site could not be used for profit. **Dave Mangelsdorff** agreed to join the web-site committee.

It was noted that there are two listservs, one for members and one for the executive committee. People have to deliberately join the member listserv--they are not automatically included. Any member can post an announcement to the forum discussion list. Any replies will go only to the originator of the message. The lists will be monitored by **Paul Bartone**, who will be the approver of messages submitted. He will post information on the web site on how to join the listservs within the next year. **Jane Arabian** thanked him for his web-site work.

**By-Laws:** **Jane Arabian** addressed a number of proposed by-laws. One expanded the definition of division purpose; the second was designed to bring the by-laws more in line with how business is actually conducted.

In addition, there were proposed changes expanding the use of electronic means for conducting business and taking votes. Because of the need for a month lag between posting the by-law changes and an actual vote, voting on these by-laws was postponed until the 2003 business meeting.

**Awards:** On behalf of the Awards Committee, **Janice Laurence** presented a number of awards. Bob Nichols was awarded the John C. Flanagan Award for lifetime achievements in military psychology. Janice read the award and Bob expressed his appreciation and thanked those who had helped him throughout his career. Janice also announced awards for two other persons who were unable to be present for the ceremony: **Christopher Hunter** was awarded the Arthur W. Melton Award for early career achievements and **Eduardo Salas** was awarded the Charles S. Gersoni Award for outstanding contributions to military psychology.

**Hank Taylor** then presented a plaque to **Jane Arabian** for her exceptional achievement as Division 19 president, 2001-2002.

**President-Elect Report:** **Hank Taylor** then announced his four goals as Division 19 president; these had been presented at the Division leaders meeting in February. Each of these goals is to be pursued by a committee. The goals and the identified committee members are listed below:

- 1) Develop and improve ties and working relationships with members of other divisions who share areas of interest of Division 19, military psychology.  
Committee chair: **Bob Nichols**  
Committee Members: **Paul Bartone, Jane Arabian**
- 2) Develop ways to get the science developed by military psychologists applied within APA and society.  
Chair: **Mike Rumsey**  
Members: **Marty Wiskoff, Jane Arabian**
- 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 which will permit women in the military to make a more substantial contribution.

Chair: **Janice Laurence**

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

4) 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**

**Adjournment:** The meeting was adjourned by **Hank Taylor** at 3:00 pm.

## DIVISION 19 EXECUTIVE COMMITTEE MEETING – 24 AUGUST 2002 (INCOMING)

MIKE RUMSEY

**Attendees: in alphabetical order: Jane Arabian, Paul Bartone, Wink Bennett, Carl Castro, Steve Goldberg, Jared Jobe, Brad Johnson, Janice Laurence, Bob Nichols, Michael Rumsey, Steve Sellman, Hank Taylor, Kathryn (Tierney) Lindsey, Marty Wiskoff**

**Welcome:** **Hank Taylor**, new Division 19 President, opened the meeting. He welcomed those assuming new duties: **Carl Castro**, new head of the Membership Committee; **Mike Rumsey**, new Division 19 Secretary; **Kathryn Lindsey**, new head of the Student Affairs Committee; and **Brad Johnson**, new member-at-large. Others were continuing in multi-year positions. He noted that there were many challenges and opportunities related to the overall goal of making military psychology better.

**APA 2003 Convention:** **Brad Johnson** reported on the 2003 APA Convention. Reviewers for proposals are being sought. Program chairs are meeting in Washington in March. Brad spoke of the cluster concept, that would combine Military Psychology with: Evaluation, Measurement, and Statistics; Consulting; Industrial/Organizational; Applied Experimental; and Consumer Psychology. One objective was to have meta-themes that would have broad appeal transcending these particular divisions. This objective would be enhanced by bringing in those with broad name recognition. Next year, the meta-theme from Consulting Psychology will be "Frasier in the Board Room." A second theme will be Decision Making. There will be no submissions for the cluster proposals; cluster content will be by design. Hank thanked Brad for his convention-related work.

**Membership Report:** **Carl Castro** discussed potential goals for the Membership Committee. A 10% increase across all membership categories was proposed. **Jane Arabian** suggested that the issue of why student members did not convert to full members at the appropriate time was worth investigating. **Steve Sellman** suggested that a brochure explaining to research and clinical psychologists why Division 19 is important to them could be a useful recruiting device. At **Hank Taylor's** request, **Carl** agreed to take this responsibility on as part of his membership committee duties. Conversation turned to Division 19's role in shaping public policy and the need to better communicate Division 19's priorities to Congress. Hank suggested that the mid-year meeting could be a good opportunity to enhance recruiting.

Later in the meeting, following the presentation of all committee reports, it was noted that individuals were not always notified when they were approved as new Division 19 members. A motion was made and carried that new members would be mailed certificates to announce their membership.

**Treasurer's Report/Budget for 2003:** The next item was discussion of the budget for next year. Major expenses were presented. The committee voted to reimburse the student representative for travel expenses in accordance with the DoD Joint Travel Regulations if the representative could not obtain funding from his or her home organization

**Web Site:** The need for support for the Division 19 web site was discussed. It was

noted that the addition of **Dave Mangelsdorff** to the web committee would be helpful.

**Nominations and Elections.** **Paul Bartone** will head up the Nominations Committee, with participation from **John Welsh, Marty Wiskoff,** and **Brad Johnson.** Paul will be looking for suggestions for president-elect, member-at-large, and council representative.

**Awards Committee.** **Jane Arabian** will head the Awards Committee. There are four major awards and two student grants. Ideas and nominations are requested as soon as possible. Nominations should include names and biographical information. It was recommended that the next newsletter contain information about Division 19 awards.

**Interaction with APA:** A visit by APA representatives **Dianne Maranto** and **Heather Kelly** to the meeting triggered a short discussion. It was noted that Division 19 needed to do a better job helping APA to help the Division. This would include providing APA representatives a better understanding of military budget issues and support for APA testimony before Congress. APA representatives were invited to visit DoD laboratories. The issue of Division 19 representation on the Internet testing committee was revisited.

**Fellows Committee:** **Steve Goldberg** gave the Fellows Committee report. He encouraged Division 19 members to consider ways of approving Division 19 fellowships for those who were already fellows of other APA divisions. He noted that Division 19 had considerable latitude in defining ways to accomplish this. Currently, Division 19 fellow nominations are first screened by the Fellows Committee of the Division, then 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. The Fellows Committee must judge whether nominees are actively engaged in the performance or administration of research or application that is directly relevant to military psychology. Steve proposed that the judgment of the

Fellows Committee be based on a review of their vita. **Jared Jobe** proposed that the Division 19 bylaws be revised accordingly.

**President-Elect Report:** **Hank Taylor** then opened a discussion of his four goals as Division 19 president. Ad Hoc Committee chairs and members were identified for the pursuance of each goal, and each chair presented preliminary plans for committee activities during the course of the year.

1) Develop and improve ties and working relationships with members of other divisions who share the areas of interest of Division 19, military psychology.  
Committee chair: **Bob Nichols**  
Committee Members: **Paul Bartone, Jane Arabian**

Discussion focused on how Listserv must be used to support this goal.

2) Develop ways to get the science developed by military psychologists applied within APA and society.  
Chair: **Mike Rumsey**  
Members: **Marty Wiskoff, Jane Arabian**

In the discussion, it was noted that this objective dovetailed with APA President **Phil Zimbardo's** plan to develop an electronic archive and that it might be possible to take advantage of this. It was also suggested that this committee might interact with those with similar interests in other divisions and consider how best to work with the press to advance the committee's goal.

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 which will permit women in the military to make a more substantial contribution.  
Chair: **Janice Laurence**  
Members: **Armando Estrada, Pat Thomas,** and **Dana Born**

The discussion noted that the issue of reduced attrition for women in the military needed greater attention and that this effort could tie in with the DACOWITS goal of better utilization of women in the military.

4) 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**

Discussion on this issue focused on the recent history of interactions with Division 44 and addressed a number of related issues, including: 1) possible strategies for getting the ban lifted, 2) whether it would be worthwhile to quantify the impact of the ban on recruitment of military psychologists, and 3) the value of an examination of the original rationale for the ban and the current viability of this rationale.

**Mid-year Symposium:** The attendance by people in the Washington area for this meeting, scheduled for 6-7 March 2003, was encouraged. Any questions should be sent to **Paul Bartone** on listserv. The next Executive Committee will be held 5 March or in conjunction with the next Council of Representatives meeting. An e-mail vote will be used to determine the date.

**Hospitality Suite:** The committee agreed to continue the hospitality suite at next year's APA meeting. **Paul Bartone**, whose work on the Hospitality Suite at the 2002 APA Convention was widely praised, agreed to again take charge of arrangements for this suite.

### NEW BUSINESS FOR APA COUNCIL OF REPRESENTATIVES MEETING FEBRUARY 2003

Steve Sellman and Hank Taylor, with the assistance of members of the Division 19 Executive Committee, submitted a new business item to the governance staff of APA. This is included as item # 28 on the Council of Representatives Agenda for the February 14-16, 2003 meeting in Washington DC. The item is concerned with the APA ban on DOD advertising in APA publications. It moves that the Council of Representatives rescind the ban on DOD advertising in APA publications. This represents the first time that Division 19 has attempted to have the Council rescind the ban. The new business item is copied below. Please note that a number of Council members from Divisions 3, 13, and 14 and from the New Mexico State association have agreed to be designated as cosponsors. Many other current Council members, divisions, and state associations have also indicated their support. As we expected, Division 44, Society for the Psychological Study of Lesbian, Gay and Bisexual Issues has indicated that they oppose the new business item. Rule 30-1.4 states "No matter may be properly placed

before Council for its vote that has not been disseminated to the members of Council, in its final form with a response from the Board of Directors at least 30 days prior to the meeting at which the matter is to be deliberated." We do not expect a response from the Board of Directors prior to the meeting, so in order to have the Council deliberate on the item the Council will have to vote to suspend Association Rule 30-1.4. At the present time we are weighing our options in terms of introducing a motion to suspend the rule. Whether or not we are able to get fast action on the new business item remains to be seen. Typically, the appropriate APA boards and committees review a new business item, and the Board of Directors makes a recommendation to the Council of Representatives before there is a vote. I will keep you informed through the Division 19 listserv concerning our progress on the new business item.

## **FEBRUARY 2003 LEGISLATIVE COUNCIL NEW BUSINESS FORM**

Date Submitted: January 3, 2003

Agenda Item # 28

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**SUBJECT:** APA Ban on Department of Defense (DoD) Advertising in APA Publications

**MOVERS:** Wayne S. Sellman and Henry L. Taylor

**REPRESENTING:** Division 19 and Division 21

**ISSUE:** Division 19, Military Psychology, and the other co-sponsors of this New Business Item recommend that the Council of Representatives rescind the ban on DoD advertising in APA publications. Like APA, we oppose discrimination against, and endorse full participation in the military for qualified individuals regardless of sexual orientation.

In 1990, Council passed a resolution that prohibited DoD from placing advertisements in APA publications. This ban was introduced because of APA's opposition to the DoD policy that denied military entrance and subsequent service to gays and lesbians. The DoD policy in effect at that time stated that "homosexuality is incompatible with military service." In 1993, Congress passed a Federal law (Title 10, United States Code, Section 654) that allows gays and lesbians to enter and serve in the military if they do not engage in overt homosexual behavior and/or call public attention to such conduct -- the so called "Don't Ask, Don't Tell" policy. Consequently, the advertising ban stopped being relevant since it was directed against a policy that no longer exists.

Today, the APA advertising ban is neither relevant nor appropriate to the issue of homosexuals in the military because DoD no longer has the power to change the policy and must comply with Federal law. Only Congress can make further modifications. Meanwhile, the advertising ban is making it difficult to recruit and retain military psychologists. This reduces the ability of the Services to provide psychological care to 8 million military personnel and their family members. It also makes it harder for the military to obtain the research and consultative services which psychologists provide, and thus makes military operations less effective than they might otherwise be.

It should also be noted that APA has been inconsistent in its application of the advertising ban. In the Advertising Guidelines of "Monitor on Psychology," Classified Ads (Equal Employment Opportunity), APA indicates that it accepts advertisements for positions with specific legally permissible discrimination in hiring based on religion, race, and age, if Federal law also allows such practices. Because there is now a Federal law regarding gays and lesbians in the military, DoD should be allowed to advertise in APA publications. If APA wants to influence existing military homosexual policies, it must work with Congress to change the law.

**ESTIMATED COST/STAFF RESOURCES:** Rescinding the advertising ban would incur no costs.

**MAIN MOTION:** That Council of Representatives rescind the ban on DoD advertising in APA publications.

**EXPECTED OUTCOMES/PRODUCTS AND APPROPRIATE GOVERNANCE STRUCTURE FOR IMPLEMENTATION:**

APA consistently argues for stronger clinical, research, and consultation programs in the military. Ending the advertising ban will make it easier for the military to recruit psychologists to provide those services. Ending the ban also will allow more psychologists to learn of the excellent, well-funded educational programs, clinical internships, and post-doctoral fellowships offered by the military. This information is greatly needed in view of the growing shortage of other funding sources and employment possibilities for psychologists.

**REFEREE:**

Designate cosponsor(s) authorized to withdraw the item:

- |                                  |                                  |
|----------------------------------|----------------------------------|
| 1. Lewis P. Lipsitt, Division 3  | 5. Kevin R. Murphy, Division 14  |
| 2. Paul J. Lloyd, Division 13    | 6. Nancy T. Tippins, Division 14 |
| 3. Angelo S. DeNisi, Division 14 | 7. Lois E. Tetrick, Division 14  |
| 4. James L. Farr, Division 14    | 8. Thomas K. Sims, New Mexico    |

<p style="text-align: center;"><b>DIVISION 19 AND 21 MID-YEAR SYMPOSIUM</b> <b>MEASURING AND MAINTAINING PERFORMANCE IN COMPLEX ENVIRONMENTS</b></p>
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Editor's Note: We apologize for the short notice on this meeting, and sincerely hope that you are reading this before the meeting takes place.

Once again, Divisions 19 and 21, in conjunction with the Potomac Chapter of the Human Factors and Ergonomics Society, will be hosting the Annual Mid-year Symposium March 6<sup>th</sup> and 7<sup>th</sup>, 2003 at the Fort Belvoir Officer's Club, in picturesque Fort Belvoir, Virginia. The theme for this year's symposium is *Measuring and Maintaining Performance in Complex Environments*. Historically, the annual mid-year symposium has provided an outstanding forum for presenters and attendees who are interested in research designed to assess human performance on the battlefield, in military and civilian aviation, air traffic control, and other complex work environments. This year there will be special emphasis placed on advances in the measurement of operator performance and human error.

The advance registration fee (before February 18<sup>th</sup>) is:

March 6 <sup>th</sup> 1200-1600:	\$25.00
March 7 <sup>th</sup> 0800-1600:	\$30.00
Both Days:	\$50.00

Registration after February 18<sup>th</sup> or on-site is:

March 6 <sup>th</sup> 1200-1600:	\$30.00
March 7 <sup>th</sup> 0800-1600:	\$50.00
Both Days:	\$75.00

Please make your checks payable to APA Division 21 and mail them to:

Richard T. Kelly, Ph.D.  
Pacific Science & Engineering Group, Inc.  
6310 Greenwich Drive, Suite #200  
San Diego, CA 92122

If you have any questions please contact Scott Shappell by telephone (405-954-4846) fax (405-954-4852) or via e-mail (Scott.Shappell@faa.gov).

## **DIVISION 19 APA CONVENTION PROGRAM, TORONTO, 2003**

**BRAD JOHNSON**

I am pleased to announce that the APA Convention program for our division has now been finalized and submitted to APA. The proposals that were accepted for presentation are listed below. Final times and locations of presentations will not be firm for a couple of months. This list is intended to pique your interest and gives each of you time to promote the program where you can.

The division received a good number of excellent proposals and our esteemed convention program committee did an outstanding job providing very rigorous and timely reviews. A list of the 2003 program committee members is at the end of this newsletter. Please extend your thanks when next you see them. I hope to see each of you savoring these sessions in Toronto!

### **SYMPOSIA AND DISCUSSIONS**

1. Substance Use and Other Health-Risk Behavior in the U.S. Military (Chair: Bray)
2. The Response of Research Institutions to National Security Concerns (Chair: Mangelsdorff)
3. U.S. Army Transformation: Psychology's Challenge to Support Future Soldiers (Chair: Goldberg)
4. Women and Career Paths in Military Psychology: Advice for Graduate Students and New Psychologists (Chair: Born)
5. Any Time, Any Place: What Air Force Psychologists are Doing (Chair: Green)
6. Current Research on Sexual Orientation and Military Service (Chair: Estrada)
7. Dual Relationships in the Military: Unavoidable Ethical, Clinical, and Legal Complexities (Chair: Zur)
8. Sexual Harassment Research in the Military: Methodological and Substantive Advances (Chair: Fitzgerald)

### **PRESIDENTIAL ADDRESS**

The Effectiveness of Personal Computers and Flight Training Devices in Training Pilots to Perform Instrument Procedures (Chair: Bartone, Speaker: Taylor)

### **POSTER SESSION: "RESEARCH AND INNOVATION IN MILITARY PSYCHOLOGY"**

1. Impact of 9/11 Terrorist Strikes on West Point Cadets (Bartone et al.)
2. Evaluation of the Navy Sexual Assault Victim Intervention Program (Schwerin et al.)
3. Evaluation of the Navy New Parent Support Program (Kelley et al.)
4. Training Transfer for a Complex Task (Cohn et al.)
5. The Direct and Moderating Effects of Patriotism on Job Commitment (T. Stetz et al.)
6. The Impact of Harassment and Discrimination on Organizational Outcomes of Military Reservists (M. Stetz et al.)
7. Developing Transformational Leaders: Assessing an Intensive Leadership Development Experience (Eid et al.)
8. Readiness to Change and NEPEC Treatment Outcomes for PTSD (Fong et al.)
9. Assessing Situation Awareness in a Norwegian Naval Training Exercise (Matthews et al.)
10. Feedback and Scenario Training Enhance Effectiveness of Automated Decision Aid (McKinney et al.)
11. Understanding Male Officer's Attitudes Toward Women in the Swedish Armed Forces (Ivarsson et al.)
12. Marital and Divorce Trends Among USAFA Graduates (McCone et al.)
13. Trends in Content, Design, and Analysis in Military Psychology (Coard et al.)
14. Parent/Peer Influences in Therapy Outcomes at an Overseas Location (Harvey et al.)
15. The Impact of Peacekeeping Deployment on Spouses Living in Europe (Burrell et al.)
16. The Well-Being and Readiness of National Guard Soldiers Deployed to Europe for Security Augmentation Following September 11 (McGurk et al.)

**CALL FOR NOMINATIONS**  
**JANE ARABIAN**

Each year, Division 19 solicits nominations for a series of awards that are described below. Nominations are reviewed by the Division 19 Awards Committee, made up of the Past-President (Chair), President, and President-Elect. The Committee's recommendations are presented to the Executive Committee for approval. To make a nomination, please submit a brief statement (300-500 words) that identifies the award and describes those aspects of the nominee's work that support the nomination. In addition, it would also be helpful to the Committee members, who may not be familiar with the nominee, if a brief bio of the nominee is included with the nomination. Nominations should be submitted no later than **April 1, 2003** to Jane Arabian via e-mail ([jane.arabian@osd.mil](mailto:jane.arabian@osd.mil)) or call (703) 697-9271 for alternative submission options. Awards will be presented at the 2003 APA Convention in Toronto, Ontario. While desirable, it is not necessary for awardees to be present at the convention.

**DIVISION OF MILITARY PSYCHOLOGY AWARDS**

**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, and military sociologists, Drs. David and Mady Segal.

**John C. Flanagan Lifetime Achievement Award:** This award recognizes 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. Prior awardees include Drs. John Weisz and Robert Nichols.

**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 professions 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. Last year, Dr. Eduardo Salas was selected to receive the Gersoni Award.

**Arthur W. Melton Early Achievement Award:** This award is to recognize early career achievements in military psychology, normally within 5-10 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. Dr. Christopher Hunter was last year's awardee.

**STUDENT AWARDS**  
**KATHRYN LINDSEY**

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** 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 May 1, 2003.

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>

<p style="text-align: center;"><b>NOMINATIONS FOR DIVISION 19 EXECUTIVE COMMITTEE</b> <b>PAUL BARTONE</b></p>
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The following individuals have agreed to be nominated for open positions on the Division 19 Executive Committee. Elections will be held in mid-April 2003, with terms to run from August 2003 to August 2004.

**President Elect**

**COLONEL DANA H. BORN, PH.D.**

Colonel Dana H. Born is currently the Permanent Professor and Head of the Department of Behavioral Sciences and Leadership at the United States Air Force Academy. She has served on the APA Division 19 Executive Committee as Chair of the Membership Committee (1996-1999) and as the Secretary (1999-2002). Colonel Born's educational background includes: BS and commission as a Second Lieutenant from the Air Force Academy in June 1983, graduating with distinction; MS in Experimental Psychology (Trinity University TX, 1985); MA in Research Psychology (University of Melbourne AUSTRALIA, 1990); and a Ph.D. in Industrial/Organizational Psychology (Penn State University PA, 1994). During her career, Colonel Born has served as a Squadron Commander, Aide and Speech Writer and Policy Issues Analyst for the Secretary of the Air Force, Deputy Chief of Personnel Issues Team for the Deputy Chief of Staff for Personnel, Assistant Director for Recruiting Research and Analysis for the Assistant Secretary of Defense, Executive Officer at the AF Occupational Measurement Squadron, Exchange Officer with the Royal Australian Air Force, Assistant Professor at the United States Air Force Academy, Liaison Officer to the Air Force Institute of Technology, and Air Force Personnel/Job Analyst. She is Military Psychology in motion and is extremely interested in leading the Division and Members to build upon the Division's foundational goals and accomplishments as President.

## **W. BRAD JOHNSON, PH.D.**

W. Brad Johnson is a faculty member in the Department of Leadership, Ethics and Law at the United States Naval Academy, and a Faculty Associate in the Graduate School of Business and Education at Johns Hopkins University. He is also an adjunct professor at the Naval Post-Graduate School. A clinical psychologist and former Lieutenant Commander in the Navy's Medical Service Corps, Dr. Johnson served as a psychologist at Bethesda Naval Hospital and the Medical Clinic at Pearl Harbor where he was the division head for psychology. He is a fellow and supervisor of the Institute for Rational Emotive Behavior Therapy in New York. Prior to joining the Naval Academy faculty, Dr. Johnson spent four years as a faculty member and director of research for the APA-approved clinical doctoral program at George Fox University. He has been a member of Oregon's Board of Bar Examiners and an oral examiner for Oregon's Board of Psychologist Examiners. Dr. Johnson has authored more than 50 scholarly articles and book chapters, as well as three books, in the areas of ethical behavior, mentor relationships, psychotherapy outcomes, and personality characteristics among distinct military populations. He is a contributing editor to several journals in the field of psychology, and is Associate Editor of the Division 19 journal, *Military Psychology*. He currently serves as member-at-large, and as convention program chair for Division 19.

I would be delighted and honored to serve as president of this important division. Continuing the good work of recent presidents with whom I have worked (Janice Laurence, Jane Arabian, Hank Taylor, and soon, Paul Bartone), would be a top priority. I am invested in promoting military psychology broadly, and in particular, encouraging more memberships among the hundreds of active duty clinicians who are not currently affiliated with our division.

## **Representative to Council**

### **JANICE H. LAURENCE, PH.D.**

Dr. Janice H. Laurence, is a research professor within the U.S. Naval Postgraduate School's Graduate School of Business and Public Policy (GSBPP). She is currently a visiting professor at the Industrial College of the Armed Forces, National Defense University at Ft. McNair. Prior to joining GSBPP in 2000, she held increasingly responsible positions including program manager in a contract research firm. Dr. Laurence has over 20 years of experience conducting and managing policy studies and applied research and analysis related to personnel selection, classification, assessment, and program evaluation, particularly in the military setting. She has written extensively on recruiting, retention, performance, career progression, and population representation within the enlisted ranks and officer corps. Dr. Laurence has served on advisory groups and panels for the Department of Defense, the Military Services, and the Department of Education and has testified before the U.S. Congress on the personnel policy implications of her research. In 1999, Dr. Laurence was the principal researcher for the Congressional Commission on Military Training and Gender-Related Issues. She is the editor of *Military Psychology*, the official journal of the Division of Military Psychology, American Psychological Association. She is a Past President and Treasurer of the Division of Military Psychology and the Chair of the Board of the Alliance for National Defense. Dr. Laurence is a Fellow of Division 19 and the InterUniversity Seminar on Armed Forces and Society. She is also a member of the Measurement and Assessment Division and the Society for Industrial and Organizational Psychology (SIOP) of APA. Dr. Laurence holds an M.A. in Experimental Psychology from Temple University, and an M.A. and Ph.D. in Industrial/Organizational Psychology from George Mason University. Dr. Laurence is an ardent supporter of military psychology's efforts to promote readiness and well-being among military members and their families. She would be proud to represent the Division as Council Representative.

## **W. STEVE SELLMAN, PH.D.**

Steve Sellman is Vice President and Director of Public Policy Issues for the Human Resources Research Organization (HumRRO) in Alexandria, Virginia. With almost 40 years of experience in military manpower research, analysis, and policymaking, Steve serves as strategic planner and advisor to the HumRRO President on the use of personnel research and best business practices to improve human resource management and to develop effective public policies.

Prior to joining HumRRO in March 2002, Steve was Director for Accession Policy, and a member of the Senior Executive Service, in the Office of the Secretary of Defense. As such, he was responsible for developing policies guiding the annual enlistment of more than 350,000 men and women into the active and reserve components and the commissioning of more than 20,000 new officers. In addition to authoring more than 75 journal articles, professional papers, and technical reports on personnel selection and classification, recruiting, training, and adult literacy, Steve has written or supervised preparation of more than 50 reports to Congress, personally testified before Congress, and conducted by-name requests on military recruiting with publications such as the New York Times, Washington Post, Los Angeles Times, Wall Street Journal, and US News and World Report.

Steve is a recipient of the Presidential Meritorious Executive Award and the International Military Testing Association's Harry H. Greer Award for contributions to military personnel management and research. He also has been awarded the DoD Distinguished Civilian Service Medal and the Selective Service System Meritorious Service Medal. A fellow of the American Psychological Association (APA), Steve is Past President of APA's Division of Military Psychology, and currently represents that division on the APA Council of Representatives.

Steve holds a PhD degree from Purdue University in Industrial and Organizational Psychology.

## **Member at large**

### **DEBRA DUNIVIN, PH.D., ABPP**

Dr. Debra Dunivin is a Lieutenant Colonel in the U.S. Army. She currently serves as Chief of the Department of Psychology and Director of Training for the Clinical Psychology Residency Program at Walter Reed Army Medical Center, Washington, D.C. where she is credentialed to prescribe psychotropic and adjunctive medications. Dr. Dunivin earned a Ph.D. in Clinical Psychology from St. John's University in 1981, certificates in Psychoanalytically-Oriented Psychotherapy & Group Psychotherapy from the Long Island Institute for Mental Health, and a diplomate in Clinical Psychology from the American Board of Professional Psychology. She has completed two postdoctoral fellowships: the AAAS Congressional Science Fellowship sponsored by APA (1992-1994) and the Department of Defense Psychopharmacology Demonstration Project (1994-1997). Her clinical and research interests include pharmacotherapy, psycho-oncology and women's health issues. She is a nationally recognized speaker in the area of clinical psychopharmacology for psychologists and the integration of pharmacotherapy with psychotherapy and has published extensively on health professional education. Dr. Dunivin has served on the APA Council of Representatives, Div. 31 executive committee; Board of Governors, Certification Review Committee and Expert Working Group in Psychopharmacology for the APA College of Professional Psychology; as well as president of the Hawaii Psychological Association and co-chair of its Ethics Committee. She is a consulting editor for *Professional Psychology: Research and Practice*, and on the editorial board for the *APA Dictionary of Psychology*.

## **COLONEL BRUCE E. CROW, PsyD**

Bruce E. Crow, Lieutenant Colonel, U.S. Army received his B.S. degree in 1977 from the University of Illinois, and his Psy.D. from Nova Southeastern University in 1986. Dr. Crow was recently selected for promotion to Colonel, and is currently Chief Psychologist for Western Region Medical Command and Madigan Army Medical Center in Tacoma, Washington. Past assignments include serving as Chief Psychologist for the U.S. Army in Europe, Director of the Clinical Psychology Internship at Walter Reed Army Medical Center, Chief Psychologist at Ft. Wainwright, Alaska, and Psychologist for the 2d Armored Division, Ft. Hood, Texas. He is a graduate of the Walter Reed Clinical Neuropsychology Fellowship, and has held various adjunct professor and consulting positions with Clinical Psychology, Community Psychology, Family Practice, Pediatric Psychology, and Developmental Pediatrics training programs. His clinical interests range from pediatric neuropsychology to suicide prevention programs. Throughout his 20-year military career, Lt. Col. Crow has been recognized for excellence in organizational skill, leadership, program development, and clinical innovation. He is currently serving as the Department of Defense Champion for creating the DoD/VA PTSD Clinical Practice Guidelines, and is a panel member of the DoD Joint Readiness Clinical Advisory Board that provides guidance for joint service interoperability of medical services. Dr. Crow is a long time member of APA with memberships in Division 19 (Military Psychology), and Division 40 (Clinical Neuropsychology). As a student affiliate, he led students to petition APA to sponsor an organization to better represent student interests. Although the APA Board of Directors disapproved the request at the time, these efforts helped open the door a few years later for creation of the American Psychological Association of Graduate Students. Lt. Col. Crow is serving a key leadership role for military psychology within the working group for the Army Behavioral Health Transformation Initiative. His leadership is helping transform Army behavioral health to a population health focused organization that emphasizes prevention and early intervention. Dr. Crow is proud of the contributions that military research and clinical psychologists have made to psychological science and health care. Military psychologists have, and will continue to have, an important role in our national security. He believes Division 19 should and can reflect the best efforts of psychologists whose basic research, applied research, and clinical practice support the U.S. military.

### **Getting on board the Division 19 Listserv**

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

## THE MODERN, PRE-MODERN, (OR PRE-POSTMODERN) MILITARY

DAVID R. SEGAL

[David R. Segal is an Affiliate Member of Division 19, and the co-recipient (with Mady Wechsler Segal) of Division 19's 2001 Robert M. Yerkes Award for significant contributions to military psychology by a non-psychologist.]

The language of postmodernism is appearing more in the international literature of military sociology. In this essay, I briefly trace the roots of the "post-modern" term, and raise some questions as to its utility for understanding contemporary military organizational problems. Hopefully, this summary will prove useful to military psychologists who may not have ready access to the military sociology literature, but are nonetheless engaged in similar work and endeavors. These remarks are based on a talk I gave at the September 2002 meeting of ERGOMAS (European Research Group on Military and Society) in Portoroz, Slovenia.

Partial responsibility for the increased application of the "postmodern" terminology to the military rests with a book I co-edited with Charlie Moskos and Jay Williams: *The Postmodern Military: Armed Forces after the Cold War*.<sup>i</sup> Despite the title, I don't fully agree with my co-editors on the appropriateness of the postmodern conceptualization. In a subsequent paper it's suggested that while there are **postmodern** trends in the contemporary world, the substantial changes that are taking place in the armed forces of Western nations are actually decidedly **modern** adaptations to a world in which postmodern tendencies are accompanied by clearly **pre-modern** social strains that play a major role in defining the mission and organization of our military forces.<sup>ii</sup> A number of other scholars have applied the language of postmodern analysis to the study of armed forces. Professor Fabrizio Battistelli of the University of Rome, for example, has written on the postmodern soldier,<sup>iii</sup> and Professor Steven Metz of the U.S. Army War College has written about post-modern warfare.<sup>iv</sup>

For us to judge whether this terminology is appropriate and useful, we should

consider its derivation and meaning. Kellner (1989) noted over a decade ago that "perplexed intellectuals ... wondered whether they should get on the [postmodern] bandwagon and join the carnival, or sit on the sidelines until the new fad disappeared into the world of cultural fashion."<sup>v</sup> More recently, Ritzer (2000) asserts that "the simple fact is that postmodern social theory can no longer be ignored by sociological theorists."<sup>vi</sup> As a sociological theorist I agree with Professor Ritzer. However, military sociology (like military psychology), is an applied discipline, with two primary constituencies: our disciplinary colleagues, and the armed forces that use the results of our research to help shape policy.<sup>vii</sup> As an applied military sociologist, I don't believe postmodern social theory has crystallized, matured, or been subjected to critical evaluation to a point at which it would be wise to make decisions that affect our military missions, and the lives of our military personnel and their families on the basis of its premises. Modern social theory performs this quite function well, particularly insofar as it attends to the changes in our societal and global systems that have been characterized as postmodern. If there have been flaws in human resource management decisions made by the armed forces, they are more attributable to the fact that they have misused the modern theories that they have, than to a presumption that we need new theories.

This is not simply as an intellectual exercise. It is critically important that when human resource management decisions in the military are made, including decisions on how to develop leaders for the armed forces of the future and how to integrate previously excluded groups into military formations, they are grounded in the best behavioral science knowledge available. This is no different than our decision-making process for military weapons or transportation systems, which should be grounded in the best knowledge that the physical sciences have to offer.<sup>viii</sup> Moreover, decisions affecting military liveware--our personnel and their families--should be more sensitive to the cultural differences among the nations and peoples of the modern world than is necessary for decisions regarding military hardware. Sensitivity to cultural differences

is central to postmodernity, but in the extreme is incompatible with the level of uniformity that most of us regard as a requirement for effective military organization. One of the greatest challenges facing military forces in western nations is maintaining the level of uniformity required for effective military operations, while at the same time adapting to increasingly diverse populations that the military forces must both incorporate and protect.

Postmodern thinking came to the social sciences in the western world by way of the humanities (and particularly comparative literature), where it emerged as a rejection of so-called **modern** canons of knowledge and art that represented the interpretations of people from a limited range of social backgrounds--primarily heterosexual white Christian males of European ethnicity. Thus, in English literature, for example, it involved rejection of Chaucer and Shakespeare, in French literature it rejected Voltaire and Dumas, and in sociology, it rejected the classical theorists such as Marx, Durkheim, and Weber as canon. It argued instead that the voices of women, of racial and ethnic minorities, people of non-western backgrounds, and people of diverse sexual orientations should be granted, if not privileged places, at least places of equality in the determination of the social narrative. Similarly, in Western military thought there has been an emphasis on Western male military thinkers such as Clausewitz, du Picq, Jomini, and Liddle-Hart (although in the military case there was at least an acknowledgement of the genius of Sun Tzu, who was decidedly non-western). I don't think modern military forces are prepared to discard the contributions of these classical military thinkers. However, the contributions of contemporary theorists who address issues of gender,<sup>ix</sup> race,<sup>x</sup> and sexual orientation in the military<sup>xi</sup> must be accorded their place alongside the classics, as modern military forces draw from diverse populations to make optimal use of available human resources and function as equitable employers.

We **can** accept equality and tolerance of diversity as modern social trends. Postmodernism however not only asserts that a wider range of voices must be included in the social narrative, but also changes the nature of that narrative.

Postmodernism rejects the idea of the grand narratives offered by modern social theory and military doctrine, such as a belief in science and rationality, and offers in their place "smallish, localized narrative."<sup>xi</sup>

Let me offer some examples of the implications of the postmodern position. Shortly after the September 11 attacks on the World Trade Center in New York and the Pentagon in Washington, one international news service had a debate regarding editorial policy that focused on whether the people who carried out the attacks should rightly be referred to in the press as terrorists, since that terminology reflected a narrative that the Taliban and Al Qaeda would not accept, defining the same people as martyrs. Think about the implications of the Western press taking the postmodern position that the narrative of the Western nations should not be privileged over those of the opposition in the interpretation of the war. There is a difference between recognizing that there is diversity in interpretation--something we need to do--and accepting the equal standing of all interpretations. The complete tolerance that postmodernism requires is not necessarily a virtue. Similarly, in recent months, there was a debate among students at Yale University about whether they were entitled to make judgements about the morality of the actions taken on September 11, since the actors had an alternative narrative that made those acts moral. More directly bearing on military operations, after the war began in Afghanistan, a Muslim chaplain in the U.S. armed forces requested that an international Islamic clerical court rule on whether Muslim personnel serving in the U.S. armed forces would be permitted under Islamic law to participate in the conflict. The ruling was that as citizens and as volunteers for military service, the Koran required that they participate if ordered. This surprised some skeptics who knew that members of the court were Middle Eastern Muslim clerics who had in the past opposed American foreign policy. Again, imagine if that court had favored the Al Qaeda interpretation of scripture and had been accepted as a legitimate parameter of Islamic-American military behavior. Acceptance of the alternative interpretation would be a postmodern posture, although the

interpretation itself would not have the same tolerance of diversity.

In the social sciences, since diversity is the foundation of postmodernism, there has really been no consensus on what postmodernism entails. The extreme and dominant postmodern posture<sup>xiii</sup> is accompanied by an assumption that there is a discontinuity between the structures and the processes of the “modern” world, which began in the nineteenth century, and those of the world that is emerging. A second position asserts that postmodern change has taken place, and a new historical period has started, but that it grew out of, and in some ways continues, modern trends. A third is that modernism and postmodernism are not distinct historical periods at all, but rather that they are interacting processes, with postmodernism highlighting the limitations of modernism.<sup>xiv</sup> If this latter interpretation were the dominant one, we would be quick to call ourselves postmodernist. But it is not. One of our present challenges is to decide whether there is any value added to the discourse on changing the military organization by rejecting **modern** theory and adopting the conceptualization of **postmodernism**, especially given this lack of consensus on what it is!

If we are going to consider whether the military is postmodern, we need to think about whether our societies are postmodern, because in democracies, the military reflects society. Indeed, this is one of the characteristics of the modern, rather than postmodern military. In the postmodern world, the military ceases to be a symbol of sovereignty and becomes a transnational institution. If we decide that Western societies are indeed postmodern, we must also think about how much of the world can be so characterized, because one of the tenets of postmodernism is globalism. If the postmodern label is at all applicable, it is so to only a small part of the world, and not to regions in which our military forces are likely to have to operate, or to many military forces which we might have to confront or with which we might be involved in coalition operations. To anticipate my bottom line, I will conclude that we are still living in a **modern** rather than a **postmodern** world, and will continue to do so for some time to come. I believe a more useful framework for

understanding organizational change in the U.S. Army over the last decade is one that includes three major periods, each of which is best considered modern, not postmodern: Early Cold War, Late Cold War, and Post-Cold War phases.<sup>xv</sup>

As military analysts, we should be mindful of the fact that more wars among human beings have been waged, and continue to be waged, on religious grounds than for any other reason. This was reflected in historical experience, such as the Great Crusades of the eleventh and twelfth centuries, when the Christians of Western Europe set out to regain the Holy Land from the Muslims (who regarded it as their Holy Land also), pausing to practice on the Jews of Central Europe on the way. More importantly for our purposes, we see the primeval forces of religious intolerance serving as the foundations for contemporary conflicts between Catholics and Protestants in Ireland, between Muslims and Jews in the Israeli-Palestinian conflict, between Muslims and Christians in the Balkans, between Muslims and Hindus in Kashmir, and between extremist Muslims and a coalition of Judeo-Christian nations and less fundamentalist Muslim warriors in the conflict precipitated by the terrorist attacks of September 11, 2001. Many facets of diversity have been embraced by modern social organization, but the persistence of premodern religious antagonism, and conflicts rooted in those antagonisms, may be the greatest constraint against the achievement of postmodern society.

Contemporary British sociological theory on modernity has done an about-face on the role of the military. Anthony Giddens, England's foremost sociological theorist, defines modernity in terms of four basic social institutions.<sup>xvi</sup> One is industrialism: the substitution of machinery and inanimate power sources for labor in production. This process is not restricted to the workplace, but can extend to other areas of society. We sometimes talk about this as the industrialization of the military: a modern rather than postmodern process. A second basic modern institution for Giddens is capitalism: the private ownership of capital, propertyless wage-labor, and a class system derived from these characteristics. This too is a centerpiece of most modern sociological theory. Two modern trends have been

bringing modern military forces into the capitalist economy. First, modern nations have been moving away from manning their military forces through conscription and toward voluntary forces, competing with industry (and increasingly with higher education) for the high quality personnel that they need. Even those nations that continue military conscription draft smaller numbers of people, and keep them for shorter periods of time, as a larger portion of the military workload comes to be characterized by tasks that cannot be performed by conscripts.<sup>xvii</sup> The military has become increasingly professionalized: a decidedly modern trend.<sup>xviii</sup> As part of this process, military leaders must learn how to manage a modern and socio-demographically diverse workforce.

The second trend reflecting the incorporation of the military into the capitalist economy is the outsourcing and privatization of military functions.<sup>xix</sup> This has been most dramatically apparent with regard to the provision of support functions to forward deployed troops, but it is notable that in the September 11 attack on the Pentagon, only a minority of the personnel killed were active duty military personnel. Others included military reservists, civilian employees of the defense establishment, and civilian private contractors doing work for the military. We have achieved the "socialization of danger" that Harold D. Lasswell wrote about in describing the garrison state early in the twentieth century,<sup>xx</sup> and we have shaped modern military forces in which military commanders are responsible not only for a highly diverse group of military personnel, both active and reserve, but also for a civilian work force employed under a range of conditions. Indeed, Giddens has characterized modernity as a risk culture.<sup>xxi</sup> The modern military stands as a prime example of this risk.

Giddens' third characteristic of modernity is military power, including the industrialization of the military and war, and what Weber referred to as the legitimate control of the means of violence. While much contemporary sociological research has acted as though the military does not exist,<sup>xxii</sup> here Giddens opens the door to dealing with the military with theories of modernism rather than postmodernism.

Finally, Giddens' fourth characteristic of modernity is surveillance capacity: the ability to supervise the activities of subject populations. Security threats create a tension between individual liberties and national needs in democratic states. Recent changes in surveillance practices in the United States are a dramatic reminder of this principle.<sup>xxiii</sup>

Like other modernists, Giddens provides a theory of social organization that is rational, universal, testable, and suggests the possibility of finding rational solutions to social and organizational problems. Whether or not one accepts Giddens specifically, these are reasonable criteria for judging the applicability of social theory to organizational policy issues. Postmodernism, by contrast, tends to be nihilistic, relativistic, and irrational. It celebrates the rejection of our accepted modern theories of society and organization, but does not have a coherent substitute for them. We suggest that our social theories of modernity are sufficiently robust to provide the understanding of modern organizations that we need to manage the modern military, and we strongly recommend that leaders and managers avoid the conceptual chaos of postmodernism. At the same time, we recommend attention be paid to the trends that analysts of the postmodern persuasion point out, because they are trends to which our military forces must adapt.

Let us briefly consider some specific trends in military organization that have been characterized by some as postmodern. The most dramatic and obvious is the general reduction in size of military forces and military budgets.<sup>xxiv</sup> These changes are not uniquely military. They have been reflected in corporate organizations in modern societies generally, as manifestations of organizational rationality and efficiency. These are modern, not postmodern processes. Downsizing is not a characteristic of postmodernity. Allegedly postmodern changes in military organization have been further specified by Charles Moskos, whose work in the area is widely cited.<sup>xxv</sup> Moskos's conceptualization is largely a recasting of arguments he made in the 1970s about the military changing from an institutional to an occupational format:<sup>xxvi</sup> essentially a transition from a traditional normative and sacred organization to a

modern rational and secular organization. These changes present leadership challenges to the military, but they are challenges of modern organizational management.

Moskos sees changes in the nature of the threats and missions confronting modern nations. In premodern times, the military threat to societies was tribal warfare, which was extremely limited, and generally did not require a large military force that was differentiated from the male population. Organized societal warfare and organized armies emerged only with the rise of nation-states, and of class-stratified societies.<sup>xxvii</sup> The modern threats of the twentieth century were conflicts between nations and between alliances of nations using technologically sophisticated weapons. They were met by large armies made up of military professionals and of conscripts. Most nations defined the major mission of their armed forces as homeland defense, although formal alliances committed many of them to out-of-area warfighting operations. The major plane of potential conflict was between the nations of the North Atlantic Alliance and the signatories to the Warsaw Treaty, and our populations and military forces became accustomed to thinking of wars as involving nations, and alliances of nations. While there were other conflicts in the world, and international organizations such as the League of Nations and the United Nations engaged in peacekeeping operations,<sup>xxviii</sup> bipolar global antagonisms kept the level of peacekeeping low, with a focus on Euro-centric concerns.

In the post-Cold War world, we have returned to a concern with conflicts that are religious, ethnic and tribal, although they are taking place in regions in which the European powers have historically attempted to impose, through conquest and colonialism, a modern state system. We are defining the missions in these regions largely as peacekeeping, or peacemaking, or humanitarian or (still) as nation-building, and we are trying to perform them with smaller professional military forces. The ongoing professionalization of the military, including our enlisted forces, is a modern, not a postmodern trend, and one of the challenges we face is weaning our military forces, and our leaders in particular, from always thinking about their objects of activity

as modern nations, and instead regarding the elements of social organization of both friendly and opposing forces in terms of the **premodern** tribal, ethnic, religious groups or networks (as in the case of Al Qaeda) that those people regard as relevant to themselves. Network structure is one of the forms of social organization about which modern sociologists theorize. At the same time, the potential for international war remains. For example, the ideological Cold War between capitalism and communism has ended only in Europe. Both North Korea and the People's Republic of China remain capable of mischief on the Pacific rim. Thus, modern military professionals must be prepared for a broader spectrum of operations--from the premodern to the modern.

Moskos also sees changes in the demographic composition of the military profession, with greater acceptance of women and racial, ethnic, and sexual minorities, as a postmodern trend. But these changes tend to covary,<sup>xxix</sup> and I believe again reflect trends common to modern nations, organizations and professions, as rational societies become increasingly meritocratic, and focus on including or excluding people from employment on the basis of their abilities to do the job, rather than on pre-existing prejudices that might be built into the cultures of organizations and professions. Again we see here an example of modernity.

Let me say clearly I am not taking issue with the specifics that Moskos and others have identified as characteristics of postmodern warfare and postmodern militaries. Rather, I am arguing that it is counterproductive to encumber our understanding of them with the conceptual baggage of postmodernism. Future wars will be increasingly dependent on increasing quantities of information, communicated with increasing speed. This is a continuation of historic trends, and merely confounds the problem of human beings getting access to the information and making use of it. The United States had prior warning, in terms of information, regarding both the attack on Pearl Harbor and the attack on the World Trade Center, but didn't have the organizational ability to use the information to prevent the events about to take place. We speak of asymmetry in future military

operations. The wars of European colonial expansion were asymmetrical, and some think they are being re-fought today. For a long time, we have sought asymmetry in our wars. We do not want a level playing field; we want a military advantage. Many lives could have been saved in World War I if the opposing forces were less well balanced, and the great threat of the Cold War was the perceived symmetry of NATO and the Warsaw Pact. To be sure, the next war will be different from the last one, but that has historically been the case. Unfortunately, the military has tended to use the last war as a model for the next, and has come up unprepared. After World War II America focused on the European theater, was surprised by Korea and Vietnam, and was victorious in neither. The United States and its coalition partners were successful in the more recent Gulf War in part because Iraq used Soviet equipment and Soviet doctrine, which NATO had prepared to confront elsewhere. And this too was an asymmetric war.

What we call things is consequential. That is the reason for the major debate on whether detainees at Guantanamo Bay are POWs. Accepting the language and conceptual paraphernalia of postmodernism in making sense of modern military organization is no less consequential. It is a decision that should carefully be considered, because one of the costs is the rejection of much of what we currently think we know.

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**48<sup>TH</sup> MEETING OF THE DoD HUMAN FACTORS ENGINEERING  
 TECHNICAL ADVISORY GROUP  
 JAMES C. GEDDIE & GERALD P. KRUEGER**

The 48<sup>th</sup> meeting of the DoD Human Factors Engineering Technical Advisory Group (HFE TAG) was held in Alexandria, VA November 4 – 7, 2002. In chairing the meeting, LCDR Sean Biggerstaff, of NAVAIR, outlined a theme of examining government Decision Support Systems (DSS) and the technologies that produce such tools in terms of their key roles in responding to the diffuse, evolving threats that face our nation. The U.S. Government has begun a series of radical transformations that begin to change the way we identify, classify, and respond to domestic and foreign threats. New missions and the physical transformation and reorganization of various departments, create additional demands on intelligence gathering, data fusion, and Federal government decision-making (command and control) processes. DoD changes in defense technologies and priorities necessitate changes in the systems that support decision-making at all levels.

LCDR Biggerstaff highlighted three challenges facing the human factors professional: a) minimizing through sound design, any adverse human performance impact presented by new technologies and concepts; b) ensuring new DSS are adaptive to the current complexities of equipment operator's environments and to the variable needs and perspectives of individual

operators; and c) creating realistic, optimized, group decision-making models to accommodate the distributed/global/multi-force decisions the war on terror requires.

Although the three day sessions of the usual collection of subgroup briefings did not quite achieve Biggerstaff's thematic goals, several of the plenary session presentations came close. A few of them are highlighted here.

LtCol Michael R. Fox, USAF, began his talk *Homeland Security, USAF Perspectives* with a quote everyone assumed addressed how the September 11th terrorist attacks caught us completely by surprise. Then he credited the source as Thomas C. Shelling's book, *Forward to Pearl Harbor, Warning and Decision*. Before 9/11/2001, most terrorist acts had been carried out to call attention to a cause, to effect release of prisoners, or to influence policy in some other way. Now terrorists seem to seek nothing less than the destruction of the United States. A series of panels and working groups formed over the past few years intended to address Homeland Security including: Presidential appointed Blue Ribbon Panels: the Gilmore and Hart-Rudman Commissions, both appointed in 1999; and at the DoD level, the National Defense Panel in 1997, the Joint Staff Dimensions Protection JWCA in 2001, and the USAF Homeland Security Working Group at about the same time. Fox described current efforts to knit together and

coordinate various federal agencies and their activities on homeland security topics.

LtCol Brian Donnelly, of the Crew Systems Interfaces Division, Air Force Research Lab, spoke on *MC<sup>2</sup>C and C<sup>4</sup>ISR: An Impending Revolution in the Human-Machine Interface*. He described the Multi-Sensor Command and Control Constellation and C<sup>4</sup>ISR using the model of the human nervous system. The first C2 in C4 represents the brain; the second represents the rest of the Central Nervous System. ISR represents the senses. The way forward is to automate (move from the conscious to the subconscious) more of the functions currently performed by the brain to free resources for other processing. He described this as a “radical departure from legacy operation.” For more information visit their web site: <https://www.mc4.army.mil>

Orlando J. Illi's talk entitled *The US Army's Medical Communications for Combat Casualty Care (MC<sup>4</sup>)*, described the medical component of C<sup>4</sup>ISR, and MC<sup>4</sup> program efforts to allocate and coordinate medical assets in response both to military needs and to homeland defense.

In her talk on *The Role of Decision Support Systems (DSS) in Aviation Security* Dr. Sandra Hart of NASA Ames Research Center described the difference between a safety breach and a security breach, and procedurally how to apply what we've learned in aviation safety to supporting aviation security, as well as the role of DSS in that process.

Dr. Robert S. McCann also of NASA Ames spoke on *Decision Support Tools in the Space Shuttle Glass Cockpit*. There currently are two shuttles with glass cockpits, each having 9 multifunction displays. Until new software is developed (now under way), they still use the old

software and displays. The software in development presents information in much more intuitive ways, and in the future will support much greater interactivity with the vehicle and allow human-based and vehicle-based reasoning engines to collaborate (HAL 9000?).

Dr. Michael Drillings, Deputy Director of the Department of the Army MANPRINT Office described the *MANPRINT Program* as belonging to the Army Deputy Chief of Staff, G-1. MANPRINT attempts to create greater life-cycle cost effectiveness for Army systems by saving manpower, personnel, and training dollars. Several initiatives are under way to cope with an acquisition world being re-defined by the new DoD 5000 series of directives, and Mike noted the term “cognitive engineering” appears for the first time.

Dr. Robert Bost in his talk entitled: *NAVSEA 03 Human System Integration Directorate* portrayed changes to the tradition in sea system development where sailors were an afterthought to be dealt with after the important decisions of system design were made. The Navy must accommodate more complex requirements and demands on sailors. There is now considerably more emphasis on “sailor performance” and issues that it drives; thus the stand-up of the Human Systems Directorate under NAVSEA 03.

Major Robert Lindberg of Brooks AFB gave an update on the *Air Force Human Systems Integration Program*. The Air Force appears to have buried Human Systems Integration (HSI) organizationally, so the effort is completely a bottom-up operation. It has admirable goals, but there is little evidence of acquaintance with current DoD policy changes. For more information see: <https://afkm.wpafb.af.mil>

**SPOTLIGHT ON RESEARCH AND DEVELOPMENT**  
**PERFORMANCE EFFECTIVENESS TRACKING SYSTEM (PETS)**  
**BRIAN SCHREIBER, LOCKHEED MARTIN, MESA RESEARCH SITE**

AFRL/HEA is developing a software tool, PETS, capable of robustly capturing the objective data necessary for Mission Essential Competency (MEC) evaluation, end-user performance feedback, real-time graphs for instructor support, simulator technology developer validation, and for researcher and program manager evaluation of training techniques and technologies. MECs for successful mission employment exist at the individual, team, and inter-team levels. With the right software tool, opportunities for measuring and evaluating all those levels also exist. A goal of the PETS software is to develop and standardize a software tool to enable this multi-platform, multi-level performance measurement ability.

As of fall '02, collection rate is approx. 1 million data points per minute (at the F-16 individual and team level). Data is organized into several formats based upon unit of analysis. These formats, among other uses, enable Real Time (RT) graphical displays, diagnostic operator performance evaluations, potential for future modeling efforts, performance effectiveness learning curves, statistical analyses at the scenario or shot level, and simulation entity validation opportunities for engineers.

As examples of measurement robustness, to correctly track shots and kills required approximately 5,200 lines of code. Issues such as (sometimes) non-existent fire Protocol Data Units (PDUs), Instructor Operator Station (IOS) manual kills, delayed detonate PDUs, multiple shots/kills on same target, and identity ID reuse necessitated an extensive shot tracking routine to ensure valid data is being collected. As another example, one air combat defensive maneuver requires monitoring 60 variables with approx. 130 conditional statements to correctly determine whether that context is satisfied. The data collection process to capture these measures is designed to be as unobtrusive as possible.

By using instantaneous entity state vector information and weapons tables, we can compute—on a continuous scale—how far an entity has penetrated the weapons engagement zone (WEZ). This process, similar to the process in the F-16's fire control computer code, allows us to perform the WEZ computation on all entities for all weapons at all times, including friendly aircraft penetration into threat fighter and Surface-to-Air Missile envelopes.

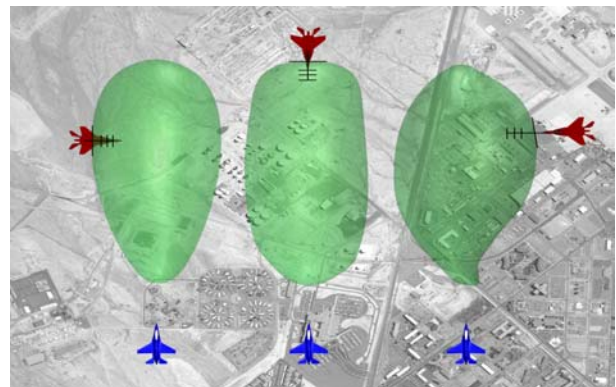


Figure 3. Degree of WEZ penetration

Given the amount of data collected, opportunities for research abound. The data can also be used for user feedback, thus improving understanding and potentially increasing learning curves. In a matter of minutes, a researcher can run a batch statistical program file that filters through tens of millions of benchmark data points to produce performance graphs of a given team relative to all other teams that have participated in the same protocol. In our reports, we currently show 20 different variables to pilots after their last mission is flown, but any of over 1,000+ variables could be presented.

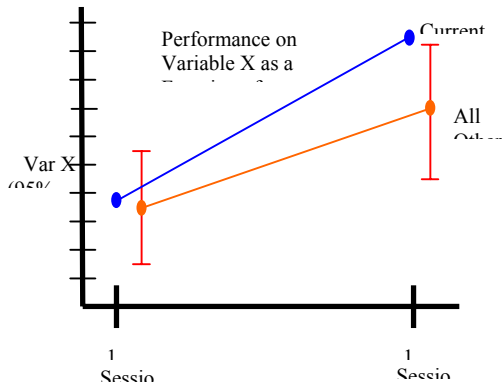


Figure 4. Generic example of performance trend feedback graphs.

To maintain flexibility to measure various skills and tasks for different platforms at various competency levels, the PETS software tool collects data during times defined as a "trial." A trial is defined by a simple combination of an IOS start and stop command. So, any simulation skill or scenario could be flown between the start and stop commands, such as an air-to-air engagement, air refueling, etc. An abort button on the IOS allows for identifying corrupted files in the data set.

Our capabilities this year allow us to capture data on-site either in real-time or from recorded logger files. The development plan is to engineer the PETS software to be DIS and HLA compliant and to develop/promote a standard format for logger files. Then, theoretically, this would enable us to collect data in real-time or from logger files from other distributed environments or even live-

fly exercises (e.g., Nellis range data), thereby leveraging common metrics across different environment conditions and expanding the potential research questions that could be addressed. All logger files will be warehoused for current and future data collection needs. This affords us the opportunity to use almost any version of PETS software at any time on any standardized logger file, regardless of which distributed environment it originated from.

This summer will be a series of "first ever" events for PETS. Initially, we're working with Lockheed Martin to install and evaluate the system within the first operational F16 Mission Training Center (MTC) located at Shaw Air Force Base. We have entered into a Cooperative Research and Development Agreement (CRADA) with Lockheed Martin for this integration. In addition, we are working very closely with the Department of Defense military range modernization program through our close relationship with Air Combat Command. Here we are planning to integrated the system with the live range at Nellis AFB, NV. Once these events occur, we will be able to simultaneously measure and track combat performance improvements we see in the training environment to actual operation mission and live fly environments as well.

For further information, please contact:

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