

THE MILITARY PSYCHOLOGIST



**AMERICAN
PSYCHOLOGICAL
ASSOCIATION**

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AUGUST 2003 - AUGUST 2004

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PRESIDENT'S MESSAGE
PAUL BARTONE

Interesting Times for Military Psychology

I thought I'd start out this column with a catchy quote, something like --- Remember that old Chinese proverb?--- "May you live in interesting times." Then, I decided to check my sources. How old is it really? Is it a proverb? Or a blessing? Or maybe a curse? Nowadays it's pretty easy to search the Web and get answers to such questions. Trouble is, sometimes the answer is not what we expected; or there may be so many different answers that we're left more puzzled than before (and perhaps with a deeper appreciation for the complexity around us).

On this particular search, I found out that according to multiple sources, this isn't a Chinese blessing, or a curse, or a proverb at all. Instead, it's most likely an American invention that goes back about 50 years or so, now wrongly attributed to the "ancient Chinese" for unknown reasons, perhaps in an attempt to make it sound more authoritative.

According to one library source (<http://www.noblenet.org/reference/inter.htm>), the saying appeared in a June 7, 1966 speech by Bobby Kennedy in Cape Town, South Africa. It was then widely quoted in the press, and the phrase caught on. But Chinese scholars claim there is no such phrase or proverb in Chinese (e.g., Torrey Whitman, President of the China Institute of New York City, as cited by Dr. Ho Yong, <http://www.chinasprout.com/html/column15.html>). You can even find an Internet diary or BLOG posted by Stephen E. DeLong of SUNY – Albany, that chronicles his search (beginning in 1996) for the origin of this mysterious phrase. DeLong also concludes this is not an ancient Chinese anything (see <http://hawk.fab2.albany.edu/sidebar/sidebar.htm>).

So where did this get me, and what does it have to do with military psychology? This would be a great place for another quote, this time from the ancient Chinese military philosopher and psychologist Sun Tzu: "Know the enemy and know yourself; in a hundred battles you will never be in danger" (from The Art of War). But now I don't fully

trust the veridicality of such quotes. So instead, let me cite a line I'm a little more confident about, from the play "Hamlet," usually attributed to William Shakespeare:

"There is nothing either good or bad,
but thinking makes it so."

Applying this notion to that statement of unknown origin, "May you live in interesting times," let's think of it as a good thing, even a blessing. Shakespeare was a pretty good psychologist. He understood that how we humans interpret and make sense of experience is an important passkey to resiliency and positive mental health (despite Hamlet's sad fate!).

These are indeed interesting times, full of troubles and challenges to be sure, but also loaded with potential for increasing cooperation and understanding, and for building the resiliency and healthy adjustment of human beings. Military psychologists around the world are making many positive contributions in this regard.

For Division 19—Military Psychology—these are undeniably interesting and exciting times. Thanks to the tremendous energy and dedication of our Executive Committee and our members, we're growing and becoming more vigorous as a professional community. Let me take a few more lines to offer my views on who we are as an organization, and to provide a brief update on goals and progress.

What is the Division of Military Psychology? We are simply the largest and most influential professional association of military psychologists in the world, working to facilitate the spread of useful information, tools, methods, and new discoveries.

We're also the oldest. The Division of Military Psychology is one of the original 19 charter divisions established under the American Psychological Association's major reorganization of 1945. Today, we represent an expanding network of psychologists and social scientists from many specialties interested in applying psychological knowledge and science to address a broad

range of issues related to global security, peace, and stability. We are also working to improve the lives and well-being of millions of men and women who serve in the military, and their families.

We have a diverse membership of psychologists working in clinical, research, and academic settings, government and private sector, all united in the desire to see psychology used to make a positive difference in the world. Division 19 also publishes an excellent journal, *Military Psychology*, which preserves and disseminates some of the best research and scholarship in the field.

And we're growing. Interestingly, our fastest growing member categories are Student Affiliates and Professional and International Affiliates, another sign of our increasing relevance and wide appeal. Looking at the figures from January 2003 to January 2004, Student Memberships increased by 30%, while the Professional and International Affiliate Member category increased by 46% (includes new members and early renewals). This growth is a function of many factors, including one already mentioned: the energy and hard (volunteer) work of division leaders on the Executive Committee. It's also a function of excellent publications like this newsletter, and the fine quarterly journal. It's due to increasingly broad and high-quality Division 19 convention programs, at the annual APA convention, and at our Mid-Year Symposium in March. For example, thanks to the expert leadership of Program Committee Chair Joe Psotka, the August 2004 APA meeting in Hawaii will feature 20 separate military psychology symposia, and 50+ posters across two poster sessions, as well as additional substantive sessions in our Hospitality Suite. This is more than double the number of sessions sponsored by Division 19 last year in Toronto, and also reflects a big increase in the number of quality submissions.

Current growth in the Military Psychology Division is also the result of active outreach efforts pursued by past-Presidents of the Division, which I've continued to emphasize as one of my Presidential Goals. Outreach in broad terms is critically important for us.

We need to expand the scope of our organization, and grow ourselves into a truly global community of psychologists interested in military applications. There are thousands of military psychologists in many countries currently working on the same issues and problems, both research and clinical, without the benefits of membership in a unifying professional organization. As the premier professional society of military psychologists, Division 19 can provide a framework to support international communication and multi-national cooperative projects. To do this we need to reach out beyond our current membership, and welcome in more military psychologists and social scientists from around the world. There are many ways to do this, such as expanding Affiliate Member categories and benefits, reducing student dues, and continuing to build our links with other professional organizations.

We have made considerable progress. Student dues are now just \$10, making it easier than ever for students to join. At our next business meeting, members will have a chance to vote on a proposed name change, to the new and more inclusive **Society for Military Psychology**. This name will better convey our increasing diversity and international membership, while keeping our identity and history as APA's Division 19. Also, we recently became an **Organizational Affiliate of the American Psychological Society**, and are seeking similar ties with other organizations such as the International Military Testing Association (IMTA), the International Applied Military Psychology Seminar (IAMPS), and the Inter-University Seminar on Armed Forces and Society. We also continue to build on our common interests with other APA divisions and with APA itself. Our Fellows (chair, Steve Goldberg), Awards (chair, Jane Arabian, and now Hank Taylor), and Student Affairs (chair, Kathryn T. Lindsey) Committees have all been more active than ever. And thanks to Melba Stetz, we will soon have a new web page to better communicate all of our activities and member benefits.

Another goal of mine is to see military psychology more actively utilized in homeland defense and national/global

security issues. Military psychologists have much to offer in these areas, as researchers, clinicians, practitioners, and consultants. Areas where military psychology can help include increasing security by supporting threat detection systems and programs, more effective selection and training of security and screening personnel, helping to prepare civil populations and agencies to cope with disasters and trauma, and with diffuse and chronic threatening conditions, building psychological resiliency in individuals and groups, and preventing long-term psychological ill-effects through early intervention and treatment.

Military psychologists are also experts on what leaders and organizations can do to reduce the ill-effects of a broad spectrum of stressors, from daily hassles to major traumatic events. Important work is going on now in all these areas. A critical role for Division 19 is to provide mechanisms for communication and cross-fertilization among psychologists pursuing similar projects. We are doing that with our Mid-Year Symposium and with our Hawaii convention programs (see summaries later in this newsletter). We are also supporting the pursuit and communication of various military psychology endeavors aimed at reducing the negative psychological effects of deployment for military personnel and their families, and facilitating healthy re-integration following deployment. With many thousands of service members and families (including from coalition countries) currently serving in out-of-country deployments to Iraq, Afghanistan, and other locales, the healthy management of psychological issues is more urgent than ever. As one example, Division 19 recently co-sponsored an APA Congressional Briefing (September 2003) on "Psychology in Support of the Soldier." As with many other military psychology contributions, this activity was recently covered in a feature article in the APA Monitor (December, 2003 issue). We are working more actively with APA to give greater visibility in APA publications to the excellent work that military psychologists are doing.

Finally, as a third goal during my tenure as president, I resolved to continue our long-standing efforts as a division to have APA remove its advertising ban against DoD. My belief is that APA's 1991 ad ban policy against the Department of Defense was misguided, and has posed a significant barrier deterring new psychology graduates from considering careers in military psychology. Now, thanks to the hard work and support of many people, and especially current Past-President Hank Taylor and our representatives to APA's Task Force on Sexual Orientation and Military Service, a breakthrough has been achieved. A new policy is currently moving through APA governance, which when approved (hopefully later this year), will put an end to the current ad ban, while at the same time focusing constructive attention on broader issues related to sexual orientation and military service. This will be a major positive step forward. Hank provides a detailed summary of the work of the Task Force later in this issue.

The positive effects of removing the ad ban will be felt immediately, and also over the longer term as more graduate psychology programs and faculty in the U.S. develop a clearer understanding of the many positive contributions of military psychology, and the excellent career opportunities that exist for psychologists in DoD and government service.

So these are interesting times for military psychology and for Division 19, with many challenges and also great excitement around the growth, progress and positive contributions of our specialty. I'm thankful for this opportunity, and very grateful for your support in helping to move military psychology forward!

Paul T. Bartone, Ph.D.
Lieutenant Colonel, U.S. Army
President, 2003-04



DIVISION 19 EXECUTIVE COMMITTEE MEETING (OUTGOING) – AUGUST 7, 2003
MIKE RUMSEY

Attendees: in alphabetical order: Jane Arabian, Paul Bartone, Dana Born, Steve Goldberg, Brad Johnson, Jared Jobe, Janice Laurence, Kathryn T. Lindsey, Mike Matthews, Bob Nichols, Henk Ruck, Mike Rumsey, Steve Sellman, Hank Taylor, Marty Wiskoff

Welcome. **Hank Taylor** called the meeting to order at 0800, and began by thanking the Executive Committee for its support. He felt it had been a good year for Division 19 and that the committee members had responded well to the tasks at hand.

Secretary's Report. **Mike Rumsey** reported that the minutes for the Mid-Year Meeting had been distributed for comment and presented in the Division 19 Newsletter. The minutes were approved.

Treasurer's Report. **Henk Ruck** read the Treasurer's Report on behalf of **Wink Bennett**. All outstanding invoices and awards have been paid. **Wink's** report asked that the ceiling for the checking account be increased to up to \$1,500 at peak periods such as the mid year and annual conference, noting that hotels want half of the catering bill to be paid at the time of the contract. **Jane Arabian** noted that there was no formal policy regarding an appropriate balance. It was agreed that a balance could be maintained as needed. **Hank Taylor** asked **Paul Bartone** to follow up. **Wink's** report also asked for arrangements to be made for the division checking account to have a debit card. A motion authorizing this was made and passed.

Wink's report also raised the issue of student dues. Earlier in the year, a proposal had been made to reduce these dues to \$10.00. It was agreed that the issue would be presented to the Business Meeting for approval.

2003 APA Convention. **Brad Johnson** reported that the cluster sessions were in question for the 2004 Convention. (Later, at the Incoming Executive Committee meeting

on August 10, it was reported that there would be no cluster programming at the next APA Convention.) Also, there was a question about how many people will actually go to sessions in 2004. In response, it was observed that the schedule will be such that most sessions will occur in the mornings and the bulk of the afternoon time will be free. The Division 19 program in the Hospitality Suite for the 2003 Convention was noted, along with the information that there were three late additions to the program. **Hank Taylor** led a round of applause for **Brad Johnson's** two fine years as Program Chair.

Student Affairs Committee. **Kathryn T. Tierney** reported that seven submissions were received for the Student Research Award, and one for the Travel Award. Jennifer Ross received the Research Award for her paper, *Efficacy of Stress Training for Performance in Target Acquisition*. There was no student Travel Award. **Marty Wiskoff** proposed that more money be set aside for student awards. There was some discussion of what the total amount should be and how it should be distributed. A motion by **Marty Wiskoff**, amended by **Steve Goldberg**, proposed that \$3,000 be set aside for awards, with a maximum award of \$1,500, and that the award funds be allocated as determined by the Awards Committee. The proposal was passed as amended. **Kathryn** has also distributed hundreds of Division 19 brochures to graduate psychology programs throughout the United States and Canada. **Hank Taylor** commended **Kathryn** on an outstanding job as Committee Chair.

By Laws. **Jared Jobe** noted that changes in the by-laws discussed at earlier Executive Committee meetings would be presented for approval at the upcoming Business Meeting.

Membership Report. A report presented by **Carl Castro** observed that Division 19 membership has been increasing for the past few years, including an estimated 5% increase this year. Although figures were only available through June, it was

estimated that 30 to 40 new members would have joined between June and September. The Directory of Division 19 members has been completed and is available for distribution. It was noted that there is still much work left to do. **Hank Taylor** congratulated **Carl Castro** on a job well done.

Council Representative's Report. **Steve Sellman** presented the Council Representative's Report. He noted that the annual meeting was only partially completed, and would conclude on the last day of the Convention. At the first part of the meeting, Norm Anderson, APA Chief Executive Officer, presented the APA status report. The SARS situation presented APA with a serious crisis. There was serious consideration of canceling this year's meeting, an event that has only occurred twice in 110 years. After careful consideration of all circumstances and consultation with multiple groups, APA decided to hold the convention. A total of 7,300 pre-registered, compared to 9,000 the last time the meeting was held in Toronto. APA lost approximately \$100,000 in exhibit fees. Also discussed was an initiative to increase psychology's influence with members of Congress on such issues as mental health parity and National Institutes of Health funding.

Bob Sternberg, APA President, also spoke at the Council meeting, primarily about his leadership research. He acknowledged ARI support for this research. Division 14 introduced new selection research principles under their auspices. These principles were approved by the Board of Directors and given an APA imprimatur. The principles included an emphasis on multi-cultural issues.

Jack Mackay, APA Chief Financial Officer, presented APA's budget report. APA changed auditors, which caused considerable turmoil.

Membership in APA remained flat at about 85,000. Journal subscriptions declined. An \$85.8 million budget was proposed for 2004. Dues will increase by \$11. **Hank Taylor** noted that the refinancing of the APA

buildings is completed, and that APA is now obtaining a profit from these buildings.

Fellows Committee. **Steve Goldberg** reported that the Committee put forward seven candidates to be Fellows of the Division. Four were individuals who are already fellows of the APA in other divisions. These four are: **Edgar Johnson, Dexter Fletcher, Larry James** and **Robert Ruskin**. Three new fellows were nominated for approval: **Jane Arabian, Paul Bartone,** and **Michael Rumsey**. All seven nominees were approved by the Executive Committee and were forwarded for consideration by the APA Council and Board of Directors.

Practice Committee. **Bob Nichols** noted that there is a misconception in the military clinician community that there is not a lot of clinical input into Division 19. This creates a problem for the recruitment of clinicians into the division.

Awards Committee. **Jane Arabian** announced the following awards:

Robert M. Yerkes Award:
Ms. Alexandra Wigdor
National Academy of Sciences

John C. Flanagan Lifetime Achievement Award:
Dr. Steve Sellman, HumRRO

Arthur W. Melton Early Achievement Award:
Dr. Michael Schwerin, RTI International

The Charles S. Gersoni Military Psychology Award was not awarded this year.

Elections. A distinguished slate of candidates was offered this year. The following candidates were elected:
President-elect: **W. Brad Johnson**
Member-at-large: **Debra Dunivin**
Division Representative to APA Council:
Steve Sellman

Because the APA by-laws prohibit an individual from holding two divisional offices, **Brad Johnson** resigned as Member-at-Large. **Dana Born** agreed to fill the remaining two years of his term.

Journal of Military Psychology. Janice Laurence reported that the journal is in sound financial shape. Also, there is a good backlog of submissions. Associate Editors will now be asked to take a more active role in the review process. Some new editors will be taking over for some existing editors. The new editors will provide coverage of areas that are not currently well covered.

Mid-Year Symposium. A summary of the mid-year symposium is provided in the Division 19 Newsletter. The symposium was a success in every respect.

Web Site/List Serve. The web site and list serve are both doing well. Some corrections are needed to the listing of officers on the web site.

Goals

APA Advertising Ban. The proposal to remove the advertising ban was sent as a New Business Item to all appropriate APA committees within APA Governance. All new business items must be discussed in 18 months. Because of the time needed for staffing, this item is not likely to be taken up by Council until August 2004. Considerable support within APA has been garnered for a Joint Task Force between Divisions 19 and 44. All in all, progress on this item seems to be satisfactory. **Hank Taylor** offered thanks to **Steve Sellman** for his efforts.

Other Goals. Time constraints prevented more than a cursory discussion of the other goals.

DIVISION 19 ANNUAL BUSINESS MEETING —AUGUST 7, 2003 MIKE RUMSEY

Welcome. **Hank Taylor** called the meeting to order at 3:00 p.m. He expressed his appreciation for being allowed to serve as Division 19 President.

Secretary's Report. **Mike Rumsey** reported that the minutes of the Mid-Year Symposium had been approved and that the minutes of the 2002 Business Meeting had been distributed and reviewed. The 2002 Business Meeting minutes were approved.

Treasurer's Report. **Hank Taylor**, on behalf on **Wink Bennett**, presented to the membership the proposal to reduce the student membership fee from \$19 to \$10. The proposal passed.

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

The proposed changes, which are listed in the Summer/Fall 2003 Division 19 Newsletter, were passed.

2003/2004 Convention. **Brad Johnson** announced the availability of the Hospitality Suite and the program that was being presented there during the Convention. **Joe Pspotka** will be the Division 19 Program Chair for the 2004 Convention.

Fellows Committee. Thanks were given to all members of the Fellows Committee. **Steve Goldberg** reported that the Committee put forward seven candidates to be Fellows of the Division. Four were individuals who are already fellows of the APA in other divisions. These four are: **Edgar Johnson, Dexter Fletcher, Larry James** and **Robert Ruskin**. Three new fellows were nominated for approval: **Jane Arabian, Paul Bartone, and Michael Rumsey**. The division fellows represented at the Business Meeting approved all seven nominees.

Awards Committee. Jane Arabian announced the following awards:
Robert M. Yerkes Award:
Ms. Alexandra Wigdor, National Academy of Sciences
John C. Flanagan Lifetime Achievement Award:
Dr. Steve Sellman, HumRRO
Arthur W. Melton Early Achievement Award:
Dr. Michael Schwerin, RTI International
The Charles S. Gersoni Military Psychology Award was not awarded this year.

Elections Committee. Paul Bartone announced that the following candidates were elected:
President-elect: **W. Brad Johnson**
Member-at-large: **Debra Dunivin**
Division Representative to APA Council:
Steve Sellman

Paul reported that, because the APA by-laws prohibit an individual from holding two divisional offices, **Brad Johnson** had resigned as Member-at-Large. **Dana Born** agreed to fill the remaining two years of his term.

Journal of Military Psychology. Janice Laurence announced that the journal continues to do well financially and otherwise. She also announced that there would be new Associate Editors and members of the Editorial Board.

Mid-Year Symposium. The mid-year symposium was a success. Several West

Point and Air Force Academy cadets attended. Three student awards were given out.

Membership. Carl Castro reported that Division 19 membership was up and that membership directories were printed and would be available at the Hospitality Suite.

Goals

APA Advertising Ban. Steve Sellman reported that a new business item to rescind the ad ban has been presented to APA Council. It could not be presented earlier without Council approval to bypass the rules, which was determined to be problematic. The item has been submitted to all appropriate APA committees for staffing. The Board will establish an APA position, report back before Council, and the item will likely come before Council at the 2004 APA meeting. Barry Anton, APA Board of Directors, has been helpful in monitoring progress. He has asked other divisions for contributions to support a Division 19/44 task force to examine various aspects of gays and lesbians in the military.

Newsletter. Peter Ramsberger continues to do an excellent job as editor.

APA Committee on International Relations. Bob Roland continues to do an excellent job representing Division 19 in this group.

DIVISION 19 EXECUTIVE COMMITTEE MEETING (INCOMING) —AUGUST 10, 2003

MIKE RUMSEY

Attendees: in alphabetical order: Jane Arabian, Paul Bartone, Dana Born, Paul Costa, Steve Goldberg, Brad Johnson, Janice Laurence, Kathryn T. Lindsey, Mike Matthews, Bob Nichols, Joe Psootka, Henk Ruck, Mike Rumsey, Steve Sellman, Melba Stetz, Hank Taylor, Marty Wiskoff

Welcome. Paul Bartone, the new Division 19 President, called the meeting to order. He introduced Melba Stetz, who will now take the lead on the Division 19 web site. He also recognized the good work of the Hospitality Suite Committee members who supported him: Jane Arabian, Brad

Johnson, Janice Laurence, and Kathryn T. Lindsey.

Council Representative's Report. Steve Sellman reported that there was no new news here, but he did have some comments about his experience as Council Representative. He noted that this was a good opportunity for networking, for learning what is happening at the APA governance level, and for providing support. He recommended that Division 19 make it a habit to send representatives to consolidated meetings such as the Board of Scientific Affairs, and the Board for the

Advancement of Psychology in the Public Interest. A motion to this effect was made and carried. He also noted the work Heather Kelly has been doing to advance the interests of Division 19 with congressional staffers and suggested that we continue to forge that link.

Treasurer's Report. **Henk Ruck** on behalf of **Wink Bennett** delivered this report. Funds received from dues are limited by the size of the Division 19 membership, but the division is nonetheless in comfortable financial shape. Division 19's balance increased by \$11K. The journal is a major financial contributor. **Hank Taylor** raised a number of questions concerning the details of the budget. Further questions concerned accounting for mid-year awards, web page costs, and costs of APA membership support. **Henk Ruck** agreed to send a consolidated list of questions to **Wink** for an e-mail response. The treasurer's report was accepted with the provisos noted. Thanks were offered to **Wink** for his service as division treasurer.

2004 APA Convention. **Brad Johnson**, 2002-2003 Division Program Chair, announced that the 2004 Convention will be held at the Hilton Hawaiian Village, Honolulu, Oahu, Hawaii, 28 July through 1 August 2004. There will be shorter convention days and fewer program hours than in immediately preceding years. There will be no cluster programming next year, although there will be a pool of hours for multiple divisions to apply for collaboratively. The call for programs is due 14 November. **Joe Psotka** will replace **Brad** as the Division 19 Program Chair the 2004 Convention. Otherwise, the program committee will remain the same as much as possible. Thanks were offered to **Brad** for his work as program chair.

Student Affairs Committee. **Kathryn T. Lindsey** expressed her appreciation to those who had provided help and expressed her hope for continued support from those individuals. She discussed the evolution of a student website, and raised the possibility of an APA booth on military psychology. The members-at-large were asked to look into that possibility and report back at mid-year. **Kathryn** volunteered to produce a division

brochure; her offer was accepted by vote of the Executive Committee.

Membership. **Paul Bartone** offered congratulations and appreciation to **Carl Castro** for the Membership Directory. **Paul** then volunteered to accept any changes and corrections, which he would pass along to the publisher of this directory. **Melba Stetz** will act as POC for **Carl**, who is expected to be unavailable for much of the year due to pressing duties. **Melba** and **Carl** will work collaboratively on further iterations of the directory. The committee voted to make this an annual report.

Fellows Committee. **Steve Goldberg** expressed an interest in identifying more fellows candidates. He asked individuals to let him know if they were aware of a candidate, and to have application packages sent to him. Nominations for "old fellows"—candidates who are already fellows in other APA divisions—were solicited as well. **Paul Bartone** noted that the Fellows Committee has his appreciation and esteem. Having well qualified Division 19 APA fellows builds credibility and influence for the division. **Marty Wiskoff** noted that the process of sending candidates to APA used to be more of a "hard sell," but APA now has a better understanding of Division 19's criteria and the qualifications of the candidates it sends forward.

Members-at-Large. **Dana Born** expressed interest in having some symbolic Division 19 item to distribute, such as a t-shirt or coin. **Dana** volunteered to do some exploration into this idea and report back to the committee.

Practice. **Bob Nichols** noted that several other divisions have shown some interest in working with our division. Division 48, the Peace Division, seemed interested in the psychological problems involved in training and supporting the soldiers involved in peacekeeping duties. Also, the President of Division 12 (clinical), Dr. Diane Willis, has told **Bob** she makes teaching and consulting visits to military installations and would like to meet the military clinicians working there and learn about their activities. **Paul Bartone** acknowledged **Bob's** good work.

Awards. **Hank Taylor**, as outgoing president, would now assume the duty of handling awards. **Jane Arabian** noted that it is never too early to start seeking nominees. **Paul Bartone** agreed to send out a message on list serve for this purpose. **Marty Wiskoff** noted that it would be valuable to have a list of past award winners. **Paul Bartone** asked **Marty** to follow up on this with **Paul Gade**.

Elections Committee. It was noted that elections will need to be held for a new member-at-large, president, and treasurer.

Journal of Military Psychology. **Janice Laurence** re-iterated her plans to assign new Associate Editors and Editorial Board members. She asked for recommendations for the Board. She also asked that those who wished to be reviewers contact her. Reviews are now being conducted electronically. **Paul Bartone** formally extended his thanks for **Janice's** great work on the journal.

Goals. The question was raised regarding whether the committees formed to pursue the President's goals in the period 2002-2003 should be continued. All committee chairs agreed that they should be.

Advertising Ban. A number of APA groups have now committed funds to support the Division 19/44 Task Force to examine issues related to gays and lesbians in the military. **Hank Taylor** and **Doug Haldeman** (Division 44) have formed a good relationship, and **Joe Psotka** has begun working with the Division 44 program chair. **Paul Costa**, Division 5 President, briefly visited the meeting to offer to provide his help as needed.

Awareness of Women's Issues in the Military. It was requested that any information on women in the military be sent to **Janice Laurence**. **Melba Stetz** volunteered to serve on this committee.

Outreach to Other Divisions. **Bob Nichols** raised the issue of outreach to the American Psychological Society (APS). A motion for Division 19 to become an APS affiliate was raised by **Janice Laurence** and passed. The issue of a name change for the Division of Military Psychology was raised. It was agreed that the Members-at-Large would look at the administrative, financial, and legal implications of a name change and report back at the mid-year meeting.

Application of Military Psychology within APA and Society. **Mike Rumsey** reported that Division 19 had been working actively with the Board of Scientific Affairs, that Division 19 Executive Committee members had been added to the Psychology in the Workplace List Serve, and that there was a continuing opportunity for Division 19 members to work on the APA Psychology Makes a Difference compendium.

Mid-Year Symposium. **Mike Matthews** reported that the theme of next year's symposium, to be held 4-5 March, 2004, will be "Improving Lives and Enhancing National Security." Participation by cadets has provided energy and enthusiasm and will continue into the future. **Paul Bartone** thanked **Mike** for his activities. **Paul** also asked committee members to let him know their preference about where to hold the mid-year meeting.

Hospitality Suite. **Joe Psotka** agreed to inherit this responsibility.

Closing Remarks. **Paul Bartone** expressed his interest in bringing in new members. He suggested that all living fellows might be brought into this recruitment effort. Members-at-large were asked to work on ideas for using the list serve and other techniques to get the word out on Division 19 to prospective new members.

TASK FORCE ON SEXUAL ORIENTATION AND MILITARY SERVICE
HANK TAYLOR

Bob Nichols, Debra Dunivin* and Hank Taylor attended the APA Task Force on Sexual Orientation in Military Service representing Division 19. Also in attendance were three members representing Division 44; two APA staffers; an APAGS representative; and Barry Anton, Chair of the Task Force, representing the APA Board of Directors. The Board had agreed to establish and fund the Task Force as a consequence of our new business item, which proposed that APA Council eliminate the ban on advertising by DoD in APA publications.

The Board of Directors, in approving the Task Force, gave it the following charge: "The Task Force will consider issues of common concern, including the APA ban on DOD advertising in APA publications." The ban was part of an APA policy established by resolution that was passed by APA Council in 1991. The Task Force met during the weekend of January 16-18, 2004, and worked to reach consensus on the major issues within its charge. The weekend went as well as we could have hoped. We are extremely pleased with the outcome.

The major effort of the Task Force was to revise the previous APA policy established by the 1991 resolution. A draft of the new resolution that will establish a new APA policy and end the ad ban is below. The following resolve included in the resolution will have the effect of ending the ad ban since the 1991 resolution included the policy that established the ad ban:

BE IT FURTHER RESOLVED that this resolution replaces the 1991 resolution "U.S. Department of Defense Policy on Sexual Orientation and Advertising in APA Publications;"

This policy will be part of a final report being prepared by Dr. Anton that will go to the APA Board of Directors in early February. The final version will be circulated to you when available. It is the intention to have this new recommended policy sent to APA governance (boards and committees) in March 2004 with the goal of having it come before the APA Council of Representatives

as an action item in August 2004. This is a "fast track" schedule, but we believe that the most important action has already been completed (i.e., getting consensus of the Task Force on revising the policy).

Since many of you may not be familiar with the way APA processes agenda items for the Council shown in the format below, we would like to summarize the major findings of the Council agenda item:

- A revised, stronger APA policy is recommended, opposing sexual orientation discrimination;
- APA is greatly concerned about the harm caused by the "don't, ask don't tell" law;
- More APA activity is proposed to work for repeal of the law;
- The Task Force clearly recommends ending the ad ban by replacing the 1991 resolution which established the ad ban; and
- APA is urged to do more to reduce the harmful effects of the existing law.

*Dr. Dunivin, an active duty military officer, attended the Task Force meeting and consulted with the Task Force concerning the effect of the advertising ban, but otherwise recused herself from Task Force deliberations and decision making.



Agenda Item on Board of Directors Task Force on Sexual Orientation and Military Service

The fundamental implications of the Task Force's main motion are to reaffirm existing APA policy resolutions; update, elaborate and strengthen the APA policy on sexual orientation and the military; and eliminate APA's prohibition on advertisements from the Department of Defense.

[Implementation Plan]
Task Force on Sexual Orientation and Military Service Implementation Plan

Recommendations for Action

- The Task Force requests that APA reconsider/assess anew the opportunities for advocacy and coalitions with other organizations in order to eliminate discrimination in the military based on sexual orientation, and that APA capitalize on any available opportunities.
- The Task Force further requests that APA facilitate data collection from military providers concerning implementation of the current law and its impact on provision of services; and
- The Task Force requests that APA develop educational materials with the goal of improving the capability of military psychologists to provide effective services and to help consumers of these services understand the limits of confidentiality. The Task Force envisions that materials may be developed through a collaborative effort of Divisions 19 and 44 and the APA Ethics Office, for example:
 - a professional journal article on confidentiality and other issues related to providing psychological services to military personnel under the current law; and
 - informational materials (e.g., pamphlet, webpage) summarizing issues relevant to sexual orientation and the provision of services by military psychologists; and
 - materials for service members that address general issues of confidentiality in all psychological services;

- a statement that Division 19 opposes the don't ask, don't tell law.

[Main Motion to go to the Council of Representatives from the Board of Directors]
The Board of Directors recommends that the Council of Representatives replace the 1991 resolution "U.S. Department of Defense Policy on Sexual Orientation and Advertising in APA Publication" with the following resolution:

Sexual Orientation and Military Service

- WHEREAS, the American Psychological Association (APA) has long opposed discrimination on the basis of sexual orientation; and
- WHEREAS, the "Don't Ask, Don't Tell, Don't Pursue" policy as mandated by Title 10 of the U.S. Code (Section 654) discriminates on the basis of sexual orientation, and has caused many qualified personnel to be involuntarily separated from military service solely because of their sexual orientation; and
- WHEREAS, there is a long history of collaboration between psychology and the military; and
- WHEREAS, the law creates ethical dilemmas for military psychologists and it is APA's responsibility to address these concerns; and
- WHEREAS, empirical evidence fails to show that sexual orientation is germane to any aspect of military effectiveness including unit cohesion, morale, recruitment and retention (Belkin, 2003; Belkin & Bateman, 2003; Herek, Jobe, & Carney, 1996; MacCount, 1996; National Defense Research Institute, 1993); and
- WHEREAS, comparative data from foreign militaries and domestic police and fire departments show that when lesbians, gay men and bisexuals are allowed to serve openly there is no disruption or loss of mission effectiveness (Belkin & McNichol, 2000-2001; Gade, Segal, & Johnson, 1996; Koegel, 1996); and
- WHEREAS, when openly gay, lesbian and bisexual individuals have been allowed to serve in the U.S. Armed Forces there has been no disruption or loss of mission effectiveness; and

- WHEREAS, the U.S. military is capable of integrating members of groups historically excluded from its ranks, as demonstrated by its success in reducing both racial and gender discrimination (Binkin & Bach, 1977; Binkin, Eitelberg, Schexnider, & Smith, 1982; Kauth & Landis, 1996);
- THEREFORE BE IT RESOLVED that APA reaffirms its opposition to discrimination based on sexual orientation; and
- BE IT FURTHER RESOLVED that APA reaffirms its support for our men and women in uniform and its dedication to promoting their health and well-being; and
- BE IT FURTHER RESOLVED that APA recognizes and abhors the many detrimental effects that the law has had on individual service members, the military, and American society since its enactment in 1994; and
- BE IT FURTHER RESOLVED that APA take a leadership role among national organizations in seeking to eliminate discrimination in and by the military based on sexual orientation through federal advocacy and all other appropriate means; and
- BE IT FURTHER RESOLVED that APA act to ameliorate the negative effects of the current law through the training and education of psychologists; and
- BE IT FURTHER RESOLVED that APA disseminate scientific knowledge and professional expertise relevant to implementing this resolution; and
- BE IT FURTHER RESOLVED that this resolution replaces the 1991 resolution "U.S. Department of Defense Policy on Sexual Orientation and Advertising in APA Publications;" and
- BE IT FURTHER RESOLVED that APA reaffirms its strong commitment to removing the stigma of mental illness that has long been associated with homosexual and bisexual behavior and orientations; promoting the health and well-being of lesbian, gay, and bisexual

adults and youth; and working to ensure the equality of lesbian, gay, and bisexual people, both as individuals and members of committed same-sex relationships, in such areas as employment, housing, public accommodation, licensing, parenting, and access to legal benefits.

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DIVISION 19 2003 AWARDS
JANE ARABIAN

The following Division 19 awards were presented at the 2003 APA convention in Toronto, Canada.

Robert M. Yerkes Award for significant contributions to military psychology by a non-psychologist

Citation: For outstanding contributions to military psychology, the Robert M. Yerkes Award is presented to **Alexandra K. Wigdor**. Over the past 20 years, Ms. Wigdor, a public policy analyst and historian at the National Academy of Sciences, has provided scientific and policy advice and guidance to the Department of Defense in the areas of military recruiting, enlistment standards, personnel selection, job classification, and recruit quality and representation. She served as Study Director for the Committee on the Performance of Military Personnel and the Committee on Military Enlistment Standards, and she spearheaded establishment of the Committee on the Youth Population and Military Recruitment. Ms. Wigdor has authored numerous books and technical reports that have defined performance measurement in the military. Her signal two-volume book, *Performance Assessment for the Workplace*, was a path breaking treatise on hands-on job performance measurement of equal relevance and importance to military personnel managers and civilian employers alike. Universally respected and widely acclaimed both within and outside the military community, Ms. Wigdor has given freely of her intellect, wisdom, and talents to the understanding that military enlistment standards must be established empirically through robust statistical analysis. Her considerable efforts and commitment to excellence on behalf of DoD and the Military Services will have a long-standing effect on the recruitment and utilization of young men and women in service to our country. Ms. Wigdor has brought great credit to herself and to the profession of military psychology.

Arthur W. Melton Early Achievement Award

Citation. The Division of Military Psychology Arthur W. Melton Early Achievement Award is presented to **Dr. Michael Schwerin** for his demonstrated record of research and service in the first 10 years of his professional career. His record of excellence in scientific research and professional service on behalf of the welfare of military personnel has garnered him many awards. Indeed, the Arthur W. Melton Early Achievement Award would serve as the capstone to his first 10 years in the field and would likely launch him into the next 10 years where only better things are in store.

Since Dr. Schwerin first joined the U.S. Navy, he exhibited impressive scientific acumen and passion for research. He has met every emerging research need that was presented to him with the same zeal and energy throughout his career. While he has done several different types of research in his short career, he is best known for his efforts directed at military quality of life which has resulted in new ways of understanding the impact of servicemember life needs on organizational issues such as readiness and retention. The influence of this research extends beyond quality of life in the U.S. military to include trends in quality of life research. For instance, his program evaluation research with the U.S. Navy has infused emerging methodologies into the military research setting, thus establishing his military program evaluation research as a leader in the evaluation field.

In addition to his research efforts, Dr. Schwerin has contributed significantly to Division 19 and the community of psychologists through sustained professional service. He has been a responsible, reliable, and energetic member of the military psychology community serving as Division 19 membership chairperson for nearly two years, journal reviewer for *Military Psychology* for the past four years, and a member of the editorial board of the *Journal of Child & Adolescent Substance Abuse* for the past six years. In

addition he has been an invited speaker at several Department of Defense (DoD) conferences, and the coordinator of several research symposia at national and international conferences.

As a Naval Reservist, LCDR Schwerin, volunteered to be recalled to the Navy Casualty Assistance Office in response to the September 11th terrorist attacks working with his active duty counterpart to develop a stress management system to care for the casualty assistance team and monitor their physical and psychological well being. Additionally, he assisted with a Navy initiative to develop a new performance management system through Task Force EXCEL.

Dr. Schwerin's service to the military psychology community and commitment to excellence has been outstanding.

The John C. Flanigan Lifetime Achievement Award

Citation. For outstanding lifetime achievement, the John C. Flanigan award is presented to **Dr. Wayne S. Sellman**. He has made outstanding contributions in research, administration and service in military psychology. After receiving his Ph D. from Purdue University in 1968, Dr Sellman served as a personnel psychologist with the Air Force Human Resources Laboratory from 1968 until 1972. During this time he developed promotion tests at Lackland AFB, Texas, and later conducted technical training research at Lowry AFB, Colorado. From 1972-1974, Dr. Sellman served as an Exchange Officer with the Royal Australian Air Force in Melbourne where he designed and implemented a job analysis and training evaluation system. From 1974-1978 he completed a Headquarters United States Air Force Air Staff assignment in the Pentagon, during which he was responsible for personnel testing, enlistment standards, and recruit quality.

In 1978, Dr. Sellman was assigned to the Office of the Secretary of Defense (OSD) where he was involved in testing, recruit literacy, and education issues. He separated from the Air Force and became an OSD civilian where he served as the Assistant Director for voluntary education programs until 1980. He then became Deputy Director

for Accession Policy (OSD) in 1981, a position he held until 1983, when he was selected for the Senior Executive Service became Director for Accession Policy (1983-2002).

In this position, Dr. Sellman planned and formulated policy, and managed the Department of Defense (DOD) personnel procurement program. This program included military recruiting, advertising, personnel selection and job classification, enlistment standards (aptitude, education, physical fitness, moral character, age, and citizenship), and enlistment processing. He was also responsible for officer commissioning programs (Service academies, ROTC, and officer candidate schools). He managed market research and alternative strategies to meet manpower requirements such as conscription, national service, and a volunteer military. He was responsible for development of a \$4 billion budget designed to support the annual recruitment of about 400,000 officers and enlisted personnel into active and reserve forces. Dr. Sellman also provided policy oversight and managed the DoD military personnel testing system to include administration of the Armed Services Vocational Aptitude Battery (ASVAB) to over 750,000 applicants for service and 800,000 young people in the DoD Student Testing Program.

Dr. Sellman's outstanding accomplishments during this time were in three areas: policy formulation, personnel research applications, and communications. In the area of policy formulation, Dr. Sellman analyzed policy options to sustain the all-volunteer military. He prepared DoD positions on personnel procurement strategies such as conscription, national service, and universal military training to include considerations such as costs, recruit quality and representation, attrition, and force experience and effectiveness. He prepared Federal regulations to implement statutes denying federal funding to colleges that bar military recruiters or have anti-ROTC policies. He chaired an interagency task force that included the Departments of Commerce, Education, Health and Human Services, Labor, and Transportation that managed implementation of policies within

the Federal Government. He chaired the DOD board that reviewed magazines, movies, and video recordings sold at DOD retail activities to determine if they were sexually explicit under Federal statute. He directed that sexually explicit materials be removed from DOD stores and when challenged, served as the principal DOD witness in successful litigation.

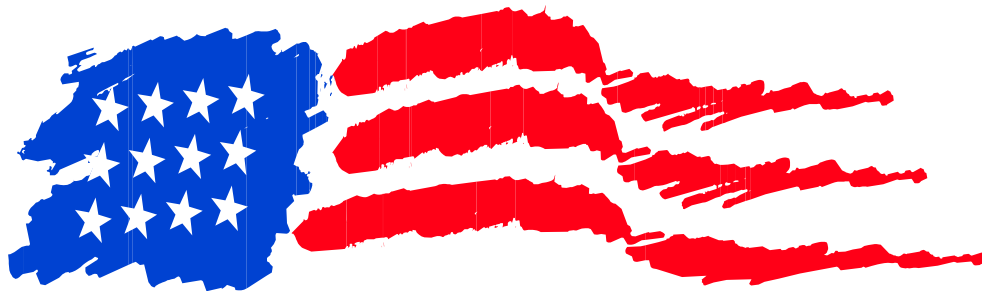
In the area of personnel research application, Dr. Sellman guided the development of enlistment standards based on research that compared the aptitudes and education levels of new recruits with those of civilian youth population. This study administered a standardized aptitude test (DOD enlistment test) to a nationally representative sample of young people. He led development and implementation of computerized adaptive enlistment testing at 65 sites in metropolitan areas across the country. This was the first implementation of computerized adaptive testing in an employment setting and cut testing time for over 750,000 military applicants by 50 percent. He managed landmark research to validate DOD aptitude test scores against hands-on job performance. He developed a model to set recruit quality benchmarks that minimize recruiting, training, and attrition costs while maintaining force effectiveness levels.

In the area of communications he authored or managed preparation of more than 50 reports to Congress on topics such as military recruiting, aptitude testing and enlistment standards, enlistment incentives, education benefits, advertising and market research, and demographic characteristics of the military. He personally testified before Congress: in five areas: "Educational Needs

of Military Personnel," "Enlistment Eligibility of Immigrants and Foreign Nationals," "Post-Service Experiences of Low-Aptitude Veterans," "Literacy in the Department of Defense," and "Recruitment Advertising in the Department of Defense." Based on "by-name-request" he was involved in interviews on military recruiting with publications such as *New York Times*, *Washington Post*, *Los Angeles Times*, *Wall Street Journal*, *US News and World Report*, and *Government Executive*. At the request of the Spanish Government, he testified before the Spanish Congress on U.S. experiences in transitioning from conscription to a volunteer force. He has led American delegations to numerous international conferences on human resource management and facilitated discussions of similarities and differences in how the various countries addressed their military personnel issues and challenges. He has authored more than 75 journal articles, professional papers, and technical reports.

In 2002, Dr. Sellman retired from the DOD and became Vice President and Director for Public Policy Issues at the Human Resources Research Organization (HumRRO) in Alexandria, Virginia. He serves as strategic planner and advisor to the HumRRO President and senior staff on the use of personnel research and best business practices to improve human resources management and to develop effective public policy.

Dr. Sellman is currently serving as the Division 19 representative to the Council of Representatives. He has developed a new business item to rescind the APA ban on DOD advertising in APA publications. He has served with distinction as the President of Division 19.



NOMINATIONS FOR THE DIVISION 19 EXECUTIVE COMMITTEE
W. BRAD JOHNSON

The following Division members have agreed to become candidates for open positions on the Division 19 Executive Committee. As you will see, they bring a diverse range of talents, experiences, and specialties to our division. Each of them is an outstanding psychologist. The 2003-2004 nominations committee is delighted to recommend them for elected service to the division.

PRESIDENT-ELECT

Colonel Dana H. Born, PH.D.

Colonel Dana H. Born is the Permanent Professor and Head, for the Behavioral Sciences and Leadership Department at the United States Air Force Academy, Colorado. She provides leadership for the 42-person academic department and is responsible for: developing and inspiring 2,600 cadets enrolled in nearly 200 sections of 28 courses annually; curriculum planning and effectiveness; academic policy administration; military and civilian personnel management; research grants; budget preparation; and operating a research lab and directing leadership enrichment and development programs for officers and cadets. During her career, Colonel Born has served as a Squadron Commander; Aide and Speech Writer for the Secretary of the Air Force; Air Force Personnel Analyst and Assistant Director for Recruiting Research in the Office of the Secretary of Defense; Exchange Officer with the Royal Australian Air Force and Liaison Officer to the Air Force Institute of Technology. Colonel Born's degrees include: BS in Engineering/Behavioral Science from the U.S. Air Force Academy (1983), MS in Experimental Psychology from Trinity University, Texas (1985), MA in Research Psychology from University of Melbourne, Australia (1991), and Ph.D. in Industrial/Organizational Psychology from Pennsylvania State University (1994). Colonel Born has served in several capacities on the Division 19 Executive Committee as the Chair of the Membership Committee, Secretary, and is currently a Member-at-Large.

"I welcome the opportunity to serve as President of Division 19. I have benefited greatly from the division and its members, and it is my goal to give back as much as I have received. I believe the President position affords me the greatest opportunity of making this contribution, drawing upon over 10 years of experience with Division 19. During my tenure with the division, I have had an unprecedented opportunity to broaden my education, expand my research, meet distinguished colleagues, and most importantly, form lasting relationships with peers who share interests similar to mine. As President, I will devote myself to leading the Executive Committee to enhancing these opportunities for all members—current and future. I am committed to serving you with integrity, service before self, and excellence."

Michael Rumsey, PH.D.

Dr. Michael G. Rumsey became Chief of the Selection and Assignment Research Unit of the U. S. Army Research Institute (ARI) for the Behavioral and Social Sciences in 1989, and has held that position since, with details as Acting Technical Director of ARI during much of 2002, and again in late 2003 and early 2004. He received his doctorate in Social Psychology from Purdue University. He has authored or co-authored over 50 publications and presentations in the fields of selection and classification, performance measurement, test development and validation, and individual differences, including senior editorship of the 1994 Erlbaum book, *Personnel Selection and Classification*. He has chaired a Joint Service selection and classification technology coordination group, has represented the Army on an international technical panel on military human resource issues, and is the U.S. Army liaison to the Steering Committee of the International Military Testing Association. He is currently secretary and a fellow of Division 19.

"I am impressed with the energy, dedication and quality of the members and leaders of Division 19. I believe that recent efforts to revitalize this organization have brought us to an important turning point. We can now generate a vision for ourselves that will more clearly define how the division can be used to benefit the military services and society as well as our members. To the extent we define and pursue goals that we and those outside our division view as important, I believe we will raise the visibility of this organization, its perceived attractiveness, and the commitment of its members. My goal as President would be to work with members to articulate and pursue such a vision."

TREASURER

Armando X. Estrada, PH.D.

Dr. Armando X. Estrada is an Assistant Research Professor at the Naval Postgraduate School where he teaches in the Leadership Education and Development (LEAD) program for company officers at the US Naval Academy. Dr. Estrada is also a Visiting Research Professor at the Industrial College of the Armed Forces (ICAF) where he co-teaches graduate seminars and supervises student research in the research fellows program. Dr. Estrada earned his Ph.D. in Industrial/Organizational Psychology from the University of Texas at El Paso. His primary research focuses on the study of gender and culture in civilian and military organizations, with particular emphasis on the study of harassment and discrimination across cultures. Dr. Estrada has conducted studies for the Office of Accession Policy; the Defense Advisory Committee on Women in the Services (DACOWITS); and the Swedish Department of Defense. Dr. Estrada has been actively involved in Division 19 since joining in 1995. As the first Chair of the Graduate Student Issues Committee (1996-2002), he worked to increase awareness and promote interest and participation of graduate students within the division. He was responsible for conducting the membership needs assessment survey in 1996. Currently, he is the Chair of the Membership Committee for Division 19 and serves on the editorial board of *Military Psychology*. Dr. Estrada is a fellow of the Inter-University Seminar in the Armed Forces and Society, member of the Board for the Alliance for National Defense, and is a consultant to the Swedish Department of Defense on matters related to women in the military. Prior to his academic career Dr. Estrada was enlisted in the United States Marine Corps.

"I would welcome the opportunity to continue my service to the division and the profession as the Treasurer for Division 19."

Tonia S. Heffner, PH.D.

Dr. Tonia S. Heffner is a senior research psychologist in the Selection and Assignment Research Unit at the U.S. Army Research Institute for the Behavioral and Social Sciences. She received her BA in psychology and MS in Human Factors and Industrial/Organizational Psychology from Wright State University. She received her Ph.D. in Industrial/Organizational Psychology from The Pennsylvania State University. She is a member of the American Psychological Association, the Society for Industrial and Organizational Psychology, and Division 19. She has published technical reports and articles in several journals including *Journal of Applied Psychology*, *Group and Organization Management*, *Journal of Vocational Behavior*, and *Military Psychology*.

"I would consider it an honor to be chosen as the treasurer for Division 19. The division has given me the opportunity to grow as a military industrial/organizational researcher and to interact with researchers from diverse backgrounds working toward the common goal to improve the lives of our service members. I consider this a wonderful opportunity to give something back to the division."

Hendrick W. Ruck, PH.D.

Dr. Hendrick W. "Henk" Ruck has been a member of the American Psychological Association and Division 19 for more than 20 years. He is a member of the Federal Government's Senior Executive Service, and is currently the Director, Human Effectiveness Directorate, Air Force Research Laboratory, Wright-Patterson Air Force Base, Ohio. The directorate is a 1,100-person research and development organization with facilities at Wright-Patterson Air Force Base, Brooks City Base (San Antonio), and the Mesa Research Site, Arizona. His budget is just under \$200 million. The directorate's mission encompasses basic and applied research through advanced development in areas that include training methods; system interface design criteria; physiological, psychological and physical effects of combat environments; individual and team performance; and personnel protection. The technologies under development include those that support aircrew training simulators; life support equipment; crew escape systems; visual and auditory displays; biotechnology; logistics support systems; and computer-aided tools for designing and evaluating crew stations and other human-centered systems.

Henk has more than 30 years of government service, working at all levels from "bench scientist" to Pentagon executive. He earned three degrees from Stevens Institute of Technology, Hoboken, New Jersey: BS (Math/Physics), MMS (MBA-like degree focusing on quantitative methods and behavioral science), and a Ph.D. (I/O Psychology). His experience includes: a job analyst and a research scientist in job analytic methods; a program manager for decision support systems; the psychologist associated with preventing and investigating Air Force military aircraft mishaps; a technical advisor for developing high-technology training systems; and a leader/manager at various levels of management through out the Department of Defense.

"As a member of Division 19 for more than 20 years, I am honored to accept the nomination for Treasurer. With my experience in working with budgets numbering in the millions, I feel that my experience will allow me to contribute appreciably to this position. My tasks, as I understand, will be to prepare a budget, track the division's funds, work with APA to coordinate various payments, and report to the executive committee. If elected, I will strive to meet every need of this position in an efficient and timely manner. I thank you for considering me for this very noteworthy opportunity."

MEMBER-AT-LARGE

Lieutenant Carrie Kennedy, PH.D.

LT Kennedy serves as the Head, Substance Abuse Rehabilitation Department, U.S. Naval Hospital, Okinawa, Japan treating the alcohol, drug, and gambling disorders of Marines, Sailors, Soldiers, and Airmen. Operationally, she is assigned to the Combat Stress Platoon, 3rd Field Service Support Group, USMC and is Team Leader to the Critical Incident Stress Management Team. In these roles she has been responsible for the education of all Medical Augmentation Personnel in the treatment of combat stress, the education of all deploying Marines in the prevention and battlefield intervention for combat stress, and the rapid response to critical incidents. LT Kennedy previously served at the National Naval Medical Center in Bethesda, Maryland within the HIV clinic, where she evaluated active duty members following their initial diagnosis as well as provided therapy for active duty, retired, and medically boarded members with HIV/AIDS. She holds a BS in Psychology from York College of Pennsylvania, an MA in Psychology from Washington College, an MEd in Guidance and Counseling from the University of Maryland, and a Ph.D. in Clinical Psychology from Drexel University. LT Kennedy is currently editing a book on military psychology for Guilford and has enlisted the involvement of 25 of the Navy, Army, and Air Force's most experienced psychologists. In June 2004, she will return to the East Coast to receive Fellowship training in Neuropsychology.

“As Member-At-Large of Division 19, I would like to increase the presence of the clinical perspective and work to increase resources available to our active duty psychologists, particularly those who are providing care in operational environments. I would also like to facilitate the increase in membership and subsequently the involvement and communication of psychologists in the trenches within Division 19. It would be an honor to represent clinical military psychologists in Division 19.”

Colonel Thomas A. Kolditz, PH.D.

Since June 2001, Colonel Tom Kolditz has served as Professor and Head of the Department of Behavioral Sciences and Leadership at the U.S. Military Academy at West Point, New York. The department is responsible for teaching, research, and outreach activities in Engineering Psychology (Human Factors), General Psychology, Sociology, Leadership, and Management at West Point. He holds a Bachelor's degree in Psychology and Sociology from Vanderbilt University, as well as Masters and Ph.D. degrees in Social Psychology from the University of Missouri. Tom has published across a diverse array of academic and military journals, including *Military Review*, the *Journal of Personality and Social Psychology*, *Field Artillery Professional Journal*, the *Journal of Personality*, and *Perception and Psychophysics*, and serves on the editorial and advisory boards of several academic journals. He is a member of the American Psychological Association (Division 19, Military Psychology, and Division 14, Society for Industrial and Organizational Psychology), the American Psychological Society, the Academy of Management, and is a fellow in the Inter-University Seminar on Armed Forces and Society. Colonel Kolditz has served as a research consultant in major Army studies, including the Secretary of the Army Senior Review Panel on Sexual Harassment (1997) and the Chief of Staff, Army Study Group on Well-being in the US Army (2000). His teaching and research interests center on applied social psychology and leadership. In April and May, 2003, he traveled throughout Iraq to study leadership and cohesion in small units during hostilities.

“I'm delighted to be nominated as a Member at Large for Division 19. The unique characteristics of military culture and the impact that military service has on people makes our division a very important element of the broader Association. I'll work hard to ensure that the division's membership is well represented.”

Captain Melba Stetz, PH.D.

Melba Stetz is currently a captain and research psychologist in the United States Army. Before becoming a research psychologist she was a medic and medical logistician having tours in Panama, Puerto Rico, and other parts of the United States. As a research psychologist, she has worked at the Walter Reed Army Institute of Research in the Department of Neuropsychology assessing stress and well-being of soldiers and their families (e.g., after September 11 and Operation Enduring Freedom). Presently, she serves as the Assistant Director of Military Operational Medicine Research in Fort Detrick, Maryland managing research funds in the military. Captain Stetz is a licensed psychologist with a BS in Clinical and Industrial/Organizational (I/O) Psychology, and a MS and a Ph.D. in I/O Psychology. She has several research articles in various stages of publication (e.g., in the *Military Psychology* journal). In addition, she has many presentations in professional APA conferences (e.g., Military Division and the Society for I/O Psychology).

“I would be delighted to become the next Member-at-Large for the APA Military Division. I understand how important this position is to the Division and plan to contribute as a direct bridge between the Executive Committee and other members and/or interested parties. My diverse experience and knowledge of the military gives me a unique understanding of the needs of the military. I am originally from Puerto Rico and am married to another DoD research psychologist.”

2004 DIVISION 19 CONVENTION PROGRAM
JOE PSOTKA

The program for the 2004 convention in Hawaii is set. A summary of Division 19 sessions and meetings is presented below. A more detailed accounting of the program will be provided in the next edition of *The Military Psychologist*. Thanks to the members of the program committee who helped in reviewing the submissions this year: Brad Johnson, Bob Bray, Armando Estrada, Mike Matthews, Gwen Campbell, William Farmer, Sena Garven, Mike Schwerin, Melba Stetz, and Dave McCone. We look forward to an informative and interesting convention.

TITLE, CHAIR	DATE	TIME
Psychological Effects and Interventions for Families with a Deployed Parent, Michael Bridgewater	Wed 7/28	8:00 AM - 8:50 AM
Supporting Resilience in Military Families, Ingrid Jurich	Wed 7/28	9:00 AM - 9:50 AM
Exploring the "New Social Compact": Supporting the Military Family, Michael Schwerin	Wed 7/28	10:00 AM - 10:50 AM
Quality of Life in the Military, David McCone	Wed 7/28	11:00 AM - 11:50 AM
Memory Functioning Under Acute Stress, Elizabeth Loftus	Wed 7/28	12:00 PM - 12:50 PM
Division 19 - Military And Psychology Society Poster Session I	Wed 7/28	1:00 PM - 1:50 PM
Military Work-life: Factors Affecting Quality of Life, Readiness, and Retention, Michael Schwerin	Wed 7/28	2:00 PM - 2:50 PM
Substance Use and Mental Health in the U.S. Military, Robert Bray	Thu 7/29	8:00 AM - 8:50 AM
Obesity Treatment in the Military: LEAN, LEAN Lite, LEAN Kids, Kenneth Miles	Thu 7/29	9:00 AM - 9:50 AM
Current Topics in Military Stress Research, Megan Thompson	Thu 7/29	10:00 AM - 10:50 AM
Character, Suitability, and National Security: Assessing Applicants and Employees, Martin Wiskoff	Thu 7/29	11:00 AM - 11:50 AM
Development and Evaluation of the New ASVAB Score Scale, Dan Segall, Jane Arabian	Thu 7/29	1:00 PM - 1:50 PM
Military Internships: Unique Training for Professional Psychologists, Debra Dunivin	Thu 7/29	2:00 PM - 2:50 PM
Human Systems Integration: From Research and Development to Navy Transitions, Gwen Campbell	Thu 7/29	3:00 PM - 3:50 PM
New Directions in Interest Measurement, William Farmer, Jane Styer	Fri 7/30	8:00 AM - 9:50 AM
Current Directions in Navy Selection and Classification Research, William Farmer	Fri 7/30	12:00 - 12:50pm
Division 19 - Military and Psychology Society Poster Session II	Fri 7/30	1:00 PM - 1:50 PM
Division 19 Business Meeting	Fri 7/30	2:00 PM - 2:50 PM
Division 19 Presidential Address and Social Hour, Paul Bartone	Fri 7/30	3:00 PM - 4:50 PM
Division 19 - Military and Psychology Society Social Hours	Fri 7/30	4:00 PM - 6:50 PM
Military Leadership: Development and Applications, David Mangelsdorff	Sat 7/31	9:00 AM - 9:50 AM
Attrition and Retention Among First Tour Service Members, Michael Rumsey	Sat 7/31	12:00 PM - 12:50 PM
Enhancing U.S. Army Recruiter Productivity, Michael Rumsey	Sat 7/31	2:00 PM - 2:50 PM
Leadership in the Army: Novel Assessment Tools for Evaluation, Sena Garven	Sun 8/01	9:00 AM - 9:50 AM

2004 MIDYEAR SYMPOSIUM, MARCH 4-5, 2004
IMPROVING LIVES AND ENHANCING NATIONAL SECURITY

Although likely past by the time this newsletter reaches Division 19 members, we felt the program of the 2004 Midyear Symposium would be of interest to readers. Jointly sponsored by Divisions 19 and 21 (Engineering and Military Psychology), the event was held again this year at Fort Belvoir in Virginia. We will report on the student paper awards given by Division 19 in the next edition of *The Military Psychologist*.

Thursday, March 4

1200 – 1230 Welcome

Doug Griffith, Ph.D., President, APA Division 21

Paul Bartone, Ph.D., President, APA Division 19

Dick Horst, Ph.D. President, HFES Potomac Chapter

1230 – 1400 Studying Human Performance In the Wild

- © Using Collaboration Tools in the Army's Future Force; *Cheryl A. Bolstad and Mica R. Endsley, SA Technologies*
- © Dynamic and Interactive Computerized Tests of Cognitive, Perceptual, and Psychomotor Abilities: A Comparison of a Computerized Test Battery with the ASVAB in Predicting Training and Job Performance Among Airmen and Sailors; *Ray Morath, Brian Cronin, & Mike Heil, Caliber Associates*
- © A Model of Self-Appraisal Accuracy in Human Performance Evaluation; *Tim McGonnigle, Caliber Associates, and Neil Hauenstein, Ph.D. Virginia Tech University*
- © Estimating the Performance Costs of Illnesses and Their Treatments; *Lance Anderson, Caliber Associates*
- © Human/Computer Symbiosis; *Doug Griffith, General Dynamics Information Systems*

1415 – 1545 Advanced Concepts and Methodologies in Military Psychology

- © The Effects of Relocation on Royal Air Force Families; *Jane Kirsten Matthiesen, Aston University, UK*
- © Using Traumatic Incident Reduction (TIR) to Ameliorate PTSD in Military Personnel Present During the September 11th Attack on the Pentagon: Case Histories, Theory, and Practice; *Donna Witten, Union Institute and University and Kathryn McCormack-Chen, MSW 1*
- © Climate, Commitment and Morale: Effects on Army Captains' Career Intent; *Krista L. Langkamer, George Mason University, and Kelly S. Ervin, U.S. Army Research Institute*
- © Adaptive Leadership: Assessing Adaptive Leadership Through a New Measurement Technique; *Deirdre E. Lozzi, Meredith Cracraft, Shep McKee, Robert E. Ployhart, and Stephen Zaccaro, George Mason University*

1600 – 1700 Cutting Edge Research from the U.S. Military Academies I

- © An Evaluation of the Combined Arms Planning and Execution System; *Erich Feige and Brian Hatalla, United States Military Academy*
- © Aiding Decision-making with Plan Execution Displays; *Ryan Edwards and Jesston Wagner, United States Military Academy*
- © Situation Awareness in the U.S. Army: A Comparison of Collaborative Tools; *John Trahan and Jertez Hunter, United States Military Academy*
- © Efficiency of Spatial Design Structure in the Computer Support Environment; *Adam Smoot and Kainona Paloma, United States Military Academy*

1700 – 1830 Poster Session: Meet the Authors

1900 – 2030 HFES Potomac Chapter – Dinner with Guest Speaker: COL Gregory Belenky, U.S. Army Medical Corps, Walter Reed Army Institute of Research. "Sleep, Performance, and Network Centric Warfare."

Friday, March 5

0800 – 0900 Cutting Edge Research at the US Military Academies II

- © Big Five Personality Traits and Transformational Leadership at the United States Air Force Academy; *Mathew K. Linford, Gloria A. Moran, LTC Robert J. Jackson, and Craig A. Foster, United States Air Force Academy*
- © Measuring the Time Constant in Simulated Disorientation; *Steve Downie, United States Air Force Academy*
- © The Color Contrast Limitations of Night Vision Goggles; *Vic Johnson, United States Military Academy*
- © Measuring the Effectiveness of Multiple Unmanned Aerial Vehicle (UAV) Management with Respect to Number of UAVs and Type of Target Display Symbology; *Austen Lefebvre and Jeremy Nelson, United States Air Force Academy*

0915 – 1045 Human Performance Applications

- © Driver's Perceptions of Urban Streets: Roadside Aesthetics Make a Difference; *Kathryn Wochinger, Aimee Flannery, George Mason University, & Kelly Pecheaux, SAIC*
- © Improving Seatbelts for Police and Military Personnel; *Shawn C. Stafford, T. Oron-Gilad, J. L. Szalma, and K. Delasontos, University of Central Florida*
- © Predicting Individual Differences Using GOMS; *L. Ricardo Prada, George Mason University*
- © Task Design and Verification Testing for Certification of Avionics Equipment; *Lance Sherry, Athena Technologies, and Michael Feary (NASA-ARC)*

1100 – 1200 Policy Hour with APA Science

Heather Kelly, Senior Legislative & Federal Affairs Officer, APA
Dianne Maranto, Director of Psychology in the Workplace, APA

1300 – 1430 Advanced Concepts and Methodologies in Aviation Psychology

- © Using Cognitive Modeling to Understand and Improve Crew performance in Automated Aircraft; *Debbie Boehm-Davis, Robert W. Holt, Jeffery Hansberger, & Ronald Chong, George Mason University*
- © Understanding the Flight Management System: An Exercise in Clairvoyance; *Melanie Diez, Debbie Boehm-Davis, George Mason University, & Lance Sherry, Athena Technologies*
- © Evaluating the Role of Functional Information in an Alternative Aviation Display; *Carl Smith, George Mason University*
- © The Effectiveness of Personal Computer Aviation Training Devices (PCATDs), Flight Training Devices (FTDs) and an Airplane in Conducting Instrument Proficiency Checks; *Hank Taylor, Donald A. Talleur, Tom W. Emmanuel, Jr., & Esa M. Rantanen, University of Illinois at Urbana-Champaign*
- © Emerging Display Concepts for Air Traffic Tower Controllers; *John W. Ruffner, Jim E. Fulbrook, DCS Corporation, and Marc Foglia, NVIS, Inc.*

1445– 1615 Target Detection in Operational Situations

- © Innovative Combat Vehicle Camouflage; *Timothy R. O'Neill, Private Consultant, LCDR (Sel.) Matthew Swiergosz, Navy Experimental Dive Unit, and Michael Matthews, United States Military Academy*
- © Adapting Signal Detection Theory for Analyzing Human Response to Alarm Signals; *Ernesto Bustamante, Corey K. Fallon, & James P. Bliss, Old Dominion University*
- © Are We Ready? Misunderstanding Homeland Security Safety Symbols; *Christopher Mayhorn, Michael, S. Wogalter, & Jenniver L. Bell, North Carolina State University*
- © Impact of Extraversion on Performance and Workload in Target Detection; *J. E., Thropp, J. L. Szalma, and J. M. Ross, University of Central Florida*

1630 – 1700 Division 19 Student Paper Awards Ceremony and Concluding Remarks

DIVISION 19 MEMBERSHIP COMMITTEE
ARMANDO X. ESTRADA

Greetings from the Chair of the Membership Committee! Let me take this opportunity to THANK YOU for your continued support of our division. Membership figures indicate that we continue to enjoy steady support from our members. Our figures show a slight increase in our membership for 2003 (9 additions to 2002 figures), and our membership database shows 99 unpaid memberships for 2004. We could increase our figures for 2004 if all of the 99 unpaid members renewed. If you have not sent in your renewal yet, let me encourage you to do it today.

I would also like to encourage our members to seek out new members for our division. Historical membership data shows that our division grew continually in the first four decades (1950-1990) and experienced a significant decline in the 1990s. Our membership averaged 242 in 1951-1960; 360 in 1961-1970; 471 in 1971-1980; 600 in 1981-1990; and 452 in 1991-2000. Let's work together to reverse this trend and get our membership back up to the 1981-1990

levels. You can make a difference by reaching out to your colleagues and encouraging them to join YOUR division. Make a copy of the membership form at the end of the newsletter and place it in your colleague's mailboxes; display and share our divisions' publications—*The Military Psychologist*, *Military Psychology*, and disseminate information to colleagues in other divisions. In short, help us to get the word out and encourage someone to join.

The membership committee (Armando Estrada, Michael Schwerin, Christopher Cronin) will be pursuing two objectives this year. Pending approval from the Executive Committee, we plan to conduct a member survey to assess progress, status and needs of our members. We also plan to develop a membership packet that may include critical readings in military psychology and membership information for dissemination to prospective members. We welcome the involvement of any interested person in our committee.

Division 19 Membership Report

Membership Category	2002	2003	2004****
DUES PAID			
Fellows	26	26	27
Members*	256	242	187
Associates	11	6	3
Dues Exempt**	34	26	20
Affiliates***	32	47	36
Student	95	110	60
Total Dues Paid	454	457	333
OTHER			
Life Status/Dues Exempt	51	57	64
TOTAL MEMBERS	505	514	497

Note. *Figure includes continuing and new memberships.

**Figure includes "Dues Exempt" members who paid journal subscription fee.

***Figure includes "Affiliates" and "International Affiliates".

****Preliminary as of January 2004. Final numbers will be provided when available.

CALL FOR AWARD NOMINATIONS
HANK TAYLOR

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 15, 2004** to Hank Taylor (see contact information below). Awards will be presented at the 2004 APA Convention in Honolulu, HI. 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.

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.

Charles S. Gersoni Military Psychology Award: This award is for outstanding contributions to military psychology. The award is made for excellence in research, service, product development, or administration that clearly reflects advancement of the profession of military

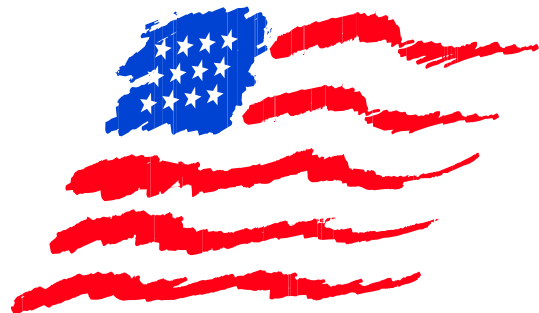
psychology, improved effectiveness of military psychology systems, or service on behalf of the welfare of military personnel. Awardees may be individuals or a group of individuals whose contributions merit special recognition by Division 19.

Arthur W. Melton Early Achievement

Award: This award is to recognize early career achievements in military psychology, normally within 5-10 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.

Submit nominations to Hank Taylor:
email: henryltaylor@bellsouth.net
Fax: (828) 686-7067
Regular mail: 18 Eden Rock Lane
Black Mountain, NC 28711-8748

If you have questions, you may call Hank at (828) 686-1010.



**GRADUATE TRAINING IN MEDICAL AND CLINICAL PSYCHOLOGY AT THE
UNIFORMED SERVICES UNIVERSITY OF HEALTH SCIENCES
ROBERT LIPPY, LT USNR,
DEPT. OF MEDICAL AND CLINICAL PSYCHOLOGY, USUHS**

Created by an act of Congress in 1972, the Uniformed Services University of the Health Sciences (USUHS), located in Bethesda, Maryland, first opened its doors in 1976 as the Nation's federal health sciences university. Although originally created to train military medical officers, USUHS has expanded to offer 14 graduate education programs in various disciplines, as well as a Graduate School of Nursing. Added in 1977, the Department of Medical and Clinical Psychology uses principles and methods of scientific psychology and other biomedical sciences to address issues relevant to physical and mental health.

The Department currently offers three tracks leading to a Ph.D. degree: Medical Psychology, Military Clinical Psychology, and a new Medical Clinical Psychology track. There are no tuition costs associated with any of the programs. Civilian students do not incur military or national service obligations for their education and are eligible for a USUHS-supported yearly stipend of \$21,000 for the first 3 years of study. Military students incur a military service obligation upon completion of the program, which varies by Service, but is generally 5-7 years.

The graduate program in Medical Psychology is designed to train psychologists to become scientists, university professors, health policy-makers, and scientific administrators who focus on the study of behavior and mind as they relate to physical and mental health. Students earn MS (with master's thesis) and Ph.D. (with doctoral dissertation) degrees. This program requires 4 - 7 years (typically, 5 years) to complete. The Medical Psychology program is open to both civilian and military applicants.

The graduate program in Military Clinical Psychology is designed to train clinical psychologists to serve in the uniformed services (Army, Navy, and Air Force). For the Military Clinical Psychology program,

training includes a strong base in the foundations of psychology with specialty training in military clinical, health, and organizational psychology. The student in this track is primarily trained as a broad-based clinical psychologist with an appreciation and understanding of the unique aspects of military and public health. Students earn MS (with master's thesis) and Ph.D. (with doctoral dissertation) degrees. This program is open to individuals in the Army, Navy, and Air Force who are currently active duty and to civilians who are eligible and willing to join the uniformed services. These students serve in an active duty status under normal advancement conditions and receive full pay and benefits commensurate with their rank. The academic program requires 4 years to complete. The track requires that students complete an MS thesis and Ph.D. dissertation. The training is clinical and research oriented in order to train critical thinkers skilled in both areas who can effectively practice evidence based clinical psychology. In addition, a 1-year full-time clinical internship is required for graduation. The Military Clinical Psychology program follows the scientist-practitioner (or "Boulder") model of training. The American Psychological Association (APA) accredited the program in 1997, three years after its inception, and renewed its accreditation in 2000.

Recently, the Department established a Medical Psychology Clinical track within the Clinical Psychology program. This track is designed for a selected few individuals with proven evidence of commitment to research who wish to train to conduct research using clinical populations and who are trained to ask clinically meaningful research questions. For the Medical Clinical Psychology track, the military emphasis is replaced with an emphasis on research and clinical intervention related to physical health. This track is designed based on the premise that psychologists conducting physical and mental health-related research and research

in health settings need skills in clinical psychology to complement their strong foundation in areas related to physical and mental health, disease processes, and research to pursue meaningful research questions. The academic requirements for this track take at least 5 years to complete with an additional 1-year clinical internship. Students in this track earn both MS and Ph.D. degrees. This new track is under current consideration for APA accreditation, and is open to civilians upon approval from the department, who will incur no military obligation.

In 1997, the Department was ranked in the top 22% (out of 185 psychology departments of all kinds) in the U.S. The Department was also ranked #2 nationally of all Psychology Departments in average numbers of scientific citations per faculty

member. The current Department includes nine full-time faculty, over 40 adjunct faculty, about 30 graduate students and postdoctoral fellows, a dozen staff, several active research programs, and broad clinical training and supervision. Interested applicants can learn more about the graduate programs within the Department of Medical and Clinical Psychology at USUHS by visiting their website, or by contacting the Department directly:

**Department of Medical and Clinical Psychology
Uniformed Services University of the Health Sciences**

4301 Jones Bridge Road, Bethesda, MD 20814-4799

Phone: 301-295-3270; 301-295-3272
<http://www.usuhs.mil/mps/Psychology/index.htm>

**SPOTLIGHT ON RESEARCH AND DEVELOPMENT
WINSTON BENNETT**

In this newsletter, two activities underway at Air Force Research Laboratory, Human Effectiveness Directorate, Warfighter Training Research Division are highlighted. The first is a workshop that Major Heather Pringle, Ph.D. is hosting with Dr. Nancy Cooke from Arizona State University that will examine human factors of unmanned aerial vehicles. The second is work that is underway to define the Mission Essential Competencies (MECs) for the Joint Forces Air Component Commander (JFACC), an effort being led by Captains Larry Beer and David Rodriguez. Each of these is described in some detail. If you are interested in highlighting research activities underway in your organization in a future issue of the newsletter, please contact me at winston.bennett@mesa.afmc.af.mil.

Human Factors in Unmanned Aerial Vehicles. Major Heather Pringle, Ph.D., and Nancy Cooke, Ph.D.

A workshop on the *Human Factors of Unmanned Aerial Vehicles (UAVs)* will be co-chaired by researchers at the Mesa Research Site and Arizona State University-East. The objective of this workshop is to unite the human factors research community with the UAV operational community and

UAV developers to identify the critical human factors challenges associated with UAV operations. The topics covered are of relevance not only to UAV operations but to basic research issues in human factors and cognitive engineering. For example, the term "unmanned" is misleading when used in the context of UAVs. UAV operations involve plenty of people ranging from those in the UAV ground control station and Air Operations Center to those in nearby manned aircraft. Analogies of UAV operations to manned flight or air traffic control tasks misrepresent the complexity of UAV operations. Trends toward reduced staffing of operations, increased number of vehicles to control, and integration with other air operations and combat functions are all associated with critical human factors issues. The workshop will cover cognitive research and identify new areas for cognitive research pertinent to UAV operations. The event is being funded by the Air Force Research Laboratory, NASA Ames, and Air Force Office of Scientific Research. More information is available at the workshop website (<http://www.cerici.com/>). You may also contact Heather at heather.pringle@mesa.afmc.af.mil.

Mission Essential Competencies for the Joint Forces Component Commander (JFACC). Captain Larry Beer and Captain David Rodriguez. In December 2003, three Senior Mentors from the Air Force Chief of Staff, Operational Command Training Program visited the Mesa Research Site (AFRL/HEA) for the first of two workshops to conduct an in-depth Mission Essential Competencies (MEC) analysis. The Senior Mentors, Lt. General (ret) Stephen Croker, Lt. General (ret) Joseph Hurd, and Lt. General (ret) Eugene Santarelli shared their vast knowledge and experience as senior leadership in the Air and Space Operations Center (AOC). The effort will help the AOC Training Research Team understand what competencies, experiences, knowledge and skills are required to succeed as a Joint Forces Air Component Commander (JFACC).

The JFACC is the commander of air assets and answers directly to the Joint Forces Commander (JFC). "Broadly, JFACC responsibilities include, but are not limited to, planning, coordination, allocation, and tasking of joint air operations based on the JFC's concept of operations and air apportionment decision" (AFDC Handbook 10-01, "JFACC Handbook," 16 Jan 03, p. 32). The AOC is the JFACC's means, or weapon system, to carry out these responsibilities of command and control of air assets and operations. Like many in the AOC, JFACCs receive very little training to prepare them for the complex AOC environment. General John P. Jumper, Air Force Chief of Staff, said of Kosovo: "Lt. General Michael Short, the JFACC of Operation Allied Force, trained himself in the operational level of warfare... [Most of us in Air Force leadership] trained ourselves,

because our system did not train us." (Air Force Magazine, April 2000). Unfortunately, this is still the case. JFACCs, along with many AOC personnel, do not have an advanced training program, as is expected for operators of an Air Force-designated weapon system (AN/USQ-163-1 Falconer system). That is, JFACCs, and the AOC in general, do not have equivalent mission qualification training or continuation training that commonly exist for other major weapon systems. Defining JFACC MECs are expected to have a significant impact on the creation of effective and comprehensive training programs and tools. In fact, most of the AOC MEC effort, including the JFACC MECs, is sponsored by the Directorate of Operations for C2, who is responsible for developing AOC training.

The AOC Training Research Team began the MEC development process for the AOC over a year ago. The team has completed MECs for the Combat Operations and Combat Plans Divisions, and will soon begin validation of MECs for the Intelligence, Surveillance, and Reconnaissance, and Strategy Divisions. The success and support stemming from this and other MEC efforts is largely responsible for the current JFACC MEC effort. The MEC process is rapidly growing into a mainstay in helping to develop competency-based training and performance assessment throughout the Air Force inventory. Please contact the AOC JFACC MEC development team at larry.beer@mesa.afmc.af.mil or david.rodriguez@mesa.afmc.af.mil.

For more information, or to submit an article for *Spotlight on R&D*, contact: Dr. Winston Bennett (see Division Officers, Treasurer).



ANNOUNCEMENTS

The Division of Military Psychology will apply to APA for a name change to "The Society for Military Psychology." The rationale for this change, which has been discussed at previous Executive Committee meetings, is that the new name: (1) provides a clearer identity to groups outside of APA; (2) facilitates the recruiting of members who are not members of APA; and (3) moves in the same direction that other APA Divisions have selected. The name change will be presented for a formal vote at the Division 19 Business Meeting during the APA Convention in July 2004.

Awards

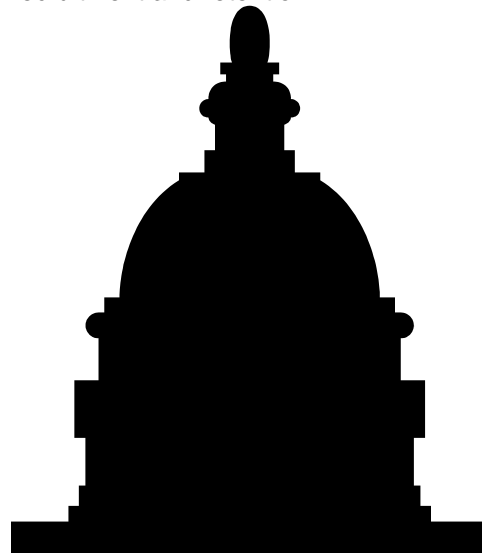
Division 19 member and former membership chair, Air Force Lt. Col. Earl R. Nason was awarded the Bronze Star medal for meritorious achievement. Acting as a personnel officer stationed in Saudi Arabia, Nason was responsible for tracking 85,000 servicemembers in 24 countries until his transfer to Scott Air Force Base last year. In part the citation read, "Through his leadership, the Air Force achieved 100 percent accountability for the first time in a major theater war."



Current Executive Committee member at large, LTC Debra Dunivin, was awarded the Army Achievement Medal for "meritorious achievement while supporting the prisoner of war yellow ribbon repatriation team. LTC Dunivin's contributions ensured Operation Iraqi Freedom casualties received quality medical support."

Division 19 on Capitol Hill

The focus of APA's 11th annual Science Advocacy Training Workshop last September was "Psychological Science and the Military." Training was offered on such topics as effective communication with Congress and the media, and participants developed a briefing sheet on DoD funding for behavioral science. In conjunction with this event, three Division 19 members, Gerald Krueger, Robert Roland, and Howard Weiss, delivered a briefing sponsored by APA and Senator John McCain. The topics included research on human factors issues in designing infantry uniforms, operational research on prisoners of war, and military family issues related to service member recruitment and retention.



DIVISION 19 MEMBERSHIP APPLICATION FORM

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

Full Name _____ Date _____

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

Mailing Address _____

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

Position Title _____

Organization _____

Division status you
you are applying for:

___ Member (\$25)

___ Student Affiliate (\$10)

___ Affiliate (\$30)

___ Dues Exempt (\$19)

Present APA status:

___ Member

___ Associate

___ Fellow

___ Student Affiliate

___ Non-member

If you belong to APA, please list
your APA member number

and other division memberships:

Note: Only paid APA members/associates/fellows can be Division 19 "Members," and only full-time students are eligible to be student affiliates. All others can join as Affiliate Members.

<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:

Armando Estrada
National Defense University
Industrial College of the Armed Forces
408 Fourth Avenue
Fort McNair
Washington, DC 20319

Thank you....

DIVISION 19 COMMITTEES AUGUST 2003-AUGUST 2004

Fellows	Steve Goldberg Bob Nichols Gerald Krueger Paul Gade		O/407-384-3980 F/407-384-3999 E/Stephen_Goldberg@peostri.army.mil
Awards	Henry Taylor, Paul Bartone, W. Brad Johnson	See Executive Committee	
Membership	Armando Estrada Michael Schwerin Christopher Cronin	NDU, ICAF 408 Fourth Avenue, Ft. McNair Washington DC 20319	O/202-685-4186 F/202-685-4175 E/estradaa@ndu.edu
Nominations	W. Brad Johnson, Debra Dunivin, Marty Wiskoff, Dana Born	See Executive Committee	
Editor, Journal of Military Psychology	Janice Laurence	Windwalker Corporation 1355 Beverly Rd, Suite 330 McLean, VA 22101	O/703-970-3505 F/703-970-3195 E/janice.laurence@windwalker.com
Newsletter Editor	Peter Ramsberger	HumRRO 66 Canal Center Plaza, 400 Alexandria, VA 22314	O/703-706-5686 F/703-549-9025 E/pramsber@humrro.org
2004 Convention Program	Joe Psotka, W. Brad Johnson, Paul Bartone, Bob Bray, Armando Estrada, Karl Moe, Mike Matthews, Dave McCone	U.S. Army Research Institute ATTN: TAPC-ARI 5001 Eisenhower Ave. Alexandria, VA 22333-5600	O/703-617-5572 F/703-617-8578 E/psotka@ari.army.mil
Practice	Robert Nichols Bruce E. Crow Mark K. Davis	7124 Roslyn Ave. Rockville, MD 20855	O/301-926-2952 F/301-926-1015 E/DrRobtNich@aol.com
Military Psychology History	Paul Gade	1733 N. Danville Street Arlington, VA 22201	O/703-617-8866 F/703-617-8578 E/gade@ari.army.mil
Women and Minorities in the Military	Janice Laurence, Melba Stetz, Pat Thomas, Alma Steinberg, Ray Wood, Dana Born	See Journal Editor	
Inter-University Seminar on Armed Forces and Society	Paul Bartone	See Executive Committee	
International Military Psychology	Robert Roland Jarle Eid Bjorn Helge Johnson	Box 27 Ft. Belvoir, VA 22060-0027	O/888-704-0702 H/703-704-0702 E/Robertr885@aol.com
Web Page	Melba C. Stetz	U.S. Army Medical Research and Materiel Command Building 722, Room 24. Fort Detrick, MD 21702	O/301-619-6632 F/301-619-6681 E/melba.stetz@us.army.mil
Student Affairs	Kathryn T. Lindsey	USUHS Dept. of Medical & Clinical Psychology (MPS) 4301 Jones Bridge Road Bethesda, MD 20814-4799	O/301-295-3522 F/301-295-3034 E/kt.lindsey@verizon.net