



THE MILITARY PSYCHOLOGIST

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

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



**Volume 21 Number 1
Winter/Spring 2005**

(Printed in the U.S.A.)

IN THIS ISSUE

President's Message	1
Division 19 Executive Committee Meeting (Outgoing) — July 29, 2004.....	3
Division 19 Annual Business Meeting — July 30, 2004.....	4
Division 19 Executive Committee Meeting (Incoming) — August 1, 2004.....	5
Division 44 Liaison Report.....	6
Division 19 Awards Presented in 2004.....	7
Call for 2005 Division 19 Award Nominations	10
Division 19 Student Awards Presented in 2004	12
Call for 2005 Division 19 Student Award Nominations.....	14
DoD HFE TAG Addresses Human Systems Integration	15
Nominations for Division 19 Executive Committee	17
2005 Division 19 Convention Program.....	21
2005 Midyear Symposium, March 3-4, 2005	22
Call For Clinical Manuscripts.....	26
Graduate Training in Medical and Clinical Psychology at the Uniformed Services University of the Health Sciences	27
History of the Division 19 Name Change	29
Spotlight on the Services.....	30
Announcements.....	32
Notes and News from the World of Military Psychology	32
Division 19 Membership Application Form.....	33

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PRESIDENT'S MESSAGE

BRAD JOHNSON

GETTING TO KNOW THE SOCIETY FOR MILITARY PSYCHOLOGY

Colleagues,

What a delight to serve you this year as president of one of APA's oldest divisions and newest "society." The Society for Military Psychology is the premier professional organization for military psychologists and all psychologists who apply research and clinical methods to the concerns of military members and leaders. We are a diverse group of researchers and practitioners with an increasingly international membership. Those of you who subscribe to the division 19 listserve have heard from me several times already. If you are not subscribed, I ask you to do so with a simple email to list serve manager, **Paul Bartone** (BartoneP@ndu.edu). I can promise you that the listserve will not clutter your inbox; it is an efficient way to keep members updated between issues of our newsletter.

As I considered how best to utilize my first "President's Message," I realized that nothing may be more important than for each of you to get to know and appreciate current leaders of the division. Both elected members of the executive committee and committee chairs are busy professionals with a strong commitment to serving the division. In some cases they are seasoned past presidents of our organization. In other cases, they are graduate students and new psychologists. In all cases they are hard-working, creative, and committed to serving our society. Working with this group is best part of the job.

Past-president **Paul Bartone**, after a very successful year leading our division, getting the division's name changed, and building a stronger international presence, is helping me learn the ropes, running our listserve, and chairing the Awards Committee (see Paul's Call for Award Nominees). He is also a great all-around guy. President-Elect **Dana Born**, now Brigadier General Born, has

become the first psychologist academic dean at the Air Force Academy. In addition, Dana runs our Nominations Committee (See her Call in this issue) and was the inspiration and guiding force in creating the Challenge Coins I hope each of you have now received. I hope these coins serve as a symbolic point of connection and source of esprit-de-corps whenever we gather together. Thank you Dana.

Past-past-president **Hank Taylor** has agreed to continue leading our Task Force on Sexual Orientation and Military Service, a collaborative effort with division 44. Not only has this effort resulted in the rescinding of the ban on DoD advertising in APA publications, we were recently awarded a grant to continue research and practice efforts in this area. Hank has been a tireless and effective leader of this initiative and with the help of **Steve Sellman**, **Bob Nichols**, **Debra Dunivin** and division 44's **Robin Buhrke**; you can anticipate important developments in this area.

Division Secretary, **Mike Rumsey**, keeps us all organized and up-to-date (his minutes are a thing of pithy beauty), while Treasurer **Henk Ruck** keeps us in the black (note in the Treasurer's report that the division is in excellent financial health). Your members-at-large, **Marty Wiskoff**, **Debra Dunivin**, and **Tom Kolditz** are active and excellent representatives of your interests on the executive committee. Often working behind the scenes, **Steve Sellman** is a master diplomat on behalf of division 19 with the APA Council. You haven't lived until you've seen Steve calmly and cogently deliver a Council report (and because **Hank Taylor** is the Council rep for division 21, we actually have two strong voices on the Council). Also, our membership is climbing these days, thanks to the work of **Armando Estrada**, and his membership committee (excellent work folks). By the way, you should now have a slick 05 Membership

Directory thanks to Armando. Please use it to review our current committees and contact one of the chairs about helping out. We need you.

If you are as impressed as I with the look and format of the newsletter, please give it up for our newly appointed editor, **Mike Matthews** (and his humble collaborator **Gretchen Matthews**). Mike must be hypomanic; he will also serve as the Convention Hospitality Suite chair this year (don't forget those challenge coins). Speaking of the D.C. convention, **Joe Psothka** and his program committee are hard at work reviewing a strong batch of proposals. Please set aside August 18-22 and join us in the nation's capital. And if you are a clinician, please also set aside August 17th in D.C. and attend our first PDI (sponsored by div. 12) half-day C.E. workshop on the topic of *operational military clinical psychology*. **Bob Nichols** and his busy Clinical Practice Committee are hard at work putting a cutting-edge program together.

Finally, there are three people who don't get enough praise for the constant work they do on your behalf. **Janice Laurence** edits one of the finest divisional journals in the APA. If you are as consistently impressed with the quality of *Military Psychology* as I am, send Janice a note of appreciation sometime (JhLaurence@cox.net). And nobody in the entire division gets as many email taskers as **Melba Stetz**. If you have not done so recently, please visit our fantastic webpage: <http://www.apa.org/divisions/div19/homepage.html>. The webpage is constantly expanding and now contains a separate

Mentor Network section and an active employment area. I have begged Melba not to leave this job on my watch. The word irreplaceable comes to mind. Finally, I am very grateful to **Kathryn Lindsey** for her tireless efforts on behalf of graduate students in our division. Thanks to her efforts, this is one of our most rapidly expanding membership areas.

There are many other divisional volunteers and committee chairs you should get to know. For now, I invite all of you to attend the Midwinter meeting at George Mason University March 3-4 (see this issue) as well as the August APA convention. These are crucial opportunities to interact with division leaders and colleagues. Let us know how Division 19 can better serve you.

Cordially,
W. Brad Johnson
President, 2004-2005



DIVISION 19 HOSPITALITY SUITE AT THE APA CONVENTION

The Division 19 hospitality suite will be open during the summer convention and will serve as the site for a variety of social events. At press time, the location and specific schedule for the suite had not yet been determined, but the suite hosts, **Mike and Gretchen Matthews** promise a relaxing and enjoyable refuge from the daily grind of conventioning! Check the Division 19 web page for details on the suites' schedule of events.

DIVISION 19 EXECUTIVE COMMITTEE MEETING (OUTGOING) — JULY 29, 2004

MICHAEL RUMSEY

Attendees: in alphabetical order: *Paul Bartone, Wink Bennett, Dana Born, Anthony Doran, Brad Johnson, Heather Kelly, Janice Laurence, Kathryn Lindsey, Mike Matthews, Bob Nichols, Jim Picano, Joe Psozka, Henk Ruck, Mike Rumsey, Steve Sellman, Hank Taylor, Marty Wiskoff*

Welcome/Announcements. **Paul Bartone** recognized **BG Dana Born** as the new Division 19 president-elect. **Dana** surrendered her member-at-large appointment to be able to serve as president-elect. **Marty Wiskoff** agreed to extend his at-large appointment for one year to fill the vacant at-large position. **Paul** commented on positive membership news, and on a number of outreach accomplishments.

Secretary's Report. **Mike Rumsey** reported that the Mid-Year Minutes had been distributed in the Summer/Fall 2004 issue of the Division 19 newsletter. The minutes were approved.

Treasurer's Report. **Wink Bennett** reported that, thanks to profits from the Journal of Military Psychology and membership dues, Division 19 is in good financial shape, with \$50K of available funds.

APA Science Directorate Report. **Heather Kelly** described the role of the Science Directorate. **Hank Taylor** recognized the work by **Heather** and her staff in support of the Task Force on Sexual Orientation. Several activities by Division 19 members in support of the Science Directorate were noted. Some Congressional funding issues related to military research were discussed. **Paul Bartone** presented **Heather** with the first Division 19 coin to be given to someone outside Division 19.

Council Representative's Report. **Steve Sellman** presented this report. The council discussed an NIMH funding issue. APA conference attendance was up from last year to over 11,000, with over 5,000 speakers. Norm Anderson will continue to serve as editor of the American Psychologist. Surpluses in APA's budget were projected for both FY04 and FY05.

Dues and conference registration fees will both go up in FY05. APA will use some of this increase in conference registration fees to attract big names to the next annual meeting.

Membership Committee. **Tony Doran**, new to the membership committee, reported that Division 19 membership is up. Specific information is provided in **Armando Estrada's** report in the Summer/Fall 2004 issue of the Division 19 newsletter. An introductory welcome packet is to be prepared for new members.

Members-at-Large Reports. The Executive Committee approved a proposal to change the name of Division 19 from the Division of Military Psychology to the Society for Military Psychology. **Dana Born** discussed the new Division 19 coin. She had prepared a sheet with a history behind challenge coins and rules for use of the Division 19 coin. A proposal was made to give each member a coin and to give the Division 19 president discretion on its distribution. The proposal was passed. Also, two types of shirts had been designed, a polo shirt for \$25 and a T-shirt for approximately \$10.

Journal of Military Psychology. **Janice Laurence** noted that there was a good backlog of manuscripts, and that more reviewers were needed.

Nominations and Elections. The latest election resulted in the positions below being filled as follows:

President-elect:

Dana Born

Treasurer:

Henk Ruck

Member-at-Large:

Tom Kolditz

Fellows Committee. **Bob Nichols** presented a report from **Steve Goldberg**. Three individuals were nominated to be new APA Fellows from Division 19: **Winston Bennett, Brad Johnson, and Mike Matthews**. Three current Fellows from other divisions were also nominated: **David Penitar, Eduardo Salas, and Robert Sternberg**. All new and current Fellow nominations were approved by the APA Membership Committee.

Program Committee, 2005 Mid-Year Meeting. **Mike Matthews** noted that the next Mid-Year Meeting will be held at George Mason University. He plans to expand the Division 19 portion of the program.

Student Affairs Committee. **Kathryn Lindsey** reported that four student awards had been presented—one \$1500 research award to **Jennifer Sommers** and \$500 travel awards to **Ann Huffman, Katherine Nguyen, and Jane Matthiesen**.

Awards Committee. The following awards were announced:

Flanagan Award for Lifetime Achievement:
Ed Fleishman

Charles S. Gersoni Outstanding Contributions Award:

Bob Bray

Arthur W. Melton Early Achievement Award:
Melba Stetz

Program Committee. **Joe Psotka** reported that a record number of individuals participated in Division 19 programs at the 2004 APA meeting. The number was increased by limiting the amount of time for each program to one hour and removing Executive Committee meetings from the formal program.

DIVISION 19 ANNUAL BUSINESS MEETING — JULY 30, 2004

MICHAEL RUMSEY

Welcome. **Paul Bartone** called the meeting to order at 1400. He expressed his pleasure at having served as Division 19 president and paid homage to past and future presidents.

Secretary's Report/Treasurer's Report/Elections Committee. Reports given at the Division 19 Outgoing Executive Committee (see minutes) were summarized.

Military Psychology Awards Committee. The following awards were presented:

Melton Early Achievement Award:
Melba Stetz

Gersoni Outstanding Contributions Award:
Robert Bray

Flanagan Lifetime Achievement Award:
Ed Fleishman

Membership Committee. **Dennis Scholl** and **Tony Duran** have been added to the Membership Committee.

Members at Large. The name change proposal was presented by **Marty Wiskoff**, discussed and approved by a vote of the membership. **Dana Born** updated members on the challenge coin and T-shirt, and discussed a proposal to update two historical books, *Psychology for the Fighting Man* and *Psychology for the Returning Serviceman*. Volunteers were requested to assist in this effort.

Mid-Year Meeting. **Mike Matthews** described the success of the 2004 meeting and predicted success for the 2005 meeting as well.

Journal of Military Psychology. A possible fifth issue in 2004 was noted.

Student Affairs Committee. **Kathryn Lindsey** presented a \$500 travel award to **Ann Huffman**. Two other travel award recipients were noted: **Jane Kay Mathiesen** and **Kathryn Nguyen**. A \$1500 student research award to **Jennifer Sommers** was also noted.

Fellows Committee. **Bob Nichols** reported for **Steve Goldberg**. All proposed fellows (see Outgoing Executive Committee minutes) were approved.

Conclusion. The meeting concluded with **Brad Johnson**, new Division 19 president, providing a series of awards recognizing the achievements of outgoing president **Paul Bartone**.

DIVISION 19 EXECUTIVE COMMITTEE MEETING (INCOMING) — AUGUST 1, 2004

MICHAEL RUMSEY

Attendees: in alphabetical order: Paul Bartone, Wink Bennett, Dana Born, Anthony Doran, Rhea Farberman, Brad Johnson, Kathryn Lindsey, Mike Matthews, Bob Nichols, Jim Picano, Joe Psotka, Henk Ruck, Mike Rumsey, Steve Sellman, Hank Taylor, Marty Wiskoff

PART I: BRIEF FORMAL REPORTS

Brad Johnson expressed his appreciation to **Paul Bartone** for his remarkable list of accomplishments as Division 19 President.

Council Representative's Report. **Steve Sellman** presented this report. He noted that the vote on the Resolution on Sexual Orientation in Military Service, representing the combined views of Divisions 19 and 44, was passed unanimously. The council also discussed executive compensation issues and a confrontational world conference on racism in which APA participated. The proposed new Division 19 fellows were approved by the council.

Treasurer's Report. A subgroup of the Executive Committee met to discuss a number of budget issues. A report is forthcoming. **Wink Bennett** was recognized for his long and distinguished service as treasurer.

Nominations and Elections Committee. This year, elections for president-elect and member-at-large will take place. **Bob Nichols** opened discussion on means to ensure that clinicians are considered in future elections.

Member at Large. **Dana Born** discussed the new Division 19 coins. Means of getting these coins to members were considered. Also, the issue of whether to moderate the challenge element, which requires a recipient not coming up with a coin when challenged to provide the challenger with a beverage. A revision to limit challenges to Division 19-sponsored events was proposed and approved. **Dana** also discussed

progress on shirt design and coloring. The idea of a tie pin decorated with a division logo was raised and assigned to a new ad hoc committee.

Dana also provided an update on the book proposal discussed at the Business Meeting (see minutes). The need to resolve funding sources and identify relevant markets was noted. **Dana** agreed to set up a subcommittee to examine such issues.

Finally, **Marty Wiskoff** noted that the Division 19 name change was going forward.

Program Committee. **Joe Psotka** presented. He noted that separation of Executive Committee meetings from the main program was a useful strategy for expanding the number of Division 19 presentations. **Mike Matthews** agreed to handle the Hospitality Suite at the 2005 meeting.

Division 19 Newsletter. **Mike Matthews** assumed responsibility for the Division 19 newsletter as **Peter Ramsberger's** replacement. The possibility of adding a third newsletter to the two now published each year was raised, but there was concern that the first year of **Mike's** tenure might not be the best time to try this. The idea of an electronic newsletter was also presented. **Melba Stetz** agreed to look into this.

Military Psychology Web Site. **Melba Stetz** provided a demonstration of a new web site. She requested input on issues of content, color, and links, and indicated that new software might be needed.

Joint ARI/Division 19 APA Booth. **Mike Rumsey** presented a proposal from ARI for a joint ARI/Division 19 booth at APA. Final action was deferred so that **Mike** could prepare a description of the proposal for electronic circulation to Executive Committee members.

PART II: STRATEGIC PLANNING

Division 19 and the Media. **Rhea Farberman**, Director of Media Communications for APA, discussed APA advertising. **Rhea** discussed primary vehicles for media operations and the APA Media Referral System. Means of raising visibility of Division 19 research findings were discussed.

Division 19 and Military Clinical Psychologists. **Brad Johnson** expressed his interest in expanding Division 19 membership by bringing in more active duty clinical psychologists. Also, the Journal of Military Psychology was not receiving many clinical psychology manuscripts. A number

of ideas were advanced for increasing the participation of clinical psychologists in Division 19. The role of the APA convention in advancing this purpose was discussed.

Division 19 and Division 44. A number of lingering issues involving the joint efforts of Divisions 19 and 44 were addressed. Some collaborative writing efforts were being planned. A joint symposium focusing on the Joint Task Force was planned. **Hank Taylor** agreed to continue as point person on collaborative issues.

Division 19 and Mentoring. **Brad Johnson** would like Division 19 to come up with a mentoring program. He would like all experienced (at least five years post-doctoral) members of the division who are willing to consider making themselves available to graduate students and junior members of the division as mentors. A call for mentors will be forthcoming. **Hank Taylor** noted that mentoring is a two-way street, and we need to consider the issue of whether students would buy in.

DIVISION 44 LIAISON REPORT

HENRY L. TAYLOR

I attended the Midyear Meeting as the Liaison to Division 44 (The Society for the Study of Lesbian, Gay and Bisexual Issues) January 29 and 30, 2005. I reported that the Interdivisional Grant from the Committee on Division/APA Relations (CODPAR) had provided \$1000 of the \$2500 funds requested to develop a strategic plan with milestones to implement the APA resolution on Sexual Orientation and Military Service. I was informed at meeting by Ron Levant, APA President and Barry Anton (APA Board member) that the APA Board of Directors would provide the addition \$1500 from their discretionary. These funds will be used for a one day meeting March 1, 2005 prior to the Division 19 mid year meeting for three members each from Division 19 and 44 to meet with APA staff to develop a strategic planning document that will be submitted to APA as a recommended blueprint for

implementing the recent Council of Representatives resolution. There will also be a one day prior to the APA convention. The plan will be written so as to be relevant for many years. In addition a workshop for military clinical psychologists will be designed to highlight the appropriate and ethical strategies for addressing the needs of GLB clients in military settings. The workshop curriculum will be made available to others in order to facilitate a broader impact. Several professional publications will be initiated, including at least one practitioner-oriented article and at least one serving as a contemporary research review of sexual orientation and military service. Finally public service information for military personnel on sexual orientation, current federal law, and resources for advocacy, support, and clinical assistance will be developed and distributed.

DIVISION 19 AWARDS PRESENTED IN 2004

HENRY L. TAYLOR

DIVISION 19 AWARDS FOR MILITARY PSYCHOLOGY PRESENTED IN 2004

Military Psychology, Division 19 of APA, presented three awards at the annual business meeting July 30, 2004. The Arthur W. Melton Early Achievement Award was presented to **Dr. Melba del Carmen Stetz** for outstanding early career achievement in military psychology. Since completing the Ph.D. in Industrial and Organizational Psychology in 1999, Dr. Stetz has made remarkable contributions to military psychology through the first five years of her psychology career. Through her research and writing on the functioning of military units, her leadership in the Army's Military Operational Research Program, her commissioned service as a Captain in the Army, and her active service to the American Psychological Association's division of military psychology, Dr. Stetz has advanced the profession of military psychology and demonstrated excellent promise as a future leader in the field.

The Charles S. Gersoni Military Psychology Award was presented to **Dr. Robert M. Bray** for his record of sustained excellence as a major contributor to the field military psychology. For thirty years, Dr. Bray has served as prominent military research psychologist, typically directing complex surveys and analyses of substance abuse and other health related behaviors among

military personnel. Some of his most important research projects include large scale studies of tobacco initiation and cessation among new soldiers, alcohol abuse and dependency among military recruits, relationships of stress exposures to health of Gulf War veterans, worldwide surveys of substance use and other health behaviors among military personnel, and the health status of military women and men in the total force. The projects have resulted in continuous grant support, nearly 20 books and book chapters, 32 peer-reviewed journal articles, 83 conference presentations, and numerous technical reports. More important, Dr. Bray's research has had direct and ongoing impact on the military's understanding and support of its personnel.

The John C. Flanagan Award was presented to **Dr. Edwin A. Fleishman** for outstanding lifetime achievement in military psychology. In a career that has spanned over 50 years, his contributions to military psychology in research, education, and administration have been numerous and substantial. He has published extensively and has authored or coauthored a number of books. See below for the full text of the Flanagan Award Citation.

THE JOHN C. FLANAGAN LIFETIME ACHIEVEMENT AWARD CITATION

AMERICAN PSYCHOLOGICAL ASSOCIATION DIVISION 19, MILITARY PSYCHOLOGY

The following is the full text of the citation accompanying the Flanagan award presented to Dr. Edwin A. Fleishman.

For outstanding lifetime achievement in military psychology, the 2004 John C. Flanagan Award is presented to **Dr. Edwin A. Fleishman**. He has made outstanding contributions to military psychology in research, education, and administration. His career has spanned over 50 years and his contributions have been numerous and substantial. He has published more than 250

journal articles, research reports, and encyclopedia articles. He has authored or coauthored a number of books including *Psychology and Human Performance* (with Robert Gagne), *Studies in Personnel and Industrial Psychology*, *The Structure and Measurement of Physical Fitness*, *Taxonomies of Human Performance* (with Marilyn Quaintance), *Human Performance*

and Productivity: Volume 1. Human Capability Assessment (with Marvin Dunnette), *Volume 2. Information Processing and Decision Making* (with William Howell), and *Volume 3. Stress and Performance Effectiveness* (with Earl Alluisi), *Current Developments in the Study of Leadership* (with J.G. Hunt) *Leadership and Supervision in Industry* (with Edwin Harris and Harold Burt), *Handbook of Human Abilities* (with Maureen Reilly), and *An Occupational Information System for the 21st Century* (with Peterson et al.).

After graduating from Loyola College with a bachelor's degree in science in 1945, he enlisted in the United States Navy where he became a "demobilization counselor" assisting sailors in becoming civilians. After leaving the Navy he entered graduate school and received his master's degree from the Department of Psychology at the University of Maryland in 1949. His research at Ohio State University on leadership and organizational climates, for which he received his Ph.D. in 1951, was critical to the development of those areas. From 1951 to 1956 Dr. Fleishman was Chief, Skills Analysis Branch at the Air Force Human Resources and Research Center in San Antonio, Texas, (later renamed the Air Force Personnel and Training Research Center). As a result of his research, which linked correlational and experimental methods, he developed a taxonomy of perceptual –motor abilities that still serves as a framework for describing individual differences in perceptual motor performance.

From 1957 to 1963, Dr. Fleishman was a professor at Yale University. His research was primarily concerned with organizational psychology and included leader-subordinate relationships, attitudinal factors in productivity, and the prediction of human performance. He also conducted important research in the area of early and advanced skill learning. In this area he demonstrated the differential roles of spatial and kinesthetic abilities in skill learning. He also identified factors affecting retention and relearning. From 1962 to 1963 he was a Guggenheim Fellow and Visiting Professor at the Israel Institute of Technology in Haifa.

From 1963 to 1975 he was Director of the American Institutes for Research (AIR) in Washington DC. Under his leadership AIR/Washington developed from a small organization to an organization with several institutes in the areas of human performance, educational psychology, organizational effectiveness and international programs in developing countries. During this time he developed a significant research program concerned with the taxonomic issues in the description and assessment of human performance. The theoretical and applied research on taxonomic issues has had substantial and lasting impact on the military and on other governmental and industrial organizations. From 1975-1976 he was visiting professor at the University of California.

In 1976, he founded and directed the Advanced Research Resources Organization (ARRO) in Washington, DC. ARRO research focused on the areas of human performance, organizational effectiveness and human resources. He translated the taxonomic concepts developed earlier into job analysis methods called the Fleishman Job Analysis Survey (F-JAS). Later, this work contributed to a new occupational classification system, O'NET, that is replacing the Department of Labor's *Dictionary of Occupational Titles*.

In 1986 he was appointed Distinguished University Professor of Psychology at George Mason University. At George Mason, he founded the Center for Behavioral and Cognitive Studies and served as Director. The Center received the George Mason University Award for Excellence for Centers and Institutes in 1991. Here he worked with graduate students and faculty colleagues on research in the areas of human performance and leadership. He became Professor Emeritus in 1996 but continued for the next four years as the dissertation advisor for his Ph. D. students. George Mason established the Edwin A. Fleishman Dissertation Award, which is awarded annually for the best dissertation in the area of applied experimental psychology.

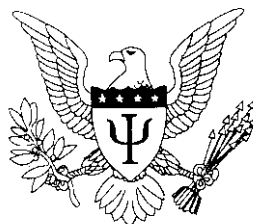
In the area of professional service, Dr. Fleishman served as the editor of the *Journal of Applied Psychology* (1970-1976); he also served on the editorial board of a number of scientific journals. He served as President of the International Association of Applied Psychology from 1974-1982. During his tenure he reshaped the organization and revitalized it by diversifying its areas of focus and by increasing the number of countries represented. He has served as President of three Divisions of APA: Division 14, Society of Organizational and Industrial Psychology, Division 21, Applied Experimental and Engineering Psychology, and Division 5, Evaluation, Measurement and Statistics.

He has been chair of APA's Committee on Psychological Tests and Assessment. He has been a consultant for many governmental and industrial organizations including Cabinet level Departments of Labor, Justice, and State. He has also consulted with the Equal Opportunity Employment Commission, the Social Security Commission and the President's Council for Physical Fitness. Dr. Fleishman served as a member of the Advisory Panel for the Behavioral and Social Sciences in the Office of the Secretary of Defense and was a consultant to the Office of the Army Surgeon General.

He has been an invited speaker in more than 30 countries, including NATO conferences on manpower planning in

London, Lisbon and Paris where he was designated President and Keynote Speaker at a conference on "Personnel Selection for the Future". The latter conference was sponsored by NATO and the French Ministry of Defense.

Dr. Fleishman's sustained and continuing scientific contributions have been recognized by his colleagues with the following awards and honors: Franklin V. Taylor Award by APA Division 21, Applied Experimental and Engineering Psychology (1974), the American Psychological Association's Distinguished Scientific Award for the Applications of Psychology (1980), Honorary Doctor of Science in Social Science from the University of Edinburgh (1982), Distinguished Professional Practice Award from the Society of Industrial and Organizational Psychology, APA Div. 14 (1983), James McKeen Cattell Award for Distinguished Achievements in Applied Psychology from the American Psychological Society (1993), the F. Scott Myers Award from APA Div. 14 (1998) and (2002), the Distinguished International Scientist award from APA Division 52, International Psychology (1999), the American Psychological Association Award for Distinguished Contributions to the International Advancement of Psychology (1998/1999), and the Gold Medal for Life Achievement in the Application of Psychology from the American Psychological Foundation (2004).



CALL FOR 2005 DIVISION 19 AWARD NOMINATIONS

PAUL BARTONE

CALL FOR 2005 NOMINATIONS FOR DIVISION 19 AWARDS FOR MILITARY PSYCHOLOGY

Each year, Division 19 solicits nominations for a series of distinguished awards. 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, please provide a brief biography of the nominee. Nominations should be submitted no later than April 15, 2005 to Paul Bartone (see contact information below). Awards will be presented at the 2005 APA Convention in Washington, DC.

Robert M. Yerkes Award: This award is given for significant contributions to military psychology by a non-psychologist. The award is named for Robert M. Yerkes, the "Founding Father" of military psychology. Yerkes (1876-1956) had a distinguished career as a comparative psychologist first at Harvard, and later at Yale University. He studied chimpanzee behavior extensively, and together with John D. Dodson developed the Yerkes-Dodson Law, relating arousal and motivation to performance. As the President of APA in 1917, Yerkes led in the application of psychology to the demands of World War I. Also serving as chief of the Psychology Division in the Surgeon General's Office during World War I, Yerkes led in the development and use of the Army Alpha and Beta Tests, the first large-scale application of psychological testing. This program established the value of psychological testing for screening and placement purposes.

Previous recipients of the Robert M. Yerkes Military Psychology Award 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.

This award is named for John C. Flanagan (1906-1996), who served as Division 19 President from 1961-1962. Flanagan received his Ph.D. in psychology from Harvard in 1934 and then worked for the Cooperative Test Service of the American Council on Education. He joined the Army Air Corps in 1941, where he established the Aviation Psychology Program. This is considered a milestone in the history of psychology, as it was one of the most successful applied psychology programs ever. His work for the Army Air Corps resulted in new and more effective selection procedures for flight personnel, paving the way for the use of sophisticated psychological selection tools in military and civilian settings. After leaving the Air Corps in 1946, Flanagan created the American Institutes for Research, where for the next 20 years he carried on an innovative research program to improve tests and measurements for education and job selection applications. In 1976 Flanagan was awarded APA's Distinguished Professional Contribution Award.

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.

Charles S. Gersoni received his Ph.D. in psychology from New York University in 1937, and joined the Army in 1941 where he served as a clinical psychologist through

World War II. After the war and following a brief stint with the Veterans Administration, he returned to the Army and worked to establish a career force of uniformed clinical psychologists, becoming the first Clinical Psychology Consultant to the Army Surgeon General in 1947 (through 1951). The clinical psychology training program developed by Gersoni was launched by the Army in 1949, and later became a model for similar programs in the Navy and Air Force. At Gersoni's urging, the Army was the first military agency to insist upon doctorate level training for psychologists. Gersoni also served as Chief of Psychology Service at Walter Reed Army Hospital (1951-53), as Deputy Chief of the Department of Physical Standards Research, Walter Reed Army Institute of Research (1957-59), and as Commander of the Army Personnel Research Office (later named the Army Research Institute) from 1962-1965. He retired from the Army in 1965, and after that served in a variety of positions at the APA including Associate Executive Officer. Gersoni was the editor of the "American Psychologist" when it became the first journal to adopt anonymous peer review in 1972. He was a Fellow of Division 19, and throughout his professional life Division 19 was the only APA division that he chose to belong to. Gersoni died in 1981 and was buried at Arlington National Cemetery.

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.

The award is named in honor of Arthur W. Melton (1906-1978), a distinguished psychologist who served as the second President of Division 19, from 1948-1950. After earning his Ph.D. from Yale University, Melton served at various times on the faculty at Yale, University of Missouri, Ohio State University, and the University of Michigan. When World War II came, he entered the Army Air Corps as Chief of the Department of Psychology at the School of Aviation Medicine at Randolph Field, Texas. His war time research focused on using psychomotor tests to predict aptitude for flying. Colonel Melton left military service in 1946 to return to academia at Ohio State. While there, he continued his involvement with applied military psychology by promoting research and initiating an extension graduate program at Wright Field in Dayton, Ohio. Melton's significant contributions to applied military psychology led to his election to the National Academy of Sciences in 1969. He was also awarded the Gold Medal of the American Psychological Foundation in 1976 in recognition of his many scholarly accomplishments.

Submit nominations to:

Paul T. Bartone
National Defense University
Industrial College of the Armed Forces
408 Fourth Avenue
Fort McNair, Washington, DC 20319
O/202-685-4215
F/202-685-4175
bartonep@ndu.edu

DIVISION 19 STUDENT AWARDS PRESENTED IN 2004

KATHRYN T. LINDSEY

DIVISION 19 STUDENT AWARDS FOR MILITARY PSYCHOLOGY PRESENTED IN 2004

Each year, Division 19 takes great pride in recognizing exceptional students who are conducting research to enhance and improve Military Psychology. The division student awards program consists of two categories of awards: a Student Research Award and Student Travel awards. The purpose of the Military Psychology Research Grant program is to assist graduate and undergraduate students of psychology with costs associated with conducting research.

The Student Travel Award program was created to assist graduate and undergraduate students of psychology with costs associated with travel to present research projects at professional psychological conferences. In 2004, we are pleased to announce the awarding of \$3,000 to four student affiliates who are conducting exemplary research in furtherance of Military Psychology.

This year's applications were exceptional, making the selection process difficult. Therefore, we would like to offer hearty congratulations to all the award winners! In addition, we would like to thank all of those students who submitted applications for this year's awards, and encourage you to submit your applications again next year.

All student affiliates with research proposals in the psychological realm are encouraged to apply for the 2005 Student Research Award. Those students already executing psychologically-related research may also make application for the 2005 Student Travel Awards.

Other student awards are available for noteworthy papers and posters presented at the annual Division 19/Division 21 mid-year symposium to be held in the Washington D.C. metro area in March 2005.

2004 Student Research Award Winner

**Jennifer A. Sommers – “Occupational Stress in the Military Context”
Portland State University, Portland, Oregon**

Jennifer is a doctoral student in the Systems Science-Psychology program at Portland State, majoring in Industrial and Organizational Psychology and specializing in Occupational Health Psychology. In collaboration with her major advisor, Robert Sinclair, Ph.D., she has conducted research investigating industrial and contextual factors that influence the effects of stress on the attachment, retention, and well-being of military personnel. Her dissertation examines the relationship between stress and counterproductive behavior in the military across time and at multiple levels of analysis (e.g., soldier, unit). Jennifer's future goals include conducting applied research in the areas of occupational health and safety and building collaborative relationships with the military to improve the quality of soldiers' work and family life. Jennifer's award is being accepted on her behalf by her major advisor, Robert Sinclair, Ph. D.



2004 Student Travel Award Winners

Ann H. Huffman – *Work-Family Conflict of Army Soldiers Over Time* – Texas A&M University, College Station, Texas



A doctoral student at Texas A&M University in the Industrial-Organizational Psychology Department, Ann has focused her research on the relationship between work and nonwork and how this life-work interface affects both the individual and the military. In one study, she examined how work-family conflict differentially affects turnover intentions for men and women and the differences of work-family balance for dual- and single-earner couples. Ann's long-term goal after graduation is to continue her study of work-family interface with two more specific goals: 1) to continue examining the processes and proposed components of the work-family conflict construct; and 2) to develop a model of work-family interface that encompasses aspects unique to the military population.

Katherine T. Nguyen – *The Impact of Mistrust, Race/Ethnicity, and Socioeconomic Status on Gulf War Illness Symptoms* – Loma Linda University, Loma Linda, California



Katherine is currently a doctoral student in the Department of Psychology at Loma Linda University with research interests encompassing the biopsychosocial model and its implications for veterans-related illnesses. Specifically, she is interested in discovering the predictors and causes of Gulf War Illness, and determining effective treatment paradigms for the medically unexplained symptoms that comprise this illness. Katherine's career aspirations include working at a Veteran's Administration hospital with trauma-related patients, teaching graduate and undergraduate courses in fundamental and specialized areas of psychology, and continued collaboration with colleagues in conducting research in veterans-related illness.

Jane K. Matthiesen – *Studying the Effects of Transience: The Case of the Royal Air Force* – Aston University, Birmingham, United Kingdom



A doctoral student in the Work and Organisational Psychology Research Group at Aston University, Jane focuses on the influence of individuals and family factors on organisational outcome variables, relocation, quality of life, and stress and health. Her current research aims to identify the effects that relocation has on the quality of life of Royal Air Force service members and their families. To this end, she hopes that her research will allow her to make recommendations for quality of life improvements for military personnel, thereby positively influencing national (and international) security. In the future, Jane aspires to continue doing scientific psychological research within defence settings, specifically the Ministry of Defence and comparable Western government agencies, and to continue teaching and researching at an academic level.

CALL FOR 2005 DIVISION 19 STUDENT AWARD NOMINATIONS

KATHRYN T. LINDSEY

The Society for Military Psychology (Division 19) offers several student awards, including student travel awards for travel to the APA Convention, and a Military Psychology Research Award to support the contributions of students to the field of military psychology. Division 19 is dedicated to the promotion of research and its application to military problems. We believe that student contributions to military psychology are extremely valuable in furthering these efforts and should be recognized.

Student Awards Committee
Kathryn T. Lindsey, Chair
Department of Medical and Clinical Psychology (MPS)
Uniformed Services University of the Health Sciences
Bethesda, MD 20814-4799

Go to Division 19's awards page: www.apa.org/divisions/div19/awards.html

MILITARY PSYCHOLOGY STUDENT RESEARCH GRANT

The purpose of this grant is to assist graduate/undergraduate students of psychology with costs associated with conducting research (e.g., payment of subjects, purchasing supplies, etc.). This award is presented to students whose research reflects excellence in military psychology.

Awardee Receives: A monetary award of \$1,500.

Eligibility/Requirements: Recipient must be enrolled, in good standing in a graduate/undergraduate program in psychology and have had their research proposals approved by a faculty advisor prior to applications. The proposed research may be in any area of interest dealing with military psychology. Applicants must be student affiliates of Division 19.

Deadline: May 1, 2005.

MILITARY PSYCHOLOGY STUDENT TRAVEL AWARD

The purpose of this grant is to assist graduate/undergraduate students who are interested in military psychology assistance with travel to the annual APA Convention to present their research.

Awardee Receives: A monetary award of \$500 to \$750 will be presented to two students presenting a paper/poster in Division 19.

Eligibility/Requirements: Recipient must be enrolled, in good standing in a graduate/undergraduate program in psychology. Only applicants with papers/posters accepted by Division 19 will be considered. Multiple author submissions are acceptable, but the student applicant must be designated as the first author of the paper/poster. If there are multiple student authors, only the first author may apply for these funds. Applicants must be student affiliates of Division 19.

Deadline: May 1, 2005.

Nomination/Application Process for Each Award: See APA Division 19 Web Site for application materials. Submissions are reviewed by a Division 19 panel composed of student affiliates and members.

Contact Information for Both Awards: See information for Division 19 Past President in the Division 19 Newsletter or on the APA Division 19 Web Site.

DoD HFE TAG ADDRESSES HUMAN SYSTEMS INTEGRATION

GERALD P. KRUEGER

About 120 people attended the 52nd meeting of the DoD Human Factors Engineering Technical Advisory Group, in Alexandria, VA, Nov. 1-4th, 2004. The theme was the new DoD Materiel Acquisition Requirements and the implications for each military service to meet the Human Systems Integration (HSI) implications of DoDI 5000.2.

Dr. Mike Drillings, Director of the Army MANPRINT Office reminded everyone that the "H" in HSI is meant to include not only the uniformed military but defense civilians as well. The Director signs MANPRINT Assessments directly over to the Army Acquisition Executive, assuring high level decision-making attention is paid to our important work attempting to ensure materiel systems are properly human engineered, easy to work with, minimizing error-likely situations, are facile to maintain, free of health and safety hazards; that they are properly staffed with people having the right skill sets; and the Army has the appropriate new equipment training as well as sustainment training systems in place.

Army Transformation challenges witness future force capabilities being merged into the current force structure to help better protect our soldiers while increasing combat effectiveness. Rapid Equipping Force (REF) and Rapid Fielding Initiatives (RFI) to quickly field items for Afghanistan and Iraq incorporate ad hoc innovations with spiral developments of the Future Combat Systems (FCS) even as advanced technologies are both added to existent vehicle platforms and designed into whole new systems from the conceptual stage. Network communications and digitized systems are the in-vogue choice in what is widely called Network Centric Warfare.

A new Army MANPRINT Handbook is being developed, and greater inter-service cooperation is apparent in many places. Army Regulation 602-2 (on HFE and MANPRINT) is being re-written in close coordination with the Navy equivalents to share a common commitment. Mike Drillings says we must keep in mind the bottom line

approach: we must equip the soldier, not man the equipment.

Brig. Gen. Thomas W. Travis, Commander of the USAF 311th Human Systems Wing at Brooks City Base, San Antonio, Texas summarized Air Force HSI efforts. BG Travis noted the huge changes in the Air Force Concept of Operations (CONOPS). Years ago the Air Force sent multiple aircraft to destroy a single target; whereas today it sends one aircraft to destroy multiple targets. He said the HSI challenge is to ensure airmen can keep up with and be ready to accept and use new technologies and capabilities as net-centric decisions, composite force/multi-national languages, space-based ISR, voiceless common secure data links, high data rates and bandwidth, sustained operations, and all weather capable GPS guided weapons. Gen Travis indicated the airman and the performance he/she brings to the conflict is critical --- the airman has become a single point failure, where he/she had not been before. Now much HSI attention is needed on Unmanned Air Vehicles (UAV), which of late produced high mishap rates. The equation for the Air Force is (Human) x (CONOPS + Technology) = Capability.

Gen Travis concluded:

- Future battlespace will require integration of occupied and unoccupied aerospace vehicles
- Human performance and protection from threats must be considered in system and CONOPS development
- Inattention to human-systems issues will have serious consequences for mission effectiveness.

MS Nancy Dolan, of the Chief of Naval Operations office, provided an update of recent advances in the HSI program in the Navy. In 2002, a Congressional requirement tasked the Navy to transpose the lessons of Army MANPRINT into Navy practice. The Navy calls it: SEAPRINT. The Navy will house its HSI program in Systems Engineering at the front end of system

development, instead of mimicking the Army's placement of MANPRINT in the Integrated Logistics System support function where it is often too late to make a marked impact on system design.

Navy SEAPRINT is being built from the HSI architecture framework and is fully integrated with SHIPMAN, to play an important role in modernizing Navy ships and aviation systems. Currently, the Navy is increasing its level of HSI attention to an unprecedented number of eight large materiel acquisition programs (ACAT I), e.g. Next Generation Carrier (CVN-21), Littoral Combat Ship (LCS), New Amphibious Ship, Future ISR suite of four new intelligence programs, etc. The Navy has declared Manpower as a Key Performance Parameter (KPP), thereby increasing the role of HSI in correctly analyzing requirements for Manpower decision making, as opposed to deciding the number of people to equip systems and then doing the analysis to support those decisions.

Dr. Nita Lewis Miller outlined the exciting new tri-services masters degree training program in HSI, newly formed and already in full swing at the Naval Postgraduate School at Monterey, CA.

MS Faith Chandler, the Human Reliability Program Manager in the Office of Safety and Mission Assurance, outlined NASA's latest space transportation system issues, and summarized NASA's HSI activities as they receive a boost from the President's vision for space exploration. NASA's HSI activities have been inconsistent, placing more attention on survivability and health of the astronauts, and to a lesser extent to task completion. Mission control drew more support than launch control, and HSI has rarely been applied to maintenance activities (this is now improving). Today's HSI activities focus on the space shuttle, the international space station, commercial aviation, and safety across the board. The President's space vision, articulated on 14 January 2004, includes a broad range of human and robotic missions to the moon, Mars and beyond. The current focus of NASA research is on low to mid-level Technology Readiness Level (TRL)

technologies such as high energy systems, advanced space systems and platforms, advanced space operations and lunar and planetary surface operations. HSI research to support these activities includes work on 50 critical risks for travel to Mars.

The several days of TAG sub-group presentations brought numerous updates to on-going HFE research in government, academic, and industrial research, and development labs. One of the more fascinating presentations was by Dr. Denise Gobert, Director of Research for the Army's Military Amputee Research Program at Walter Reed Army Medical Center. In outlining the work of optimizing recovery after traumatic limb loss, Dr. Gobert portrayed the work being done on the extreme physical challenges faced by amputees returning from Iraq and Afghanistan. The center's training plan teaches the amputee how to use what remains, to manage pain and provide counseling, with goals of obtaining maximum independence through training, prostheses, self-care and leisure pursuit. The best technologies employed today include microprocessor-controlled knees; dynamic response (high energy return) prosthetic feet; speed sensor prosthetic hands; myo-electric limb system; gait analysis and static digital capture; and vacuum-assisted sockets. Dr. Gobert highlighted the human systems design and rehabilitation challenges of working with such technologies.

For more details on the TAG, including links to some PowerPoint presentations at the most recent meetings, see the TAG web site at: <http://dtica.dtic.mil/hftag/>.

Or contact Jerry Krueger at gkrueger@thewexfordgroup.com.

The next TAG meeting will be hosted by the Navy at Panama City, FL 24-27 May 2005.

Grateful acknowledgement is made to Stephen C. Merriman at the Boeing Co. in Richardson, TX for sharing his copious note taking at the TAG and contributing to this report.

Gerald P. Krueger, Ph.D., CPE
Director, Human Factors, Ergonomics and Medical Research
The Wexford Group International
www.thewexfordgroup.com

NOMINATIONS FOR DIVISION 19 EXECUTIVE COMMITTEE

DANA H. BORN

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 2004-2005 nominations committee is delighted to recommend them for elected service to the Division.

CANDIDATES FOR PRESIDENT ELECT

Robert M. Bray, Ph.D.
Joseph Psotka, Ph.D.
Michael Rumsey, Ph.D.

Robert M. Bray, Ph.D.

Robert M. Bray is a Senior Program Director at RTI International, a non-profit research organization, with over 30 years of experience as a research psychologist and over 20 years of experience directing complex surveys and analyses. He has been the project director, principal investigator, and analysis task leader for a variety of large-scale surveys in military and civilian populations relating primarily to substance use and other health behaviors. These include serving as the PI of 8 comprehensive worldwide DoD Surveys of Health Related Behaviors Among Military Personnel along with two in-progress longitudinal studies of alcohol and tobacco use among junior enlisted personnel. He received his Ph.D degree from University of Illinois at Urbana in Social Psychology in 1974 and has published widely in the area of substance use and health behaviors. He has been active in Division 19 for many years and serves as a member of the Editorial Board for *Military Psychology*.

"Since my days of serving in the Army during the Vietnam era, I have been fascinated by the military and the human laboratory it functions as for understanding human behavior. At APA I have been drawn to colleagues in Division 19 because of similar interests in the military and would welcome the opportunity to serve as Division President. The division has made much progress in recent years in becoming a notable voice at APA and in providing camaraderie and service to its members, but more needs to be done. My goals as president will be to expand our membership,

to improve communications, to increase the quantity and quality of applications for papers/presentations at the annual meeting and to facilitate and broaden the representation of members across the committees. It would be an honor to serve you."

Joseph Psotka, Ph.D.

Joe is a Psychologist researcher and research manager at U. S. Army Research Institute (ARI) for the Behavioral and Social Sciences, serving since 1982 in training, basic research, and now leadership. He received his doctorate in cognitive psychology from Yale University and a master's from Harvard. He has authored or co-authored over 100 publications, and two volumes, in memory and perception, human factors, learning and instruction, psychometrics, and leadership. He has created and chaired special interest groups in AI, Education, and VR Simulation. He originated Division 19's web site and has served as Program Chair for the last two years.

"The Society for Military Psychology can be proud of its recent accomplishments, bringing greater accord to the broad APA policies that affect all psychologists' lives. The integrity, honor, and respect that the President's office derives from the unique status of our members creates a strong platform for influencing APA decisions that reflect broadly on us all. My goal will be to harness the outstanding wisdom of our membership to make this the pre-eminent division, if not in size, in influence for the good of Psychology."

Michael Rumsey, Ph.D.

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."

CANDIDATES FOR MEMBER-AT-LARGE

Armando X. Estrada, Ph.D.
Tonia S. Heffner, Ph.D.
Michael J. Schwerin, Ph.D.
Melba Stetz, Ph.D.

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 the division 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 student 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 am honored to be considered for election as a Member-At-Large on behalf of our members. I have had the privilege to serve our division as the Chair of the Graduate

Student Committee, Chair of the Membership Committee and I would welcome the opportunity for continued service as a Member at Large. Thank you for considering my nomination. I welcome the opportunity to continue my service to the division and the profession in this manner.”

Tonia S. Heffner, Ph.D.

Dr. 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. In 1989 she received her B.S. in psychology and, in 1992, her M.S. in human factors and industrial/organizational psychology from Wright State University, Dayton, OH. She received a Ph.D. in industrial/organizational psychology from The Pennsylvania State University in 1997. Her primary research focus is the selection and promotion of Soldiers and Noncommissioned Officers (NCOs) for both the current and future Army. She is currently researching the feasibility of promotion testing for Army NCOs. In the course of this research, she established an informal joint services working group to exchange ideas and technologies related to enlisted testing and promotion. She is a member of the Society for Industrial and Organizational Psychology, the Division of Military Psychology, and the American Psychological Association. Dr. Heffner has presented at numerous military and psychological conferences and published technical reports and articles in journals such as *Journal of Applied Psychology*, *Journal of Vocational Behavior*, and *Military Psychology* as well as serving as an ad hoc reviewer for these journals.

“I welcome the opportunity to serve as a Member-at-Large. As a member of Division 19, I have benefited greatly from other members. The vast array of knowledge, willingness to collaborate, and mentorship provided Division 19 members has been invaluable. As a Member-at-Large, I would have the opportunity to continue that tradition of service to others.”

Michael J. Schwerin, Ph.D.

Dr. Schwerin is a Survey Methodologist and Research Psychologist in the Survey Research Division at RTI International

working in studies of military health/personnel and research methodology. After receiving his Ph.D. in Applied Experimental Psychology from Southern Illinois University – Carbondale in 1994, Dr. Schwerin accepted a commission in the U.S. Navy as a Research Psychologist, providing 5 years of active duty service at the Naval Health Research Center, Bureau of Naval Personnel, and the Navy Personnel Command. Subsequently, Dr. Schwerin joined Navy Personnel Research, Studies, & Technology (NPRST) as a civilian research psychologist leading studies of Sailor quality of life and organizational climate. Dr. Schwerin currently serves in the Navy Reserves as a Research Psychologist (LCDR) working with the Navy Casualty Assistance Office (PERS-62), Task Force EXCEL Human Performance Team, and the Center for Naval Leadership.

In 2003, Dr. Schwerin was awarded the APA Division of Military Psychology Arthur W. Melton award for early career achievement as a result of his contribution to the military quality of life research literature and service in support of military personnel. He has authored over a dozen peer-reviewed publications, over 30 conference presentations, and has been a member of the Editorial Board for the *Journal of Child and Adolescent Substance Abuse* since 1997 and an Associate Editor for *Military Psychology* since 2003.

“I am pleased to be nominated for Member-At-Large for the Society of Military Psychology. I’ve been an active member of The Society since 1995 serving on the membership committee and most recently serving as Associate Editor for Military Psychology. Having worked in the military research community from a variety of roles (i.e., active duty, reserve, government civilian, and contract research), I believe that the diversity of my experiences will help me serve the members of The Society as well as the larger community of military psychology. My goal is to bring a balanced perspective to the myriad of issues we face together in serving the needs of military personnel, families, and retirees.”

Melba Stetz, Ph.D.

Melba Stetz will soon be promoted to Major as a Research Psychologist in the United States Army. Melba Stetz will be attending Airborne school in July on her way to be the Detachment Commander of the United States Army Aeromedical Research Laboratory in Fort Rucker, Alabama. 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 9/11 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 PhD 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."

JOIN THE RAY'S RACE AND WALK AT THE APA CONVENTION IN AUGUST

APA Division 47 will host the annual Ray's Race and Walk on Saturday, August 20th at 0700. This 5K event provides a chance to socialize with other running psychologists. In recent years, several Division 19 runners have participated. Paul Bartone, Dana Born, and Mike Matthews competed last year in Hawaii. Check the Division 47 website (accessible from the APA website at www.apa.org) for details and registration materials.



Pictured above: Paul Bartone, Dana Born, Gretchen Matthews, and Mike Matthews, after the 2004 Ray's Run

2005 DIVISION 19 CONVENTION PROGRAM

JOE PSOTKA

The following is the tentative program for the Division 19 program at the 2005 APA Convention. Please consult the official program to verify times and locations.

Title	Date	Time
Division 19 Society for Military Psychology Poster I	Thu 8/18	10:00 AM - 11:50 AM
Division 19 Society for Military Psychology Poster Session II	Thu 8/18	11:00 AM - 11:50 AM
Innovations in Sexual Harassment Research in the Military	Thu 8/18	12:00 PM - 1:50 PM
Division 19 Business Meeting	Thu 8/18	2:00 PM - 2:50 PM
Senior Department of Defense Psychologists' Personal Views of Psychology in the Public Service	Thu 8/18	2:00 PM - 3:50 PM
[Brad Johnson, Dana Born]	Thu 8/18	3:00 PM - 3:50 PM
Division 19 Society for Military Psychology Social Hours	Thu 8/18	4:00 PM - 5:50 PM
A Review Heart Rate Variability in Response to Severe Stress	Thu 8/18	7:00 PM - 7:50 PM
Suicide Prevention in the Military	Thu 8/18	8:00 PM - 8:50 PM
Operational Clinical Psychology in Iraq: Lessons Learned	Fri 8/19	8:00 AM - 8:50 AM
Homeland Security and Those Pesky 'People' Issues: Challenges and Solutions	Fri 8/19	9:00 AM - 9:50 AM
Psychological Impact of Modern Warfare: The WRAIR Land Combat Study	Fri 8/19	2:00 PM - 3:50 PM
Ethics on the frontlines: Psychology, behavioral science, and national security	Fri 8/19	4:00 PM - 5:50 PM
Developing the Training Intervention Matrix (TIMx) for Simulation-Based Training	Sat 8/20	8:00 AM - 8:50 AM
Mental Health and Substance Use Among Navy and Air Force Trainees	Sat 8/20	9:00 AM - 9:50 AM
"Will Citizens be Soldiers? Experiences of Reserve Component Soldiers After 9/11"	Sat 8/20	4:00 PM - 5:50 PM
Coping with Compassion Fatigue: A Model for Military Internships	Sat 8/20	5:00 PM - 5:50 PM
Mental Health Response to Terrorism: Initiatives and Future Directions	Sun 8/21	10:00 AM - 10:50 AM
Positive Psychology and the Military: On Adapting to Challenging Situations	Sun 8/21	11:00 AM - 11:50 AM
Problems and Opportunities for Warriors Doing Peacekeeping	Sun 8/21	12:00 PM - 12:50 PM
Psychological Intervention Tools for Deploying and Redeploying Soldiers	Sun 8/21	1:00 PM - 1:50 PM

2005 MIDYEAR SYMPOSIUM, MARCH 3-4, 2005

IMPROVING LIVES AND ENHANCING NATIONAL SECURITY

The agenda for the annual Midyear Meeting of APA Division 19, Division 21, and Potomac Chapter of the Human Factors and Ergonomics Society is included below. The meeting was held this year at George Mason University. It typically is held the first Thursday and Friday in March each year. We include this year's agenda in the Newsletter so that the membership can see the scope of papers, posters, and special speakers included in the program. We encourage you to participate in the 2006 meeting. For information on attending or submitting a paper, contact Mike Matthews at Mike.Matthews@usma.edu, or call at 845-938-3696. We anticipate publishing a call for papers in October 2005, with a deadline for submission early in January 2006. We welcome submissions from all areas of interest within military psychology. Consult the Division 19 Web Site next fall for further information.

THURSDAY, MARCH 3RD

0900 – 1130 APA Division 21 Executive Committee Meeting

1100 – 1200 On-site Registration
Mounting of poster presentations

1200 – 1210 Welcome
Deborah Boehm-Davis, Ph.D., President, APA Division 21
Brad Johnson, Ph.D, President, APA Division 19
Tom Mayfield, CPE, President, HFES Potomac Chapter

1210– 1300 Invited Keynote Address: Cognitive Support: Myths, Mistakes and Models;
Gary Klein, Klein Associates
Session Chair: **Michael D. Matthews**, *United States Military Academy*

1300 – 1430 HCI, Usability, and Automation
Session Chair: **Deborah A. Boehm-Davis**, *George Mason University*

Levels of Automation and User Participation in Usability Testing; *Kent L. Norman and Susan Campbell, University of Maryland, College Park, Emanuele Panizzi, Universita di Roma La Sapienza*

Adaptive Mental Models: A Validation Study; *Gabrielle M. Wood, Adam Royba, Melissa Shuffler, and Stephen Zaccaro, George Mason University*

Analysis of Human-Computer Interaction in Response to Flight Management System (FMS) Messages; *Lance Sherry, George Mason University, Karl Fennell, United Airlines, Micheal Feary, NASA-ARC, & Peter Polson, University of Colorado*

Effects of Flexible and Restricted Control Interfaces on Human-Robot Performance; *Peter N. Squire, Ethan Mereish, & Raja Parasuraman, George Mason University*

Improving Decision-Making with a Likelihood Alarm Display; *Ernesto A. Bustamante, Corey K. Fallon, & James P. Bliss, Old Dominion University*

1430 – 1445 Break - Visit Posters

1445 – 1545 Symposium: New Directions in Army Leader Assessment and Development
Session Chair: **Thomas A Kolditz**, *U.S. Military Academy*; Discussant, Steve Zaccaro, *George Mason University*

The Army's Leader Development Portfolio: Increasing Officer Self-Awareness and Adaptability; *Dennis P. O'Neil, James Ness, Thomas A. Kolditz, & Katherine Hauserman, United States Military Academy*

West Point Cadets are Superb But Deviant; *Michael D. Matthews, Jennifer K. Bailey, & Dennis R. Kelley, United States Military Academy*

Impact of a Strong Environment on Cadet Personality Attitudes; *Volkmar Dieper, James Ness, Donna Brazil, United States Military Academy, & Philip Lewis, Auburn University*

1545 – 16:15 Military Psychology Potpourri

Session Chair: **Brad Johnson**, *United States Naval Academy*

Goal Orientation and Attrition Cognitions: A Person-Organization Fit Perspective; *Jennifer K. Lee, Consortium Research Fellows Program, U.S. Army Research Institute, Arlington, VA, & Trueman R. Tremble, U.S. Army Research Institute*

Crowd Control Training for Military Officers; *C. M. Boone & R. C. Gaskins, Old Dominion University, VMASC.*

1615 – 1630 Break – Visit Posters

1630 – 1800 Cutting Edge Research from the U.S. Service Academies I

Session Chair, **LTC Terence Andre**, *United States Air Force Academy*

Detecting the Difference Between the Plan and the Execution: A Comparison of Two Command and Control Displays; *Ryan E. Baker & Nathan A. Brown, United States Military Academy*

Measuring the Vestibular Time Constant During Off-Axis Rotations; *Justin Bandino, Steve Downie, & Brian Self, United States Air Force Academy*

Performance Analysis of Expert Pilot Operators Using the Unmanned Aerial Vehicle (UAV) Synthetic Task Environment (STE); *Brent A. Cox, United States Air Force Academy*

Comparing the Effectiveness of Synchronous and Asynchronous Collaborative Means in a Military Task; *Curt Daniels & Jason Kinsley, United States Military Academy*

Driving While Using Night Vision Goggles: Does Training Software Improve Driver Performance; *Andrew Fleagle & Lloyd Osafo, United States Military Academy*

1800 – 1830 Poster Session: Meet the Poster Authors

Session Chair: *TBD*

Psychomotor Vigilance and Sleep Deprivation: A Field Study; *Avery Barnett and Charn McAllister, United States Military Academy*

SAGAT versus GRADE: A Comparison of Situation Awareness Assessment Measures; *Amanda Buchholz & Aaron Jackson, United States Military Academy*

Human Factors and I/O Psychology in a Comprehensive View of Recent Airline Accidents: An Analysis of Safety Trends in the Aviation Industry; *Eugenio L Facci, Michael Curtis, University of Central Florida, Meredith A. Bell, The Boeing Company, & Timothy Smoker, University of Central Florida*

The Effects of Individual Bomb Harness on Walking Gait; *Jamie L Gjurjevich & Alexis E. Williams, United States Military Academy*

The Effect of organizational Policy Change on Sleep Patterns in Cadets at the US Military Academy; *James Q. Grossman & Jennifer K. Jantzi, United States Military Academy*

Testing the Effectiveness of Interactive Computer-Based Trainers on Memorization of Assignments in Team Tasks; *Brandon M. Kennedy & Seth A. Gulsby, United States Military Academy*

The Effects of Sleep Deprivation on Objective and Subjective Measures of Cognitive Performance: A Pilot Study; *Silas G. Martinez & Michael D. Matthews, United States Military Academy, Nita Miller, Naval Postgraduate School*

The Influence of Trainee Gaming Experience and Computer Self-Efficacy on Learner Outcomes of Videogame-Based Training Environments; *Karin A. Orvis, George Mason University, Kara L. Orvis, Consortium of Universities, D.C. Metro Area, & James Belanich, U.S. Army Research Institute for the Behavioral and Social Sciences*

Consensus-Based Standards Versus Traditional Assessment of Hardiness, Transformational Leadership and Career Intent in a West Point Officer Cohort; *Joseph Psozka, U.S. Army Research Institute for the Behavioral and Social Science, & Paul Bartone, National Defense University*

Applying ACT-R in Military Training; *Raj M. Ratwani & Krista L. Langkamer, George Mason University*

Out of Which Loop? Performance Problems with Adaptive User Interfaces; *Shelly Roberts & Avi Parush, Carleton University*

1830 – 1900 HFES Potomac Chapter – Cocktail Hour

1900 – 2030 HFES Potomac Chapter Dinner with Guest Speaker: Harold Wain, Ph.D., Program Psychologist and Chief, Psychiatry Consultation Service, Walter Reed Army Medical Center, Washington, DC. “Optimizing Recovery after Traumatic Limb Loss: U.S. Army Amputee Patient Care Program”

FRIDAY, MARCH 4TH

0800 – 0930 Cutting Edge Research at the US Service Academies II

Session Chair: **COL Larry Shattuck, United States Military Academy**

Development of Spatial Disorientation Illusions in the T-41; *Daniel Hwang, U.S. Military Academy & Mary Mullally & Brian Self, United States Air Force Academy*

Workload Measurement: A Comparison of Objective and Subjective Measures; *Samantha Harmon, United States Military Academy*

A Comparative Evaluation of the Continuous Subjective Workload Analysis Graph (CSWAG) and the Subjective Workload Assessment Tool (SWAT); *Kimetha Matthews, United States Military Academy*

Morningness/Eveningness Preferences and Cadet Performance; *Christie DeVany, United States Military Academy*

0930 – 0945 Break – Visit Posters

0945 –1115 Tools and Techniques for Defeating the Threat

Session Chair: **Hank Taylor, University of Illinois at Urbana-Champaign**

Psychology in the Defense Against Terrorism: A Research Agenda; *Mark E. Koltko-Rivera, H. C. Neil Ganey, Justin F. Morgan & Peter A. Hancock, University of Central Florida*

The Threat Assessment Testing Exercise (TATE); *Mark E. Koltko-Rivera, H. C. Neil Ganey, & Peter A. Hancock, University of Central Florida*

The Effects of Secondary Task Demand on the Assessment of Personal Threat; *H.C. Neil Ganey, Mark, E. Koltko-Rivera & Peter A. Hancock, University of Central Florida*

Meta-analytic Review of the Effects of Temperature on Performance; *J.M. Ross, J. L. Szalma, T. Oron-Gilad, & Peter A. Hancock*

Adaptive Change in the Type of Automation Support Reduces the Cost of Imperfect Decision Aids in a Simulated Battlefield Engagement Task; *Kathleen McGarry, Catholic University & Raja Parasuraman, George Mason University*

1115 – 1130 Break – Visit Posters

1130 – 1230 Advanced Concepts and Methodologies in Aviation

Session Chair: **James L. Szalma, University of Central Florida**

Incremental Transfer of Training Effectiveness of a Flight Training Device (FTD), *Henry L. Taylor, Donald A. Talleur, Tom W. Emmanuel, Jr, and Esa M. Rantanen, University of Illinois at Urbana-Champaign*

Improving Novice Knowledge Using Functional Displays; *Carl F. Smith & Deborah A. Boehm-Davis, George Mason University*

Cognitive Tunneling, Aircraft-Pilot Coupling Design Issues, and Scenario Interpretation Under Stress: A Revisitation of Relevant Airline Accidents; *Eugenio, L. Facci, University of Central Florida, Michael Curtis, University of Central Florida, Meredith A. Bell, The Boeing Company, & Timothy Smoker, University of Central Florida*

Weather-Related Decision-Making in Aviation. The Effect of Social Proof, Pluralistic Ignorance and Normalization of Risk on Continue/Divert and Go/No-Go Decisions; *Eugenio, L. Facci, University of Central Florida, Michael Curtis, University of Central Florida, Meredith A. Bell, The Boeing Company, & Timothy Smoker, University of Central Florida*

1230 – 1315 Lunch Break

1315 – 1445 Advanced Technologies in Applied Experimental Psychology

Session Chair: **John Ruffner**, *DCS Corporation*

Problems in the Application of Statistics in Applied Experimental Research; *Doug Griffith, General Dynamics*

Assessing Intent in an Intelligent Advisory: A Survey of the Challenges Facing Intelligence Analysts; *Stoney A. Trent, US Army, The Ohio State University*

Perception of Morphed Objects: Generating Psychophysical Functions for the Evolution of a Shape; *Justin F. Morgan, Tai Orlon-Gilad, Peter A. Hancock, & James Szalma, University of Central Florida*

Augmented Reality for Dummies: An Emerging Technology for Applied Experimental (and Military) Psychology; *John W. Ruffner and Jim E. Fulbrook, DCS Corporation, Marc Foglia, NVIS, INC, and Mark A. Livingston, NRL-DC.*

Measuring the Effectiveness of Augmented Reality; *Mark A. Livingston, Naval Research Laboratory*

1445 - 1500 Break – Visit Posters

1500– 1630 Human Factors Issues in Military Training and Operations

Session Chair: **MAJ James Ness**, *United States Military Academy*

Individual Soldier Camouflage: What the Sniper's Eye Tells the Sniper's Brain; *Timothy R. O'Neill, US Army Defense Consultant, & Guy Crammer, Hyperstealth, Inc.*

Eye Movement Focus in the Detection of Camouflage Patterns; *Widmar Roman, United States Military Academy, Brian Lund, Northrop Grumman, James Ness, United States Military Academy, & Timothy O'Neil, US Army Defense Consultant*

Tactile Guidance for Dismounted Infantry Land Navigation; *Linda R. Elliott, Roger Pettitt, Christian Carstens, Elizabeth Redden, Human Research and Engineering Directorate/Army Research Laboratory, & Jan van Erp, Maaik Duistermaat, TNO Human Factors, The Netherlands*

A Multi-Method Approach to the Assessment of Small Unit Leader Adaptability; *Stephen, J. Zaccaro, Eric Weiss, Stephen Ruth, & Joe Chiara, George Mason University*

Usability Methods for Undergraduate Education and Research; *Terence Andre, United States Air Force Academy*

1630 – 1645 Division 19 Student Paper Awards Ceremony

1645 – 1700 Conclusions

CALL FOR CLINICAL MANUSCRIPTS

“CLINICAL PRACTICE IN OPERATIONAL ENVIRONMENTS”

A SPECIAL ISSUE OF *MILITARY PSYCHOLOGY*

GUEST EDITORS: W. BRAD JOHNSON & TOM WILLIAMS

Military clinical psychologists are increasingly called upon to deploy with and support operations with combat units the world over. Operational tours on aircraft carriers, with forward deployed ground troops, and special warfare units are more prevalent. To remain responsive and adaptive to the operational tempo and continuous challenges of serving our nation at war, military psychologists often face unique clinical concerns, practice challenges, and professional stressors. Military psychologists continue to demonstrate their readiness and relevance in an operational environment by addressing battle and deployment fatigue, trauma reactions, emergent fitness-for-duty evaluations, interrogation support, and occasional conflicts between clinical, consulting, and military roles. To further scholarship in this area and to highlight best practices for military psychologists in operational environments, the division of military psychology (division 19) of the American Psychological Association (APA) will publish a special issue of *Military Psychology* on the topic of “Clinical Practice in Operational Environments.”

Submissions may be empirical, theoretical, or practice-based. Concise cases-studies and brief reviews of topics relevant to operational psychology and practice are also appropriate. All manuscripts should include a clear discussion of practice implications or “best-practice” guidelines.

Manuscripts should be brief and should not exceed 25 pages, including references. Submissions should be in APA format (5th edition).

Deadline for submissions is August 31, 2005. Please send manuscripts to Brad Johnson or Tom Williams at the address below. Electronic submissions are preferred.

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GRADUATE TRAINING IN MEDICAL AND CLINICAL PSYCHOLOGY AT THE UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES

ROBERT LIPPY, LT USNR DEPARTMENT 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 M.S. (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 psychology, health psychology, 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 M.S. (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 PhD 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, 3 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 M.S. 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>

BE READY FOR A CHALLENGE!

By now you should have received your official Division 19 challenge coin. You received a history of the challenge coin and rules for its use when you received your coin, but we will summarize some of the main points again here.

Your coin is a tangible symbol of your membership in the Division, and is meant to honor service, build camaraderie, improve morale, and foster esprit among unit/team members. The President of the Division may present a coin to non-members for a variety of reasons, but mostly in recognition for service rendered to the Division. If you know someone who is not a Division 19 member who has been a contributor to the Division, you should contact the Division President and recommend that a coin be presented. Coins are usually presented with a handshake. Most military members and many civilians employed in the Department of Defense maintain impressive collections of coins obtained through their years of service.

On a more practical level, your coin may pay off for you in the form of a libation in certain situations. The challenge coin rules apply only to individuals of the same unit. The initiator of a challenge may do so to any individual known to have a similar coin (since this is ALL Division 19 members, you are all at risk!). Coin challenges can occur at any time or place by raising your coin in the air or tapping it on a bar or table, and stating you are initiating a coin check. Be sure not to drop your coin, because if you do so, you are expected to buy a round of drinks for anyone who sees or hears the coin dropped, provided they can produce their own coin. The challenged has 60 seconds to produce their coin, and if they cannot do so, they must buy a round of drinks (liberally defined, to include non-alcoholic beverages) for the individual/group being challenged. If the challenged does produce a coin, then the challenger is obliged to buy the drinks.

With the price of drinks being what they are these days, a good rule of thumb is never be caught without your Division 19 coin! (*Editor's note – this is especially true if you are going to be around Paul Bartone, who is well known for producing his coin in social situations!*) So when you attend the APA convention this summer, come prepared for a challenge!



HISTORY OF THE DIVISION 19 NAME CHANGE

PAUL BARTONE

In the fall of 2004, Division 19 completed the steps required by APA in order to formally change our name to the Society for Military Psychology. While we remain Division 19, one of the oldest divisions of the American Psychological Association, the new name emphasizes our status as a distinctive organization of professionals dedicated to the advancement of psychology in the military context. Our common goal is to strengthen the science and profession of psychology in military organizations, supporting scientifically sound and ethical applications of psychology to promote health, education and human welfare in military populations and those affected by military operations.

The option to change our name was raised at least as early as 1998, and has been discussed at various times in Executive Committee meetings since that time. **Marty Wiskoff**, founding Editor of our journal *Military Psychology*, Past-President of Division 19, and currently Member-at-Large, was one of the first to state the case. One of the main arguments for changing the name was to more easily communicate the nature of our organization to those who may be unfamiliar with APA and APA's divisional structure. As the "Society for Military

Psychology," the nature and interests of our organization are much more clear. The new name also better represents our increasingly international membership and global focus. Just as APA's mission is to advance psychology as a means of promoting human welfare (APA Bylaws I.1), so is it our goal to advance military psychology as a means of promoting human welfare, not just for some nations or groups, but for all.

Several options for a new name were proposed at the March, 2004 Mid-Year Executive Committee meeting in Arlington, Virginia. Consensus developed quickly for the name "Society for Military Psychology." This proposal was summarized in the Spring 2004 for members to consider, and members were also notified via the listserv. Members were invited to comment, and informed that this would be an item for them to consider at the next Business Meeting. The new name "Society for Military Psychology" was voted on and approved by the Division 19 Executive Committee in Hawaii in August, 2004, and also approved by a member vote at the August 2004 Business Meeting. The change was approved by APA and became official in November, 2004. So, welcome to the Society for Military Psychology!

BOOK ANNOUNCEMENT: MILITARY LEADERSHIP: IN PURSUIT OF EXCELLENCE FIFTH EDITION NOW AVAILABLE

Military Leadership: In Pursuit of Excellence, Fifth Edition

Edited by Robert L. Taylor and William E. Rosenbach

ISBN: 0-8133-4307-0, January 2005, 208 Pages, \$24.00 pb

Westview Press, 5500 Central Ave, Boulder, CO 80301, 303-444-3541 or 800-371-1669

With an emphasis on transformational leadership and the role of followers, this edition presents a broad spectrum of ideas and perspectives relating to military leadership in the current turbulent military environment. It includes multinational views reflecting the global military stage.

Synthesizing material from the first through fourth editions, new chapters highlight contemporary readings that help the reader to understand the conflict of roles related to the warrior-leader and peacekeeper.

Robert L. Taylor (Lt. Col., USAF, ret.) is dean, College of Business and Public Administration, at the University of Louisville. William E. Rosenbach (Col., USAF, ret.) is the Evans Professor of Eisenhower Leadership Studies and professor of management at Gettysburg College.

To order, please call Westview Press at 1-800-371-1669 with your credit card. To order a copy for your personal library and receive a 20% discount, please mention code U718. Professors, receive an examination copy for only \$5 when you mention code U797.

SPOTLIGHT ON THE SERVICES

LT JOSEPH V. COHN, PHD, NAVAL RESEARCH LABORATORY

[CORRECTION: In the printed version of this newsletter, this article was published with an incorrect byline. The attribution has now been corrected in this online edition and the editor apologizes for the original error.]

To highlight some of the great contributions that uniformed military psychologists are making around the world and in various contexts, LT Joseph Cohn, USN, will publish a "Service Spotlight" article in this and subsequent Newsletter issues. In this issue, we spotlight the work of military psychologists working for the Air Force, the Army, and the Navy. If you would like your work included in a future issue, or would like to recommend someone to include in our spotlight, please contact the Newsletter editor.

The United States Military Academy Center for Personal Development's Cadet (peer) Counseling Unit

Established in 1972, the Cadet Counseling Unit (CCU) provides eight specially selected, trained, and supervised upper class cadets to provide counseling support to the approximately 1,200 New Cadets completing seven weeks of Cadet Basic Training (CBT); a challenging military training requirement the summer before a cadet's plebe (freshman) year. Cadet counselors are selected for their interpersonal skills, sound judgment, and maturity. Referencing their CBT experiences from two years before along with the counseling training they receive, cadet counselors assist New Cadets making the sometimes difficult adjustment from civilian to military life and from high school to life away from home at West Point. As peer counselors, their input has increased validity for those New Cadets having difficulty coping with failure for the first time and/or who may be considering resigning from the Academy. Also, as cadre members living in the barracks with New Cadets, they are available 24/7 to provide preliminary assessments for New Cadets who may be at risk for self-harm which the cadet counselor will in turn convey to their on-call supervisor. Probably, the greatest benefit of the CCU is that to the cadet counselor who receives training and supervision in: listening and counseling skills; conducting intake interviews; risk assessment; decision making counseling; stress management; cultural diversity; support for sexual trauma victims; and eating disorders. This training applied to the experience of providing day to day support for struggling young adults in a

military environment gives the cadet counselor a unique preparation for handling the myriad of soldiers' problems they will encounter once they are commissioned leaders in the Army.

Leading the CCU for the last seven summers is LTC **Robert Byrne**, PhD, ABPP who is the USMA Center for Personal Development's (i.e., the counseling center for cadets) Clinical Director. Supported by his three full-time clinical psychologist colleagues at CPD, two faculty members from United States Military Academy's Department of Behavioral Sciences and Leadership (BS&L), and a third year student from USUHS' Clinical Psychology doctoral program completing a summer clerkship, they provide an intensive eight day training program for these eight cadet counselors immediately prior to the start of CBT. With the arrival of New Cadets, the cadet counselors provide more than ninety percent of the counseling support throughout the summer receiving daily individual, small and large group supervision from LTC Byrne and his staff. For more information about the CCU, you can reach LTC Byrne at (845) 938-3327, DSN: 688-3327 or by email at robert.byrne@usma.edu.

The Office of Naval Research (ONR) coordinates, executes, and promotes the science and technology programs of the United States Navy and Marine Corps through schools, universities, government laboratories, and nonprofit and for-profit organizations. It provides technical advice to the Chief of Naval Operations and the Secretary of the Navy and works with industry to improve technology manufacturing processes. ONR's Human

Performance, Training & Education (HPT&E) program strives to empower today's warfighter by closing human performance gaps using training and education solutions, thereby creating tomorrow's intellectually superior warrior. The principle objective of the HPT&E program is to develop rapidly configurable, effective, "targeted" performance enhancement technologies and training tools for "on the spot" interventions during unpredictable, time-critical, stressful operational missions in complex environments.

The major new thrust of ONR's HPT&E program focuses on developing tools to support real-time cognitive and behavioral assessment and improvement of individuals and teams during operations and training. This thrust is examining technologies to maximize the cognitive abilities of the future Marine and is developing technologies to better understand how a Marine is progressing during the training process, and ultimately determine how to optimally support the training. The central hypothesis is that there are detectable, reliable and repeatable neurophysiological measures that distinguish experts from novices in complex training tasks. The research efforts comprising this thrust will develop the capability, through neurophysiological sensing, to be able to characterize trainee status (i.e. novice or expert) and correlate this with performance. Ultimately, this work will form the basis for the development of the capability to track a trainee, in real time, through the stages from novice to expert using technologies sensitive to the dynamic nature of learning in the brain. The results of this research will afford the United States Marine Corps training community the ability to correctly assess where a trainee is cognitively in the training process and the ability to move trainees more quickly and effectively through the training process, based on scientifically rigorous cognitive/neurophysiological measures.

For additional information about the Office of Naval Research or the HPT&E program please visit www.onr.navy.mil or contact LCDR **Dylan Schmorrow** at schmord@onr.navy.mil.

NOTES FROM THE FIELD

Uniting Operator, Developer and Academic Communities

Heather L. Pringle, Maj, USAF

In the area of Unmanned Aerial Vehicles (UAVs), we have observed some notable efforts to address Human Factors (HF) issues through research in academia, industry, and government. Many of these efforts were independent of each other, so we wanted to take a collective approach that addressed HF concerns across user and developer communities. In particular, we wanted to get operational requirements "out there" so as to drive the future research and potentially development of UAVs. Our approach was unique because (1) united operators, developers and researchers to get full spectrum of perspectives (a systems engineering approach); (2) it focused squarely on Human Factors issues in UAV operations rather than technological achievement, and (3) it provided a detailed agenda for future research.

To this end, we co-chaired a workshop with the Cognitive Engineering Research Institute on the Human Factors of Unmanned Aerial Vehicles (UAVs) May 2004. The workshop was held on May 24-25, 2004, in Chandler, AZ, and drew close to 100 participants including some from outside the US. The workshop included an opening session from users in the field (i.e., US Air Force and Navy operators), highlighting the need for an HF influence on current UAV operations. Two days of talks followed, with break-out discussions, poster sessions, and various social opportunities for discussion. The topics covered were of relevance not only to UAV operations but to basic research issues in human factors and cognitive engineering. Numerous fallacies about UAVs were discussed that could negatively impact the development and deployment of UAVs in national airspace. Additionally, human factors issues were identified that require further study, such as the need for building human understanding of autonomous system(s) and appropriate levels of confidence in them. Further details and abstracts are available at www.cerici.org.

ANNOUNCEMENTS

Chemical and Biological Defense Information Analysis Center (CBIAC)

James M. King, Ph.D., Deputy Director
Chemical and Biological Defense Information Analysis Center
PO Box 196, Gunpowder, MD 21010

The Chemical and Biological Defense Information Analysis Center (CBIAC) operated by Battelle Memorial Institute under the Director of Defense Research and Engineering (DDR&E), Defense Technical Information Center (DTIC), is a Department of Defense (DoD) Information Analysis Center. CBIAC was established in 1986 as DoD's centralized source for Chemical and Biological Defense (CBD) information, serving DoD, Federal agencies, contractors, and state/local governments. CBIAC has three Programs: Core, Knowledge Management and Development (KM&D), and Technical Area Tasks (TATs). Under Core Program, CBIAC acquires, processes, generates, and disseminates CBD and Homeland Security (HLS) information. Core Program maintains a centralized information repository as the foundation of its free services: technical inquiries, newsletters, website, and database accounts. Some items are sold as products. KM&D unifies expertise, analysis, content, and dissemination into specialized information services. While closely linked to Core Program, KM&D projects are TATs. TATs are a task-order contract vehicle for larger efforts, and include information collections; M&S; studies, analyses; research (laboratory, surety agents, and pathogens); test/evaluation; consulting; training; conferences; and design, prototyping, and low-rate production. CBIAC addresses Analysis of Manufacturing Processes CBD, Properties of CBD Materials, Identification, Combat Effectiveness, Counterproliferation, Counterterrorism, Decontamination, Technology Transfer, Demilitarization, Domestic Preparedness, Environmental Fate and Effects, Force Protection, Individual and Collective Protection, Proliferation, Arms Control, Medical Effects and Treatment, Survivability, Smoke and Obscurants, Toxic Industrial Chemicals and Materials, Toxicology, and Treaty Verification and Compliance. To find out more, visit our website: <http://www.cbiac.apgea.army.mil/>.

NOTES AND NEWS FROM THE WORLD OF MILITARY PSYCHOLOGY

We want to provide a space for our members to let their Division 19 colleagues know about important and interesting things in our professional lives. Promotions, changes in jobs, retirements, and other important transitions are appropriate. Please email the Newsletter editor (Mike.Matthews@usma.edu) with anything you would like included in the next issue.

On October 28, 2004, National Guard Bureau announced that **Jim Griffith** was selected to attend the Senior Service College, commencing 2006. In 1986, Jim was commissioned as a uniformed research psychologist. Prior to that time, he was a linguist in the U.S. Army Security Agency. He now serves on the Directorate of Personnel and Administration as a Colonel in the U.S. Army National Guard. Jim's civilian employment is a program area director at the National Center for Education Statistics.

Carl Castro was recently selected to serve as Chief, Department of Military Psychiatry, Walter Reed Army Institute of Research.

Paul Bartone was selected for promotion to the rank of colonel.

Michael Matthews was selected to be a Templeton Positive Psychology Fellow, and will spend six weeks this summer at the University of Pennsylvania working with a group of scholars exploring issues in the emerging field of Positive Psychology.

DIVISION 19 MEMBERSHIP APPLICATION FORM

Application for the Society for 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: _____
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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

DIVISION 19 COMMITTEES

AUGUST 2004 – AUGUST 2005

Fellows	Steve Goldberg, Bob Nichols, Gerald Krueger, Paul Gade		O/407-384-3980 F/407-384-3999 stephen_goldberg@peostri.army.mil
Awards	Paul Bartone, Dana Born, W. Brad Johnson	See Executive Committee	
Membership	Armando Estrada, Anthony Doran, Dennis Scholl	NDU, ICAF 408 Fourth Avenue, Ft. McNair Washington DC 20319	O/202-685-4186 F/202-685-4175 estradaa@ndu.edu
Nominations	Dana Born, Thomas Kolditz, Debra Dunivin, Marty Wiskoff	See Executive Committee	
Editor, Journal of Military Psychology	Janice Laurence	8706 Chippendale Ct. Annandale, VA 22003	O/(703)764-8241 jhlaurance@cox.net
Newsletter Editor [Technical Editor]	Michael Matthews [Gretchen Matthews]	BS&L U.S. Military Academy West Point, NY 10996	O/845-938-3696 F/845-938-2236 Mike.Matthews@usma.edu
2005 Convention Program	Joe Psotka, W. Brad Johnson, Paul Bartone, Bob Bray, Lisa Boyce, Carl Castro, Anthony Doran, Michael Matthews, Sena Garven, Bob Nichols, Melba Stetz	U.S. Army Research Institute 2511 Jefferson Davis Highway Arlington, VA 22202-3926	O/703-602-7945 F/703-602-7737 psotka@ari.army.mil
2005 Mid-Year Meeting Program	Michael Matthews, W. Brad Johnson, Dana Born, Gina Adams	See Newsletter Editor	
Practice	Robert Nichols. Bruce E. Crow, Mark K. Davis	7124 Roslyn Ave. Rockville, MD 20855	O/301-926-2952 F/301-926-1015 DrRobtNich@aol.com
Military Psychology History	Paul Gade	1733 N. Danville Street Arlington, VA 22201	O/703-617-8866 F/703-617-8578 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 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 melba.stetz@us.army.mil
Student Affairs	Kathryn T. Lindsey	USUHS, Dept. of Medical & Clinical Psych (MPS), 4301 Jones Bridge Road, Bethesda, MD 20814-4799	O/301-295-3522 F/301-295-3034 kt.lindsey@verizon.net
Reserve Component Affairs	James Griffith	Nat'l Center for Education Statistics, 1990 K Street, NW, Room 8005, Washington, DC 20006	O/202-502-7387 james.griffith@ed.gov
Parliamentarian	Jared B. Jobe	Behavioral Medicine Research Group, Nat'l Heart, Lung, & Blood Institute, Bethesda, MD 20892	O/301-435-0407 F/301-480-1773 jobej@mail.nih.gov