

APPENDIX D  
MILITARY BEHAVIORAL SCIENTISTS OF OTHER  
SERVICES AND ALLIED NATIONS

## PSYCHOLOGISTS IN THE OTHER SERVICES

In the USAF, most psychologists are categorized as Behavioral Scientists (2675), with some being Scientific Managers (2616) or Systems Acquisition Officers (2724 or 2716). Clinical Psychologists, as health care providers, are classified in the Biomedical Specialties area (AFSC 9186) and generally have little interaction with "line" Behavioral Scientists.

In the other military services or DOD civilian employment, psychologists are given somewhat different occupational classifications (see Figure D1). This figure is taken from the DOD Occupational Conversion Manual (DOD 1313.1-M, OASD/MRA&L, December 1982) which is the official cross-reference for military occupational specialties. Note that military psychologists are classified as Occupational Group 5E in the DOD Occupational Conversion Manual. This category is also included in the AFR 36-1 specialty description for AFSC 2675 (see paragraph 4b of the description in Appendix A).

### U.S. ARMY

In the U.S. Army, psychologists are classified in both the 42 and 68 series. The 42D Psychological Evaluation Officer is part of an occupational series which also includes 42A Administrative & Personnel Systems Managers and 42B Postal & Courier Service officers. Other Army psychologists are part of the 68 series (A-U), which includes biomedical specialties ranging from Microbiologists (68A) to Social Workers (68R). The psychologists include: 68S Psychologist, 68T Health Services Research Psychologist, and 68U Behavioral Science Associate. Thus, in the U.S. Army, most psychologists are grouped generically within the biomedical area, except for Psychological Evaluation Officers who are an administrative occupation. Army psychologists are assigned primarily to medical and medical research organizations such as those shown in Figure D2. While the majority of these organizations are medical agencies, some involve other types of psychological research or teaching and counseling (i.e., West Point).

### U.S. NAVY

In the U.S. Navy, psychologists are categorized in either the 085X or the 225X series. The 2250 officers are titled Behavioral Scientist. Other specialties in the 22XX series include Psychological Operations Officer (2245) and Language Officer (2240). Interestingly, the Psychological Operations Officers of the U.S. Navy are not cross-referenced in the DOD Occupational Conversion Manual as Psychologists (5E) but rather as Intelligence Officers (3A). The 0851 Clinical Psychologists, 0852 Aerospace Experimental Psychologists, and 0854, Research Psychologists generally are categorized in the biomedical area (0849 is Aerospace Physiologist and 0860 is Entomologist). Major Navy organizations using USN psychologists are shown in Figure D3.

Navy psychologists work in a variety of areas ranging from psychophysiological research to development and analysis of training programs. Psychologists at the U.S. Naval Academy, Annapolis, teach psychology courses at the Department of Leadership and Law and provide academic and

personal counseling to midshipmen. Psychologists with the Navy Personnel and Research and Development Center are involved in training research, human resources research, human factors and organizational systems research, and the development of new technologies. Thus, Navy psychologists span the full range from teaching to normal personnel research to advanced systems and aerospace technology development.

#### OFFICE OF PERSONNEL MANAGEMENT (OPM)

DOD civilian employees who are psychologists are classed as GS-180, Personnel Research Psychologists. Specializations within this civilian series include the full range of possible psychology areas. Other GS employees involved in psychology-related work include GS-222, Occupational Analysts (see earlier analysis of behavioral science jobs for a description of this function). In the DOD Occupational Conversion Manual, the GS-222 Occupational Analysts are grouped with Personnel Management and Personnel Administration jobs. For example, GS-221 involves Position Classifiers and GS-223 are Wage and Salary Administrators.

#### Summary

With the descriptive information provided above, it appears that there is no consistent policy within the DOD and the Office of Personnel Management on the classification and utilization of psychologists. In some services, military and civilian psychologists are categorized primarily under the biomedical areas, while other agencies, such as OPM, use one generic classification for most psychologists--GS-180 (with the exception of Occupational Analysts, GS-222 noted above). The USAF categorizes psychologists as either Clinical (AFSC 9186) or Behavioral Scientists (2675), which generally mirrors the two major clusters of psychologists in the American Psychological Association (clinical-practitioners versus scientists-academicians). Within the Behavioral Scientist specialty and in other related officer specialties (Scientific Managers - 2616 and Systems Acquisition Officers and Staff - 2724 and 2716), the utilization of psychologists varies by the mission of the organization (Air Training Command versus research in Air Force Systems Command or education in the USAF Academy and Air University). Thus, while the jobs of Behavioral Scientists in the Air Force are very diverse, the present USAF classification structure appears as realistic as those in the other services (and perhaps more so since in the USAF only clinicians are grouped in the medical area).

It is interesting to note that Scientific Managers (2616) in the Air Force are coded Occupational Group 5A in the DOD Occupational Conversion Manual, as are the other 26XX fields (Physicist - 2635, Chemical Research Officer - 2645, etc.). Only the Behavioral Scientists in the 26XX series are coded differently (as 5E with the USAF Clinical Psychologists and the various psychologists in the other services). This slight anomaly in the occupational classification system may be another bit of evidence which suggests the need for a different classification structure for Air Force Behavioral Scientists (the separate 2671, 2674, 2676 career ladder which was suggested earlier). Indeed, this lack of a clear and separate career progression for Behavioral Scientists may be one of the underlying causes of the lack of a behavioral science proponent (or single-point functional manager) discussed earlier.

FIGURE D1

DOD CLASSIFICATIONS FOR PSYCHOLOGISTS\*

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5E PSYCHOLOGISTS

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ARMY COMMISSIONED

42D	Psychological Evaluation
68S	Psychologist
68T	Health Services Research Psychologist
68U	Behavioral Science Associate

NAVY

0851	Clinical Psychologist
0852	Aerospace Experimental Psychologist
0854	Research Psychologist
2250	Behavioral Scientist

AIR FORCE

2675	Behavioral Scientist
9186	Clinical Psychologist

GENERAL SCHEDULE

0180	Psychology
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\* Taken from the DOD Occupational Conversion Manual, DOD 1313.1-M, OASD/MRA&L, 1982

FIGURE D2

MAJOR U.S. ARMY ORGANIZATIONS USING PSYCHOLOGISTS\*

Academy of Health Sciences  
Ft. Sam Houston, Texas

Army Aeromedical Research Laboratory  
Ft. Rucker, Alabama

Army Disciplinary Barracks  
Ft. Leavenworth, Kansas

Army Human Engineering Laboratory  
Aberdeen Proving Ground, Maryland

Army Medical Department Psychology, Surgeon General,  
The Pentagon

Army Medical Research and Development Command  
Ft. Detrick, Maryland

Army Medical Research Institute of Chemical Defense  
Aberdeen Proving Ground, Maryland

Army Organizational Effectiveness Center and School  
Ft. Ord, California

Army Research Institute for the Behavioral & Social Sciences  
Alexandria, Virginia

Army Research Institute of Environmental Medicine  
Natick, Maine

Army Soldier Support Center, Soldier Development Center  
Ft. Benjamin Harrison, Indiana

Letterman Army Institute of Research  
San Francisco, California

U.S. Army Military Academy, Department of Behavioral Sciences  
and Leadership, West Point

Walter Reed Army Institute of Research  
Washington, DC

\* Information from Military Psychology, APA Division 19, 1983

FIGURE D3

MAJOR U.S. NAVY ORGANIZATIONS USING PSYCHOLOGISTS\*

Medical Service Corps  
Bureau of Medicine and Surgery  
Washington, DC

Naval Aerospace Medical Research Laboratory  
NAS Pensacola, Florida

Naval Air Development Center  
Warminster, Pennsylvania

Naval Air Systems Command  
Washington, DC

Naval Biodynamics Laboratory  
New Orleans, Louisiana

Naval Health Research Center  
San Diego, California

Naval Medical Research Institute  
Bethesda, Maryland

Naval Postgraduate School  
Monterey, California

Naval Submarine Medical Research Laboratory  
NSB New London  
Groton, Connecticut

Navy Medical Command  
Washington, DC

Navy Personnel Research and Development Center  
San Diego, California

Navy Training Equipment Center  
Orlando, Florida

Office of Naval Research  
Arlington, Virginia

Training Analysis and Evaluation Group  
NTC Orlando, Florida

U.S. Naval Academy  
Annapolis, Maryland

\* Information from Military Psychology, APA Division 19, 1983

## MILITARY BEHAVIORAL SCIENTISTS OF ALLIED NATIONS

Because of exchange officer programs and other interactions, such as the Military Testing Association and APA, the psychological research and applications programs of the military services of our allies are very visible to some USAF Behavioral Scientists. Short summaries of the programs of some of our allies are given below.

CANADA. The military forces of Canada are combined under a single National Defence Headquarters (NDHQ) in Ottawa. Within the NDHQ are two agencies involved with research, personnel, and training programs equivalent to the USAF programs with 2675 officers; these are the Personnel Selection Branch (DPSRSC) and the occupational analysis function (DMOS3).

DPSRSC utilizes a force of about 93 Social and Behavioral Scientists as Personnel Selection Officers (PSO) to form a network responsible for both personnel research and application, as well as personnel counseling and the teaching of behavioral science. Collectively, these PSOs make up the Personnel Section (Behavioral Science) Branch of the Canadian Forces. A PSO is assigned to every CF base and is responsible for the following programs:

- a. The Life Skills Education Program (LSEP)
- b. The Life Quality Improvement Program (LQIP)
- c. Second Career Assistance Network (SCAN)
- d. Special training programs (e.g., the Youth Training Employment Program (YTEP))
- e. Second language training
- f. Educational upgrading and academic planning
- g. Professional socialization and motivation of officer groups
- h. Input on middle and senior management training, and
- i. Training of supervisory personnel in counseling techniques

The PSO also serves as a Behavioral Science Advisor to the local commander. Typically, the local base PSO will be a captain with at least a bachelors degree in one of the social sciences (sociology, psychology, etc.), and must have completed at least one tour in another military occupation before being selected as a PSO. After a 1-year internship under an experienced PSO, the new officer will attend a 4-week PSO course before being given an independent assignment. Base PSOs can call on the entire PSO network for advice with any problem and often get guidance and direction from their major command PSO (typically a major) or a Recruiting Zone Advisor (typically a senior captain or major).

Alternate assignments for more experienced PSOs include teaching at one of the military schools or as a research officer with the Canadian Forces Personnel Applied Research Unit (CFPARU) in Willowdale, Ontario, north of

Toronto. CFPARU has responsibility for a variety of research programs; current projects include:

- a. Personnel evaluation or performance measurement
- b. Leadership training
- c. Condition of service issues
- d. Attrition and retention
- e. Social trends and socio-demographic analysis
- f. Computerized counseling techniques and evaluation of counseling methods
- g. Attitudes and values and their affect on military organizations and personal satisfaction
- h. Service retirement or second career experiences, and
- i. Evaluation of sociological and psychological effects of introducing women into previously all male environments

About 10 percent of the PSOs are assigned to civilian universities where they are pursuing advanced degrees in psychology or sociology (some at US universities such as the University of Minnesota and the University of Maryland). Those earning doctoral degrees normally are assigned to CFPARU or as instructors in one of the military schools.

Finally, PSOs may also be on special assignment, such as the DPSRSC staff at NDHQ or as an exchange officer (currently with the USAFOMC, Randolph AFB TX). The head of the PSO branch is normally a lieutenant colonel (currently Lt Col Franck C. Pinch) who is assigned to NDHQ/DPSRSC. This officer functions as the functional manager of all CF Behavioral Scientists.

The PSOs of the CF have their own PSO professional association which meets in annual convention and for a dinner. The association publishes a PSO newsletter (see Figure D4) which keeps everyone informed of each other's activities, and serves to alert them to changes in their field. The association is one instrument to build esprit de corps which is an important part of their interactive network. The PSOs are also encouraged to participate in professional meetings and conferences, such as the Military Testing Association and the American Psychological Association. They also frequently present papers at the Psychology in the DOD Symposiums at the USAF Academy, and the International Occupational Analysts Workshop at the USAF Occupational Measurement Center.

NDHQ/DPSRSC is currently negotiating an additional exchange position with the USAF in terms of a USAF officer possibly being assigned to the CFPARU and a CF officer to the AFMPC/MPCYPT. This possible new exchange program would expand out-of-country assignment potential for USAF Behavioral Scientists (which are currently limited to those with experience in occupational analysis and CODAP).

Personnel Selection Officers Association

# NEWSLETTER

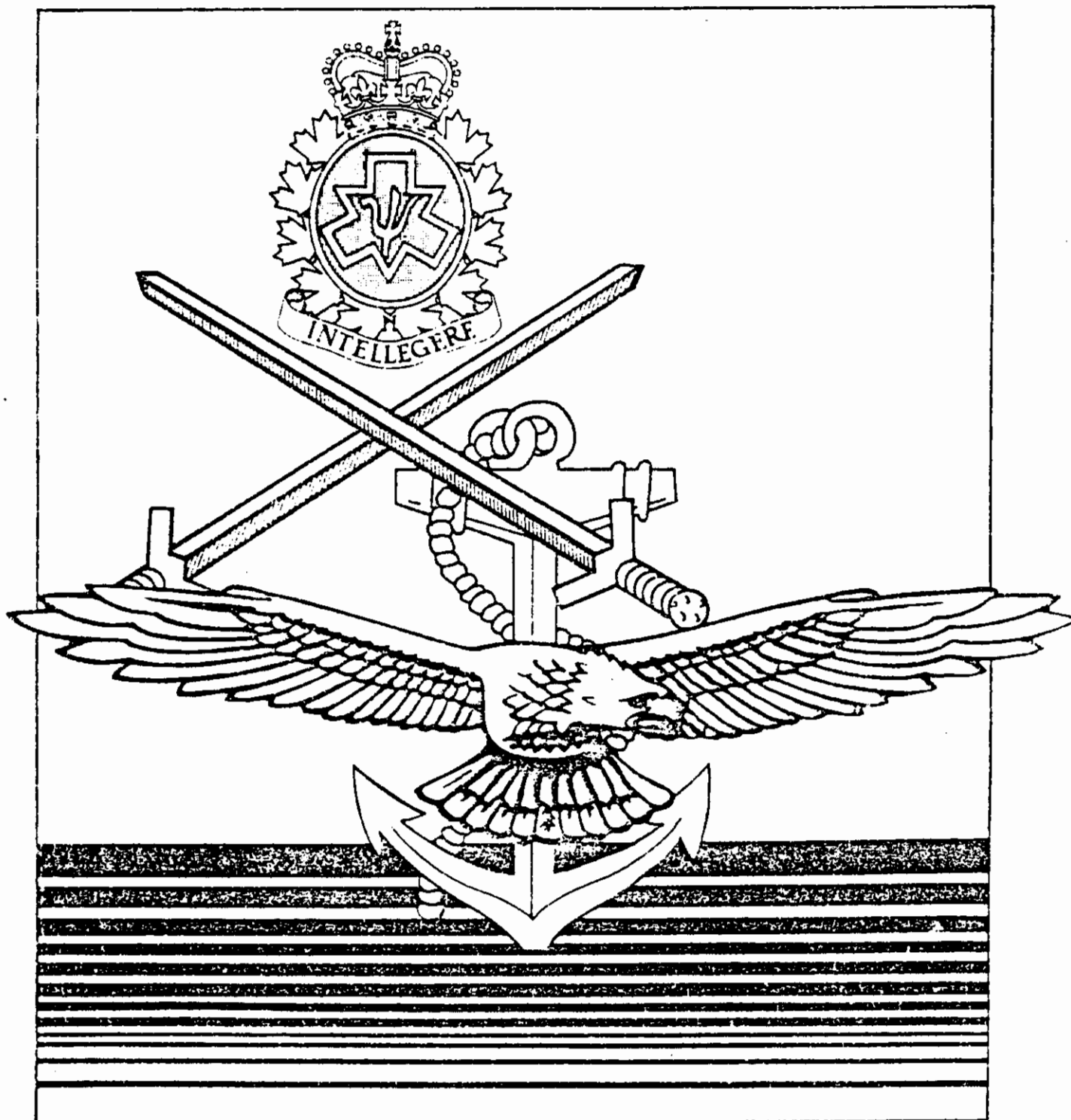


FIGURE D4. A typical cover for the Canadian Forces PSOA Newsletter. The PSO emblem is shown in the upper center, as a Phi crowned and wreathed in Maple leaves. The PSO motto "Intellegere" can be interpreted as "The power of understanding..."

The present USAF exchange is with the NDHQ occupational analysis program (DMOS3), which is responsible for analyzing data and drafting trade specifications for all military occupations. Currently, the USAF exchange officer (captain) is assigned as a team leader, with senior NCOs and warrant officer subject-matter experts for the occupation under study; each team builds their own inventory, administers it TDY to major CF bases, analyzes the data, and drafts a report with recommendations for changes in the manpower, personnel, and training system. Currently, one PSO is also assigned as an Occupational Analyst with DMOS3. Additional PSOs may be assigned this type of duty in the future to enhance the interface between the CF behavioral science community and the application of survey technology and analysis within the Directorate of Military Occupations.

The role of Behavioral Scientists in the Canadian Forces has recently undergone a major reexamination in a special NDHQ study. This study resulted in the rewriting of the trade standard for the specialty and may result in some expansion of PSO functions over the next few years.

ISRAEL DEFENCE FORCES (IDF). Psychologists in the IDF form the Department of Behavioral Sciences (MAMDA). The Chief Psychologist (and commander of MAMDA) now reports directly to the Adjutant General of the IDF. The department includes psychologists and other social scientists (sociologists, etc.) and is responsible for the following programs:

- a. Provide professional behavioral science advice on personnel matters to the Manpower Branch of the IDF
- b. Conduct attitude surveys
- c. Conduct a broad range of behavioral science research projects
- d. Selection of officers and personnel for special training and employment (assignments)
- e. Establishment of policies for providing psychological services to field units
- f. Professional development, technical supervision, and career management of all Behavioral Scientists in the IDF
- g. Providing services to any unit not having their own psychologist

The MAMDA is organized as a part of the IDF headquarters but also has responsibility for technical supervision and management of field psychologists assigned to individual units (see attached organization chart, Figure D5). The field psychologists are responsible for the following areas:

- a. Conducting field sociometric surveys
- b. Early identification of leadership and officer potential
- c. Conduct team-building seminars and workshops (sergeant to captain level)

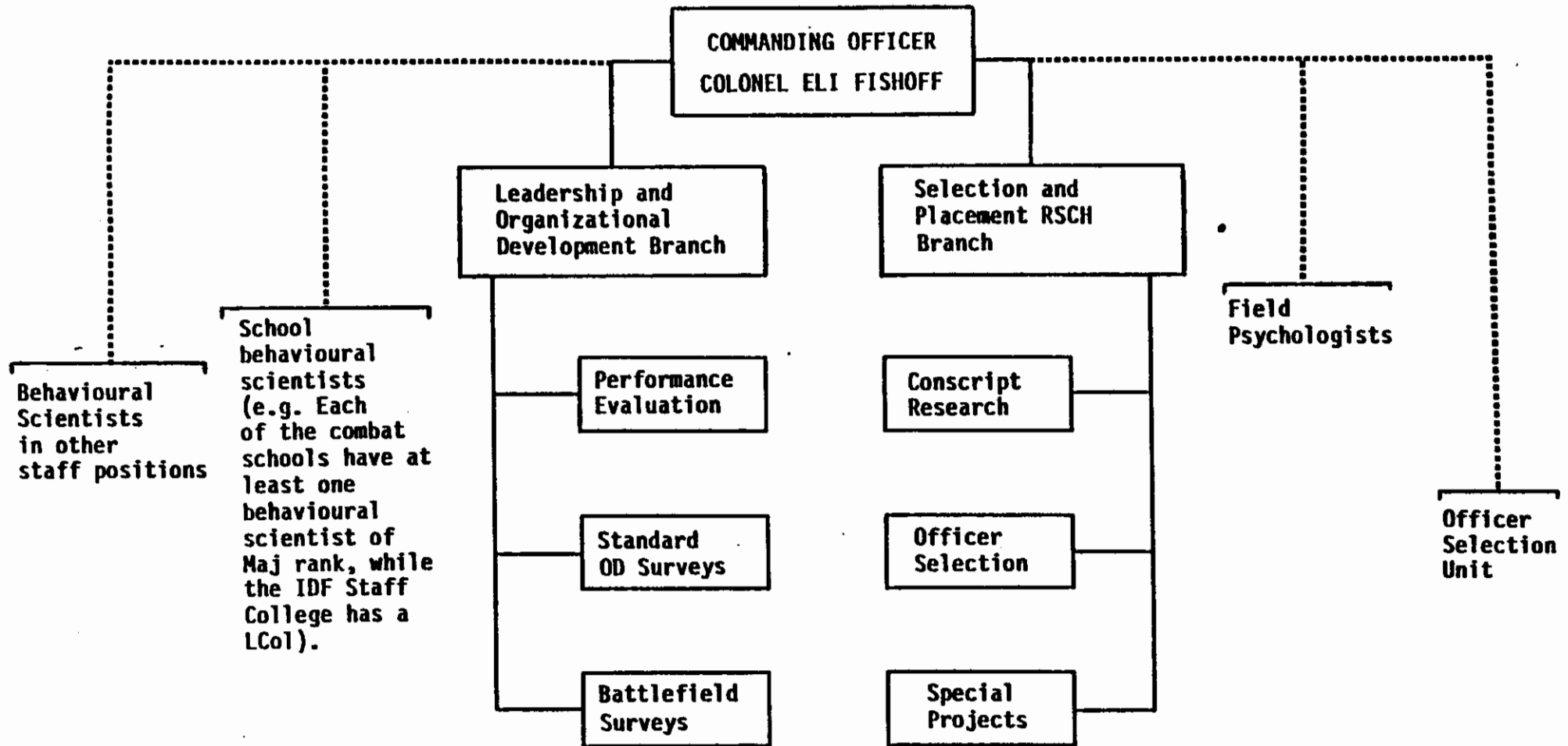
- d. Selection of teams for combat units
- e. Conduct surveys for MAMDA
- f. Conducting interviews (and surveys) for feedback to commanders of:
  - (1) motivation and morale
  - (2) perceived adequacy of training and equipment
  - (3) confidence in leadership
  - (4) perceived operational readiness of a unit
- g. Providing other behavioral sciences services (such as advisor to the commanders)

During military operations, field psychologists operate with their units and provide psychological screening and individual counseling for members of the unit. This type of front-line psychological services quickly restores many of the combat-stress casualties to their units and reinforces the unit cohesion of the division-brigade structure. By dealing with individuals they know during and garrison operations, the field psychologist has a greater probability of having a beneficial impact on those experiencing psychological difficulties under operational conditions.

MAMDA has two research sections, each headed by a Ph. D. lieutenant colonel Behavioral Scientist. Research programs include: performance evaluation, surveys to evaluate organizational climate, individual motivation, and morale, as well as special interest items for the IDF staff (retention, basic training evaluation, etc.). MAMDA research also focuses on long-term selection research for both officers and enlisted populations, including a psychological assessment battery involving tests of intellectual ability, personality, and biographical data. They are also researching assignment procedures and policies and selection for training programs.

The IDF also contracts for behavioral science research with universities and other institutions. Several of these researchers have briefed their results at international conventions (e.g., Dr. Dove Eden, Selection of Tank Crews in the IDF, APA Convention, Los Angeles, 1983). In addition, the MAMDA has recently become a member of the executive committee of the Military Testing Association.

Other allied military forces have had extensive contact with the IDF in the last 3 years. There was an exchange of visits between the Canadian PSO Branch and MAMDA chiefs in 1981 and 1982. Sweden commissioned the previous MAMDA commander to help the Swedish Army develop behavioral science cadre modelled after MAMDA. The Australian Army interacted with MAMDA to obtain information to develop a stronger field psychology role for the Australian Army's Psychology Corps. In return, senior IDF commanders have visited behavioral research applications units in each of these countries and in the United States.



Israel Defense Forces Department of Behavioral Sciences (MAMDA)

**NOTE:**

-----dotted line denotes responsibility for technical direction, professional development and career management.

AUSTRALIAN ARMED FORCES. Each of the three Australian armed forces operates fairly autonomously, and each has its own procedures and organizations for conducting psychological services and research. Each of the services also has a separate occupational analysis program, with the Royal Australian Air Force program being located in Melbourne, and those of the other services operating in the national capital, Canberra.

The Royal Australian Army has a separate Psychology Corps which is responsible for testing recruits and making selection decisions, behavioral science research, and field operations (similar to that of the Israel Defence Forces). They also operate a second career or "resettlement" program for those military members leaving the service (similar to but not as formal or extensive as the Canadian Forces Second Career Assistance Network). The RAA has a continuing program of interaction with allied military services which in 1983 included assignment of a captain to a year tour in the United States visiting behavioral science research and applications units.

The Royal Australian Air Force (RAAF) does not have a separate corps of Behavioral Scientists nor even an occupational category for psychologists. Most of the clinical and research functions are performed by civilian psychologists for the RAAF. Some tasks normally assigned to Behavioral Scientists in other services are usually performed by Training and Education officers in the RAAF. Such a T&E officer is typically assigned on exchange with the Air Force Human Resources Laboratory (Manpower and Personnel Research Division), Brooks AFB TX. The USAF exchange officer is assigned to the occupational analysis cell within HQ Support Command, Victoria Barracks, Melbourne.

Normally, the RAAF exchange officer returning to Australia is assigned to the National Defence Headquarters in Canberra, as part of the NDHQ staff or as the officer in charge of the OA cell in Melbourne. He is responsible for working through applications of the research he conducted while in the US and other recent MPT research results.

The Australian Armed Forces, particularly the RAAF, are very active in international cooperative efforts, including membership in the Military Testing Association (which met in Munich, Republic of West Germany, for their 1984 annual convention), and the Psychology in the DOD symposium, hosted every other year by the USAF Academy. In addition, RAAF and USAF exchange officers often participate in the Australian Psychological Association in its annual convention. In addition, the Australian Armed Forces have recently been involved in negotiations with the Canadian Defence Forces on the possible establishment of an exchange position between the Canadian PSO Branch and the RAA Psychology Corps.

### Summary

Behavioral Scientists are a very active force in the military services of allied nations, but their role, structure, and activity vary greatly by country and even by service within country. The most integrated program seems to