

Navy Personnel Research and Development Center

San Diego, California 92152-7250 AP-94-1 November 1993



AD-A273 422



**Professional Publications
and Presentations**

**Calendar Years
1991-1993**

DTIC



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Foreword

The Navy Personnel Research and Development Center (NPRDC) is an applied research center supporting Navy and Marine Corps personnel readiness. The Center develops better ways to attract qualified people to the naval services, to select the best, to assign them where they are most needed, to train each one effectively and efficiently, and to better manage personnel resources. By combining a deep understanding of operational requirements with first-rate scientific and technical expertise, the Center develops new, useful knowledge and refines technology to address people-related issues. NPRDC is responsive to the needs of manpower, personnel, and training (MPT) managers in the Navy, Marine Corps, and DoD, to the operating forces, and to the shore establishment that trains and supports the Fleet.

MPT R&D methods are derived from behavioral, cognitive, economic, and social sciences as well as from applied mathematics and statistics. These methods result in tangible products for the Navy and Marine Corps. NPRDC constantly searches for technological opportunities to improve personnel readiness and to reduce manpower costs.

NPRDC works as much as possible in the operational setting where products will be used. This ensures that the users' needs and requirements are met and that the users become fully familiar with the product's capabilities. This, in turn, increases the likelihood of product implementation and operational use.

NPRDC encourages civilian and military personnel to publish research findings and development efforts in professional literature. Center personnel publish R&D efforts through various media. This publication cites books, book chapters, and journal articles; presentations, and chaired sessions at professional meetings for CY91, CY92, and CY93¹. The Technical Information Office compiled this information with the assistance of Center personnel.

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¹CY93 is through 30 September 1993.

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Books and Book Chapters

Booth-Kewley, S., Rosenfeld, P., & Edwards, J. E. (1993). Computer-administered surveys in organizational settings: Alternatives, advantages, and applications. In P. Rosenfeld, J. E. Edwards, & M. D. Thomas (Eds.), *Improving organizational surveys: New directions, methods, and applications* (pp. 73-101). Newbury Park, CA: Sage Publications, Inc.

Culbertson, A. L., & Rosenfeld, P. (1993). Understanding sexual harassment through organizational surveys. In P. Rosenfeld, J. E. Edwards, & M. D. Thomas (Eds.), *Improving organizational surveys: New directions, methods, and applications* (pp. 164-187). Newbury Park, CA: Sage Publications, Inc.

Craiger, J. P., Covert, M. D., & Cannon-Bowers, J. A. (in press). Innovations in modeling and simulating team performance: Implications for decision making. In R. Guzzo & E. Salas (Eds.), *Team effectiveness and decision making in organizations: Frontiers in industrial and organizational psychology*. New York: Jossey-Bass.

Covert, M. D., & Craiger, J. P. (in press). Modeling performance and establishing performance criteria in training systems. In J. K. Ford (Ed.), *Improving training effectiveness in work organizations*. Hillsdale, NJ: Lawrence Erlbaum Associates, Inc.

Edwards, J. E., & Thomas, M. D. (1993). The organizational survey process: General steps and practical considerations. In P. Rosenfeld, J. E. Edwards, & M. D. Thomas (Eds.), *Improving organizational surveys: New directions, methods, and applications* (pp. 3-28). Newbury Park, CA: Sage Publications, Inc.

Edwards, J. E., McBride, J. R., Waters, B. K., & Laurence, J. H. (1993). Adaptability screening: Conclusions and implications. In T. Trent & J. H. Laurence (Eds.), *Adaptability screening for the armed forces* (pp. 215-228). Washington, DC: Office of Assistant Secretary of Defense (Force Management and Personnel).

Kerce, E. W., & Booth-Kewley, S. (1993). Quality of work life surveys in organizations: Methods and benefits. In P. Rosenfeld, J. E. Edwards, & M. D. Thomas (Eds.), *Improving organizational surveys: New directions, methods, and applications* (pp. 188-209). Newbury Park, CA: Sage Publications, Inc.

Larson, G. E., & Alderton, D. L. (1993). The structure and capacity of thought: Some comments on the cognitive underpinnings of g*. In D. K. Detterman (Ed.), *Current topics in human intelligence, volume 2: Is mind modular or unitary?* (pp. 141-156). Norwood, NJ: Ablex Publishing Corporation.

Morrison, R. F. (in press). Biodata applications in career development research and practice. In M. D. Mumford, G. S. Stokes, & W. A. Owens (Eds.), *Biodata handbook*. Palto Alto, CA: Consulting Psychologists Press.

Nebeker, D. M. (in press). I/O and OB in the military services: Past, present and future. In J. Greenberg (Ed.), *Organizational behavior: The state of the science*. Hillsdale, NJ: Erlbaum Associates.

Rosenfeld, P., & Booth-Kewley, S. (in press). Impression management and computer surveys. In J. Beard (Ed.), *Impression management and technology*. New York: Pergamon Press.

Rosenfeld, P., Edwards, J. E., & Thomas, M. D. (Eds.). (1993). *Improving organizational surveys: New directions, methods, and applications*. Newbury Park, CA: Sage Publications, Inc.

Rosenfeld, P., Edwards, J. E., & Thomas, M. D. (1993). Introduction. In P. Rosenfeld, J. E. Edwards, & M. D. Thomas (Eds.), *Improving organizational surveys: New directions, methods, and applications* (pp. ix-xiv). Newbury Park, CA: Sage Publications, Inc.

Thomas, M. D., & Thomas, P. J. (1993). Surveying pregnancy and single parenthood: The Navy experience. In P. Rosenfeld, J. E. Edwards, & M. D. Thomas (Eds.), *Improving organizational surveys: New directions, methods, and applications* (pp. 145-163). Newbury Park, CA: Sage Publications, Inc.

Thomas, P. J., & Thomas, M. D. (1993). Mothers in uniform. In F. Kaslow (Ed.), *The military family in peace and war* (pp. 25-47). New York: Springer.

Trent, T. (1993). The Armed Services Applicant Profile (ASAP). In T. Trent & J. H. Laurence (Eds.), *Adaptability screening for the armed forces* (pp. 71-99). Washington, DC: Office of Assistant Secretary of Defense (Force Management and Personnel).

Trent, T., & Laurence, J. H. (Eds.). (1993). *Adaptability screening for the armed forces*. Washington, DC: Office of Assistant Secretary of Defense (Force Management and Personnel).

Professional Journals

Alderton, D. L., & Larson, G. E. (in press). Cross-task consistency in strategy use and the relationship with intelligence. *Intelligence*.

Ali, A. I., Kennington, J. L., & Liang, T. T. (1993). Assignment with en route training of Navy personnel. *Naval Research Logistics*, 40, 581-592.

Booth-Kewley, S., Rosenfeld, P., & Edwards, J. E. (in press). Turnover among Hispanic and non-Hispanic blue-collar workers in the Navy's civilian work force. *Journal of Social Psychology*.

Cowen, M. (in press). Designing an instructional simulation for a program entry panel. *Simulation & Gaming*, 24 (4), 500-506.

Culbertson, A. L., & Rosenfeld, P. (in press). Assessment of sexual harassment in the active-duty Navy. *Military Psychology*.

Edwards, J. E., Rosenfeld, P., Thomas, P. J., & Thomas, M. D. (1993). Willingness to relocate for employment: A survey of Hispanics, non-Hispanic whites, and blacks. *Hispanic Journal of Behavioral Sciences*, 15, 121-133.

Edwards, J. E., & Thomas, M. D. (1993). The organizational survey process: General steps and practical considerations. *American Behavioral Scientist*, 36, 419-442.

Ellis, J. A., & Knirk, F. G., Taylor, B. E., & McDonald, B. A. (1993). The course evaluation system. *Instructional Science*, 21, 313-334.

Held, J. D., Alderton, D. L., Foley, P. P., & Segall, D. O. (1993). Arithmetic reasoning gender differences: Explanations found in the Armed Services Vocational Aptitude Battery (ASVAB). *Learning and Individual Differences*, 5(2), 171-186.

Larson, G. E. (in press). Rate of forgetting and intelligence. *Learning and Individual Differences*.

Larson, G. E., Saccuzzo, D. P., & Brown, J. (in press). Motivation: Cause or confound in information processing. *ACTA Psychologica*.

Montague, W. E., & Ellis, J. A. (Eds.). (1993). U.S. military developments in instructional technology [Special Issue]. *Instructional Science*, 21.

Montague, W. E., & Ellis, J. A. (1993). U.S. military developments in instructional technology. *Instructional Science*, 21, 223-224.

Montague, W. E., & Knirk, F. G. (Eds.). (1993). What works in adult instruction: The management, design and delivery of instruction [Special Issue]. *International Journal of Educational Research*, 19.

Montague, W. E., & Knirk, F. G. (1993). What works in adult instruction: The management, design and delivery of instruction. *International Journal of Educational Research*, 19, 327-443.

Nebeker, D. M., & Tatum, B. C. (1993). The effects of computer monitoring, standards and rewards on work performance, job satisfaction and stress. *Journal of Applied Social Psychology*, 23(7), 508-536.

Robertson, M. M., Whitehill, B. V., & Hasslet, J. (1993). A two phase evaluation of "What works: A summary of educational research as it relates to adult learning." *International Journal of Educational Research*, 19, 431-443.

Rosenfeld, P., Booth-Kewley, S., & Edwards, J. E. (1993). Computer-administered surveys in organizational settings: Alternatives, advantages, applications. *American Behavioral Scientist*, 36, 485-511.

Rosenfeld, P., Booth-Kewley, S., Edwards, J. E., & Alderton, D. L. (in press). Linking diversity and impression management: A study of Hispanic, black, and white Navy recruits. *American Behavioral Scientist*.

Rosenfeld, P., Edwards, J. E., & Thomas, M. D. (Eds.). (1993). Improving organizational surveys: New directions and methods. *American Behavioral Scientist*, 36(4).

Rosenfeld, P., Edwards, J. E., & Thomas, M. D. (1993). Improving organizational surveys: An introduction. *American Behavioral Scientist*, 36, 414-418.

Rosenfeld, P., Giacalone, R. A., & Riordan, C. A. (in press). Impression management theory and diversity: Lessons for organizational behavior. *American Behavioral Scientist*.

Segall, D. O. (in press). The reliability of linearly equated test scores. *Psychometrika*.

Semb, G. B., & Ellis, J. A. (in press). Knowledge taught in school: What is remembered? *Review of Educational Research*.

Semb, G. B., Ellis, J. A., & Araujo, J. (1993). Long-term memory for knowledge learned in school. *Journal of Educational Psychology*, 85, 305-316.

Simpson, H., & Pellegrino, J. W. (in press). Descriptive models in learning command languages. *Journal of Educational Psychology*.

Simpson, H., Pugh, H. L., & Parchman, S. W. (1993). Empirical comparison of alternative instructional TV technologies. *Distance Education, 14*(1), 147-164.

Sticht, T., Ellis, J. A., Montague, W. E., Quellmalz, E., & Slappy, J. (1993). Combining environmental design and computer programs to enhance learning in Navy technical training. *Military Psychology, 5*, 63-75.

Steuer, R. E., Whisman, A. W., & Silverman, J. (in press). A combined Tchebycheff/reference point interactive multiobjective programming procedure. *Management Science*.

Thomas, P. J., & Thomas, M. D. (in press). The effects of gender, marital status and parental status on absenteeism among Navy enlisted personnel. *Military Psychology*.

Van Matre, N., Ellis, J. A., Montague, W. E., & Wulfeck, W. H. (1993). Computer-managed instruction in naval technical training. *Instructional Science, 21*, 295-311.

Wetzel, C. D. (1993). Generative aspects of the Computer Based Educational Software System (CBESS). *Instructional Science, 21*, 269-293.

Whitehill, B. V., & McDonald, B. A. (1993). Improving learning persistence of military personnel by enhancing motivation in a technical training program. *Simulation & Gaming, 24*(3), 294-313.

Wulfeck, W. H., Dickieson, J. L., Apple, J., Vogt, J. L. (1993). The automation of curriculum development using the Authoring Instructional Materials (AIM) system. *Instructional Science, 21*, 255-267.

Presentations

Booth-Kewley, S., & Bloom, F. A. (1993, August). *Why victims fail to report sexual harassment*. Paper presented at the 101st annual meeting of the American Psychological Association, Toronto, Canada

Booth-Kewley, S., Thomas, M. D., & Ellis, N. M. (1993, August). *Women in combat: Opinions of Navy personnel*. Paper presented at the 101st annual meeting of the American Psychological Association, Toronto, Canada.

Burke, M. J., Raju, N. S., Edwards, J. E., & Day, R. R. (1993, May). *Performance scale transformations in utility analysis*. Paper presented at the 8th annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Craiger, J. P. (1993, May). *Comparison of additive versus direct product solutions for multimethod-multirater job performance data*. Paper presented at the 8th annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Craiger, J. P., & Coovert, M. D. (1993, November). *A fuzzy system for mapping worker attributes to tasks*. Paper to be presented at the 23rd annual meeting of the Society for Computers in Psychology, Washington, DC.

De Young, P. (1993, June). *Individual proficiency and coworker attitude moderate the effects of productivity gain sharing*. Paper presented at the 5th annual convention of the American Psychological Society, Chicago, IL.

De Young, P. (1993, August). *The effects of group size and expected level of productivity gain sharing success on motivation, job performance and job satisfaction*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.

Dockstader, S. L. (1993, November). *The Department of the Navy approach to TQM*. Paper to be presented at the 1993 Ship Production symposium, Williamsburg, VA.

Dutcher, J. S., Sheposh, J., Dickason, D., & Provo, B. (1993, November). *A personnel management experiment: Implications for organizations of the future*. Paper to be presented at the 35th annual conference of the Military Testing Association, Williamsburg, VA.

Edwards, J. E., Rosenfeld, P., Booth-Kewley, S., & Thomas, M. D. (1993, August). *Methodological issues in Navy surveys*. Paper presented at the 101st annual meeting of the American Psychological Association, Toronto, Canada.

Edwards, J. E., Rosenfeld, P., Thomas, M. D., & Thomas, P. J. (1993, August). *Navy research into diversity: An update*. Paper presented at the 101st annual meeting of the American Psychological Association, Toronto, Canada.

Ellis, J. A., & Taylor, B. E. (1993, April). *Evaluations of instructional systems development applications*. Paper presented at the annual meeting of the American Educational Research Association, Atlanta, GA.

Federico, P-A. (1993, April). *The reactivity and veridicality of verbal protocols*. Paper presented at the annual meeting of the American Educational Research Association, Atlanta, GA.

Federico, P-A. (1993, October). *Expert and novice differences in recognizing similar situations*. Paper to be presented at the annual meeting of the Human Factors and Ergonomics Society, Seattle, WA.

- Foley, P. P. (1993, November). *Evaluating alternative equating procedures for ASVAB*. Paper to be presented at the 35th annual conference of the Military Testing Association, Williamsburg, VA.
- Foley, P. P. (1993, May). *Evaluation of ASVAB classification composites across Navy jobs*. Paper presented at the 8th annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Held, J. D., & Foley, P. P. (1993, November). *The general multivariate correction formulas: Efficacy for univariate selection situations*. Paper to be presented at the 35th annual conference of the Military Testing Association, Williamsburg, VA.
- Krass, I. A. (1993, May). *Application of the balancing network to the Navy unit personnel readiness problem*. Paper presented at The Institute of Management Sciences/Operations Research Society of America Joint National Meeting, Chicago, IL.
- Kerce, E. W. (1993). *Using research data in the Navy corrections program*. Paper presented at the annual meeting of the American Corrections Association, Nashville, TN.
- Lewis, G. W., & Ryan-Jones, D. L. (1993, February). *Task response prediction using cortical brain potentials: A neural network analysis*. Paper presented at the Artificial Neural Network Conference, San Diego, CA.
- Larson, G. E. (1993, August). *Psychological factors in differential accident rates for right- and left-handers*. Paper presented at the 101st annual meeting of the American Psychological Association, Toronto, Canada.
- Moranville, A., Cowen, M., Hewitt, D., & McCabe, K. (1993, May). *Surface combat operator training update*. Paper presented at the 38th annual Joint Electronic Warfare Conference, Norfolk, VA.
- Moreno, K. E., Segall, D. O., & Wise, L. (1993, May). *The CAT-ASVAB operational test and evaluation*. Paper presented at the 38th annual Joint Electronic Warfare Conference, Norfolk, VA.
- Newell, C. E., Rosenfeld, P., & Culbertson, A. L. (1993, November). *Sexual harassment experiences and EO perceptions of Navy women*. Paper to be presented at the 35th annual conference of the Military Testing Association, Williamsburg, VA.
- Randel, J. M., Pugh, H. L., & Schuler, J. W. (1993, May). *Cognitive skills of the electronic warfare technician*. Paper presented at the 38th annual Joint Electronic Warfare Conference, Norfolk, VA.

Rosenfeld, P. (1993, August). *Impression management, fairness, and the employment interview*. Paper presented at the 101st annual meeting of the American Psychological Association, Toronto, Canada.

Rosenfeld, P., & Culbertson, A. L. (1993, August). *Assessing equal opportunity climate: Integrating Navy-wide and command-level approaches*. Paper presented at the 101st annual meeting of the American Psychological Association, Toronto, Canada.

Ryan-Jones, D. L., & Lewis, G. W. (1993, June). *Neural network analysis can identify stimuli from single-epoch ERP samples*. Paper presented at the 5th annual convention of the American Psychological Society, Chicago, IL.

Ryan-Jones, D. L., & Lewis, G. W. (1993, February). *Neural network discrimination of brain activity*. Paper presented at the Artificial Neural Network Conference, San Diego, CA.

Sands, W. A., & Vicino, F. L. (1993, July). *Dual use technology*. Paper presented at the Technical Cooperation Program, Technical Panel UTP-3 Conference, Plymouth, United Kingdom.

Sands, W. A., & Folchi, J. (1993, July). *Artificial neural networks for personnel selection*. Paper presented at the Technical Cooperation Program, Technical Panel UTP-3 Conference, Plymouth, United Kingdom.

Sands, W. A., & Folchi, J. (1993, November). *Comparison of back propagation and regression models for personnel selection*. Paper to be presented at the 35th annual conference of the Military Testing Association, Williamsburg, VA.

Sands, W. A., & Moreno, K. E. (1993, July). *Computer-based ability testing*. Paper presented at the Technical Cooperation Program, Technical Panel UTP-3 Conference, Plymouth, United Kingdom.

Sands, W. A., Trent, T., & Devlin, S. (1993, July). *Compensatory screening model for Navy non-high school diploma graduate applicants*. Paper presented at the Technical Cooperation Program, Technical Panel UTP-3 Conference, Plymouth, United Kingdom.

Sheposh, J., Dutcher, J. S., Dickason, D., Heller, C., & Love, L. (1993, November). *Relationship between TQM perceptions and empowerment: A longitudinal analysis*. Paper to be presented at the 35th annual conference of the Military Testing Association, Williamsburg, VA.

Tatum, B. C. (1993, August). *The effects of fixed versus continuous-improvement goals on productivity and affective reaction*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.

Thomas, M. D. (1993, August). *How men and women view sexual harassment*. Paper presented at the 101st annual meeting of the American Psychological Association, Toronto, Canada.

Thomas, M. D., Booth-Kewley, S., & Ellis, N. M. (1993, August). *Emotional responses to pregnant Navy women in the work place*. Paper presented at the 101st annual meeting of the American Psychological Association, Toronto, Canada.

Thomas, P. J. (1993, August). *Measuring sexual harassment: How should rates be determined?* Paper presented at the 101st annual meeting of the American Psychological Association, Toronto, Canada.

Trejo, L. J., & Shensa, M. J. (1993, November). *Linear and neural network models for predicting human signal detection performance from event-related potentials: A comparison of the wavelet transform with other feature extraction methods*. Paper to be presented at the 1993 International Simulation Technology Multiconference, San Francisco, CA.

Trejo, L. J. (1993, February). *Pattern recognition neural networks for human event-related potentials (ERP): A comparison of feature extraction methods*. Paper presented at the Artificial Neural Network Conference, San Diego, CA.

Trent, T., & Devlin, S. (1993, November). *Navy recruit training performance of high school dropouts*. Paper to be presented at the 35th annual conference of the Military Testing Association, Williamsburg, VA.

Ulozas, B. (1993, May). *Development of a virtual environment damage control training prototype*. Paper presented at the 7th meeting of DOD Technical Training Technology Group, Orlando, FL.

Wolfe, J. H. (1993, August). *The Enhanced Computer Administered Test (ECAT) battery validity*. Paper presented at the 101st annual meeting of the American Psychological Association, Toronto, Canada.

Wolfe, J. H., & Larson, G. E. (1993, August). *Factor validities for the Enhanced Computer Administered Test (ECAT)*. Paper presented at the 101st annual meeting of the American Psychological Association, Toronto, Canada.

Chaired Sessions at Professional Meetings

Lewis, G. W. (1993, February). *Neural networks and brain activity*. Chaired session at the Artificial Neural Network Conference, San Diego, CA.

Sands, W. A. (1993, February). *Neural networks, statistics, and personnel*. Chaired session at the Artificial Neural Network Conference, San Diego, CA.

Sorensen, S. W. (1993, February). *Neural networks, expert systems, classification and learning*. Chaired session at the Artificial Neural Network Conference, San Diego, CA.

Tatum, B. C. (1993, February). *Productivity, motivation, and job affect in a simulated work environment*. Chaired session at the annual meeting of the Academy of Management, Atlanta, GA.

Thomas, P. J. (1992, August). *Diversity in the Navy*. Chaired session at the 101st annual meeting of the American Psychological Association, Toronto, Canada.

Books and Book Chapters

Edwards, J. E., Thomas, M. D., & Burch, R. L. (1992). Hispanic representation in the Federal Government: Lessons from the Navy's equal employment opportunity enhancement research program. In S. B. Knouse, P. Rosenfeld, & A. L. Culbertson (Eds.), *Hispanics in the workplace* (pp. 231-245). Newbury Park, CA: Sage Publications, Inc.

Knouse, S. B., Rosenfeld, P., & Culbertson, A. L. (1992). *Hispanics in the workplace*. Newbury Park, CA: Sage Publications, Inc.

Knouse, S. B., Rosenfeld, P., & Culbertson, A. L. (1992). Hispanics and work: An overview. In S. B. Knouse, P. Rosenfeld, & A. L. Culbertson (Eds.), *Hispanics in the workplace* (pp. 1-5). Newbury Park, CA: Sage Publications, Inc.

Rosenfeld, P., & Culbertson, A. L. (1992). Hispanics in the military. In S. B. Knouse, P. Rosenfeld, & A. L. Culbertson (Eds.), *Hispanics in the workplace* (pp. 211-230). Newbury Park, CA: Sage Publications, Inc.

Scheines, R., Spirtes, P., & Glymour, C. (1992).^{*1} TETRAD II: Finding causal models of statistical data. In F. Faulbaum (Ed.), *Advances in statistical software 3* (pp. 143-152). New York: Gustav Fischer.

Snyder, H. L., & Trejo, L. J. (1992). Research methods. In H. Widdel & D. L. Post (Eds.), *Color in electronic displays* (pp. 95-135). New York: Plenum Press.

Professional Journals

Armstrong, S., & Collopy, F. (1992).^{*} Error measures for generalizing about forecasting methods: Empirical comparison. *International Journal of Forecasting*, 8, 69-80.

¹An asterisk denotes that all referenced authors are not NPRDC employees; however, this research was supported by the Center.

Booth-Kewley, S., Edwards, J. E., & Rosenfeld, P. (1992). Impression management, social desirability, and computer administration of attitude questionnaires: Does the computer make a difference? *Journal of Applied Psychology*, 77, 562-566.

Booth-Kewley, S., Rosenfeld, P., & Edwards, J. E. (1992). Impression management and self-deceptive enhancement among Hispanic and non-Hispanic white Navy recruits. *The Journal of Social Psychology*, 132, 323-329.

Callahan, J. D., & Sorensen, S. W. (1992). Using TETRAD II as an automated exploratory tool. *Social Science Computer Review*, 10(3), 329-336.

Clark, R., Kennington, J., Meyer, R., & Ramamurti, M. (1992).* Generalized networks: Parallel algorithms and an empirical analysis. *ORSA Journal on Computing*, 4(2), 132-145.

Collopy, F., & Armstrong, J. S. (1992).* Rule-based forecasting: development and validation of an expert systems approach to combining time series extrapolations. *Management Science*, 38(10), 1394-1414.

Devlin, S. E., Abrahams, N. M., & Edwards, J. E. (1992). Empirical keying of biographical data: Cross-validity as a function of scaling procedure and sample size. *Military Psychology*, 4(3), 119-136.

Federico, P-A. (1992). Assessing semantic knowledge using computer-based and paper-based media. *Computers in Human Behavior*, 8, 169-181.

Morrison, R. F., & Branter, T. M. (1992). What enhances or inhibits learning a new job? A basic career issue. *Journal of Applied Psychology*, 77(6), 926-940.

Pugh, H. L., Parchman, S. W., & Simpson, H. (1992). Video telecommunications for distance education: A field survey of systems in U.S. public education, industry, and the military. *Distance Education*, 13(1), 46-64.

Randel, J. M., Main, R. E., Seymour, G. E., & Morris, B. A. (1992). Relation of study factors to performance in Navy technical schools. *Military Psychology*, 4(2), 75-86.

Randel, J. M., Morris, B. A., Wetzel, C. D., & Whitehill, B. V. (1992). The effectiveness of games for educational purposes: A review of recent research. *Simulation & Gaming*, 23(3), 261-276.

Scheines, R., & Spirtes, P. (1992).* Finding latent variable models in large databases. *International Journal of Intelligent Systems*, 7, 609-621.

Simpson, H., & Pugh, H. L. (1992). A user friendly electronic mail system to support correspondence instruction. *Educational Technology Publications*, XXXII(12), 20-25.

Thomas, P. J., & Thomas, M. D. (1992). Impact of pregnant women and single parents upon Navy personnel systems. *Minerva: Quarterly Report on Women and the Military*, X(3,4), 41.

Wang, Z., & Kennington, J. (1992).* A shortest augmenting path algorithm for the semi-assignment problem. *Operations Research*, 40(1), 178-187.

Presentations

Alderton, D. L. (1992, August). *ECAT battery: Descriptions, constructs, and factor structure*. Paper presented at the 100th annual meeting of the American Psychological Association, Washington, DC.

Alderton, D. L. (1992, August). *Navy and joint service validity research: Conclusions for the future of aptitude research*. Paper presented to North Atlantic Treaty Organization Research Group, Monterey, CA.

Alderton, D. L. (1992, October). *Status of computer administration of the ASVAB*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Baker, H. G. (1992, August). *Comparisons of C-MIS response patterns across varying categories of respondents*. Paper presented at the 100th annual meeting of the American Psychological Association, Washington, DC.

Baker, H. G. (1992, October). *Let's hear from the reserves: Results of the 1991 Naval Reserve Survey*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Baker, H. G. (1992, October). *Naval reservists and Operation Desert Shield/Storm*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Blanco, T. A. (1992, April). *Implementing a personnel assignment system in a largely manual and decentralized decision environment—A case study*. Paper presented at The Institute of Management Sciences/Operations Research Society of America Joint National Meeting, Orlando, FL.

Blankenship, M. H., Trejo, L. J., Lewis, G. W., & Sorenson, R. C. (1992, October). *Mental workload assessment: P300 and N1 ERP components covary during radar simulation performance*. Paper presented at the 32nd annual meeting of the Society for Psychophysiological Research, San Diego, CA.

Booth-Kewley, S. (1992, October). *Do dispositional variables play a role in job satisfaction*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Booth-Kewley, S. (1992, February/March). *Verifiability increases impression management but not self-deceptive enhancement among Navy recruits*. Paper presented at the Association of Women in Psychology Conference, Long Beach, CA.

Booth-Kewley, S., Culbertson, A. L., & Rosenfeld, P. (1992, February/March). *Sexual Harassment in the Navy: Initial findings*. Paper presented at the Association of Women in Psychology Conference, Long Beach, CA.

Booth-Kewley, S., Rosenfeld, P., Edwards, J. E., & Alderton, D. L. (1992, June). *Verifiability increases impression management but not self-deceptive enhancement among Navy recruits*. Paper presented at the 4th annual convention of the American Psychological Society, San Diego, CA.

Booth-Kewley, S., & Thomas, M. D. (1992, October). *Biodata and personality: Are they related?* Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Borack, J. I. (1992, November). *A technique for estimating the final grade of Navy Training School 'Non-completers.'* Paper presented at the Operations Research Society of America/The Institute of Management Sciences Joint National Meeting, San Francisco, CA.

Byrne, W. M., & Edwards, J. E. (1992, June). *The effects of antecedent variables on a causal model of role incongruences*. Paper presented at the 4th annual convention of the American Psychological Society, San Diego, CA.

Charnes, A., & Sorensen, S. W. (1992, April). *A model for the Navy's awaiting instruction problem*. Paper presented at The Institute of Management Sciences/Operations Research Society of America Joint National Meeting, Orlando, FL.

Chipman, M. (1992, June/July). *Maximizing U.S. Navy new recruit production through optimal geographical allocation of recruiting resources*. Paper presented at EURO XII/The Institute of Management Sciences XXI Joint International Conference, Helsinki, Finland.

Collopy, F., & Armstrong, J. S. (1992, November). * *Decomposition of time series by causal forces*. Paper presented at the Operations Research Society of America/The Institute of Management Sciences Joint National Meeting, San Francisco, CA.

Conner, H. B. (1992, January). *AI-EOD information search, retrieval, and delivery system*. Paper presented at 3rd annual Airborne Weapons Tech Reunion and Training Exposition, San Diego, CA.

Culbertson, A. L., Moore, B., & Rosenfeld, P. (1992, February/March). *African-American women in the Navy, perceptions of equal opportunity*. Paper presented at the Association of Women in Psychology Conference, Long Beach, CA.

Culbertson, A. L., & Rosenfeld, P. (1992, August). *Assessment of sexual harassment in the Navy*. Paper presented at the 100th annual meeting of the American Psychological Association, Washington, DC.

Dutcher, J. S. (1992, October). *Investigation of a non-punitive discipline system in a DOD organization*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Edwards, J. E., & Morrison, R. F. (1992, May). *Selecting and classifying future naval officers: The paradox of greater specialization in broader arenas*. Paper presented at the Army Research Institute Conference on Selection and Classification in the Army, Alexandria, VA.

Federico, P-A. (1992, October). *Individual differences in acquiring tactical decision-making proficiency*. Paper presented at the annual meeting of the Human Factors Society, Atlanta, GA.

Folchi, J., Trent, T., & Devlin, S. E. (1992, October). *Navy non-high school diploma graduate compensatory screening model*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Hemmer, J. D., Ryan-Jones, D. L., & Lewis, G. W. (1992, October). *Effects of repeated presentation and familiarity of face stimuli upon ERP components*. Paper presented at the 32nd annual meeting of the Society for Psychophysiological Research, San Diego, CA.

Hetter, R. D., Segall, D. O., & Bloxom, B. M. (1992, October). *Item calibration medium effect on CAT scores*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Kennington, J. L., & Mohammadi, F. (1992, April).* *The constrained assignment problem*. Paper presented at The Institute of Management Sciences/Operations Research Society of America Joint National Meeting, Orlando, FL.

Kerce, E. W. (1992, August). *The effects of retraining interventions on individuals confined in Navy correctional facilities*. Paper presented at the Navy/Marine Corps Correctional Workshop, Springfield, CA.

Larson, G. E. (1992, August). *Test/retest results for the Enhanced Computer Adaptive Test (ECAT) battery*. Paper presented at the 100th annual meeting of the American Psychological Association, Washington, DC.

Larson, G. E., & Alderton, D. L. (1992, October). *Reliabilities and practice effects for the Enhanced Computer Adaptive Test battery*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Lewis, G. W., & Ryan-Jones, D. L. (1992, October). *Brain variability, individual differences, and task performance over time*. Paper presented at the 22nd annual meeting of the Society for Neuroscience, Anaheim, CA.

Lewis, G. W., & Ryan-Jones, D. L. (1992, October). *Neural network identification of individuals from ERP patterns*. Paper presented at the 4th annual convention of the American Psychological Society, San Diego, CA.

Mohammadi, F., & Kennington, J. L. (1992, November).* *The constrained assignment problem*. Paper presented at Operations Research Society of America/The Institute of Management Sciences Joint National Meeting, San Francisco, CA.

Morrison, R. F. (1992, May). *Adapting to career transition: Becoming plateaued/promoted*. Paper presented at the 7th annual conference of the Society for Industrial and Organizational Psychology, Montreal, Quebec.

Nebeker, D. M., Tatum, B. C., & Cooper, B. L. (1992, May). *Can the public sector benefit from productivity gainsharing plans? Experiences in the Department of the Navy*. Paper presented at the conference of the American Compensation Association, Anaheim, CA.

Newell, C. E., Rosenfeld, P., & Culbertson, A. L. (1992, October). *Supervisor's gender and race affect Navy black female's equal opportunity perceptions*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Pinar, M. C., & Zenios, S. A. (1992, April). * *A smooth penalty algorithm for network flow problems with side constraints*. Paper presented at The Institute of Management Sciences/Operations Research Society of America Joint National Meeting, Orlando, FL.

Robertson, D. W. (1992, June). *Development of job performance standards for muscularly demanding military tasks*. Paper presented at the conference of Industrial Ergonomics and Safety Research, Denver, CO.

Rosenfeld, P., & Culbertson, A. L. (1992, August). *Hispanic women in the Navy: Interfacing culture and gender*. Paper presented at the 100th annual meeting of the American Psychological Association, Washington, DC.

Rosenfeld, P., Edwards, J. E., Thomas, M. D., & Booth-Kewley, S. (1992, October). *Hispanic underrepresentation in the Navy's blue-collar civilian labor force: Organizational perspectives*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Ryan-Jones, D. L., & Lewis, G. W. (1992, June). *Cognitive failures questionnaire does not predict job performance*. Paper presented at the 4th annual convention of the American Psychological Society, San Diego, CA.

Ryan-Jones, D. L., & Lewis, G. W. (1992, October). *Relationship between P3 amplitude and latency during visual discrimination*. Paper presented at the 32nd annual meeting of the Society for Psychophysiological Research, San Diego, CA.

Ryan-Jones, D. L., & Lewis, G. W. (1992, October). *Task-dependent ERP correlates of self-reported stress*. Paper presented at the 32nd annual meeting of the Society for Psychophysiological Research, San Diego, CA.

Ryan-Jones, D. L., Lewis, G. W., & Wetzell, C. D. (1992, October). *ERP correlates within decision variations in discrimination performance*. Paper presented at the 22nd annual meeting of the Society for Neuroscience, Anaheim, CA.

Sands, W. A. (1992, October). *Computer-based testing R&D at the Navy Personnel Research and Development Center: An overview*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Sands, W. A. (1992, October). *Introduction to back propagation: An artificial neural network paradigm*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Segall, D. O. (1992, October). *CAT-ASVAB precision*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Sheposh, J. (1992, October). *Characteristics and organizational orientation of empowered employees*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Sheposh, J. (1992, June). *Longitudinal assessment of the relationship between organizational climate and planned change*. Paper presented at the 4th annual convention of the American Psychological Society, San Diego, CA.

Sheposh, J., & Dutcher, J. S. (1992, October). *Performance appraisals: An employee perspective*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Shoecraft, M. R. (1992, April). *Forecasting Navy support manpower from force levels*. Paper presented at The Institute of Management Sciences/Operations Research Society of America Joint National Meeting, Orlando, FL.

Silva-Jalonen, D., & Rosenfeld, P. (1992, October). *Equal opportunity perceptions of Filipinos in the U.S. Navy*. Paper presented at the 34th annual conference of the Military Testing Association, San Diego, CA.

Silverman, J. (1992, April). *ECO: An enlisted inventory model in four dimensions*. Paper presented at The Institute of Management Sciences/Operations Research Society of America Joint National Meeting, Orlando, FL.

Simpson, H. (1992, October). *Empirical comparison of alternative instructional TV technologies*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Sorensen, S. W., & Charnes, A. (1992, April). *A model for the Navy's awaiting instruction problem*. Paper presented at The Institute of Management Sciences/Operations Research Society of America Joint National Meeting, Orlando, FL.

Tatum, B. C., & Nebeker, D. M. (1992, April/May). *Computerized monitoring of performance under different levels of system control and reporting error*. Paper presented at the 6th annual conference of the Society of Industrial and Organizational Psychology, Montreal, Quebec.

Tatum, B. C., & Nebeker, D. M. (1992, June). *The effects of system control and feedback errors on performance and affective reactions*. Paper presented at the 4th annual convention of the American Psychological Society, San Diego, CA.

Thode, W. F. (1992, November). *Portability of software*. Paper presented at the 14th Interservice/Industry Training Systems and Education Conference, San Antonio, TX.

Thomas, M. D. (1992, March). *Pregnant enlisted women in the Navy Work Center*. Paper presented at the annual meeting of the Association for Women in Psychology, Long Beach, CA.

Thomas, M. D. (1992, August). *Navy women and pregnancy: Misinformation and legitimate issues*. Paper presented at the 100th annual meeting of the American Psychological Association, Washington, DC.

Thomas, P. J. (1992, February/March). *Women in combat: What are the issues?* Paper presented at the annual meeting of the Association for Women in Psychology, Long Beach, CA.

Thompson, T. J., & Boyle, J. P. (1992, April). *Probability of detection*. Paper presented at the Tri-Service Laboratory Managers' meeting, San Antonio, TX.

Thompson, T. J., & Boyle, J. P. (1992, June). *Models for drug testing*. Paper presented at the Military Operations Research Society Conference, Monterey, CA.

Trejo, L. J. (1992, June). *Event-related potentials as real-time indices of performance quality in signal detection, running memory, and computation*. Paper presented at the 4th annual convention of the American Psychological Society, San Diego, CA.

Trejo, L. J., Ryan-Jones, D. L., & Woldorf, M. (1992, April). *Mismatch negativity: Effects of selective attention*. Paper presented to the ERP Laboratory, Department of Neurosciences, University of California, San Diego, CA.

Trejo, L. J., Ryan-Jones, D. L., & Kramer, A. F. (1992, October). *Attentional modulation of the pitch-change mismatch negativity*. Paper presented at the 32nd annual meeting of the Society for Psychophysiological Research, San Diego, CA.

Trejo, L. J., Kramer, A. F., & Humphrey, D. (1992, October). *Differential workload sensitivity of early and late components of the auditory probe ERP*. Paper presented at the 32nd annual meeting of the Society for Psychophysiological Research, San Diego, CA.

Vicino, F. L. (1992, October). *CBT: The time has come*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Vicino, F. L. (1992, October). *FINIS CORONAT OPUS*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Wilbur, E. R., Moreno, K. E., & Hetter, R. D. (1992, October). *The operational test and evaluation of computer-based testing*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Wolfe, J. H. (1992, August). *Navy technical school validity of the new predictor battery*. Paper presented at the 100th annual meeting of the American Psychological Association, Washington, DC.

Wolfe, J. H., & Alderton, D. L. (1992, October). *Navy incremental validity study of new predictors*. Paper presented at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Chaired Sessions at Professional Meetings

Baker, H. G. (1992, October). *Organizational effectiveness I*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Cowen, M. (1992, October). *Training: General topics II*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Ellis, J. A. (1992, October). *Training: Evaluation*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Folchi, J. (1992, October). *Human factors*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Foley, P. P. (1992, October). *Testing: General issue*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Held, J. D. (1992, October). *Eclectically speaking II*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Hetter, R. D. (1992, October). *Personality assessment*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Laabs, G. J. (1992, October). *Job performance measurement I*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Laabs, G. J. (1992, October). *Measuring and modeling military performance*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Larson, G. E. (1992, October). *Selection: Methodology III*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Monzon, R. I. (1992, October). *Eclectically speaking I*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Morrison, R. F. (1992, October). *Leadership*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Randel, J. M. (1992, October). *Training: General topics I*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Robertson, D. W. (1992, October). *Occupational analysis I*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Robertson, D. W. (1992, October). *Occupational analysis II*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Robertson, D. W. (1992, June). *Military occupational ergonomics*. Chaired session at the conference of Industrial Ergonomics and Safety Research, Denver, CO.

Robinson, C. (1992, October). *Minorities in the military*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Robertson, D. W. (1992, October). *Human factors*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Sands, W. A. (1992, October). *Computer-based R&D at NPRDC*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Sands, W. A. (1992, October). *Selection: Methodology II*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Segall, D. O. (1992, October). *Selection: Methodology I*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Seymour, G. E. (1992, October). *Decision process: Implications for the military*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Shoecraft, M. R. (1992, April). *Military applications I*. Chaired session at the meeting of The Institute of Management Sciences/ Operations Research Society of America Joint National Meeting, Orlando, FL

Somer, M. (1992, October). *The words from afloat and ashore: Surveys in the Navy*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Stern, H. (1992, October). *Training: Development*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Thode, W. F. (1992, October). *Computer-based instruction I*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Thomas, M. D. (1992, March). *Women in the military: New realities*. Chaired session at the annual meeting of the Association for Women in Psychology, Long Beach, CA.

Thomas, P. J. (1992, August). *Women in the Navy: Past, present, and future*. Chaired session at the 100th annual meeting of the American Psychological Association, Washington, DC.

Trent, T. (1992, October). *Biodata: Utilization and validation*. Chaired session at the 34th annual conference of the Military Testing Association, Del Mar, CA.

Books and Book Chapters

Chang, F. R. (1991). An experimental investigation of text comprehension processes in bilinguals: Implications for training. In R. F. Dillon & J. W. Pellegrino (Eds.), *Instruction: Theoretical and applied perspectives* (pp. 71-81). New York: Praeger Publishers.

Cuqlock-Knopp, V. C., Wilkins, C. A., & Torgenson, W. S. (1991). Multiple cue probability learning and the design of information displays for multiple tasks. In D. L. Damos (Ed.), *Multiple-task performance* (pp. 139-152). London. Washington, DC: Taylor & Francis.

Ellis, J. A., Montague, W. E., & Wulfeck, W. H. (1991). *Problems and promises of computer-based training*. Norwood, NJ: Ablex Publication Corporation.

Federico, P-A. (1991). Student cognitive attributes and performance in a computer-managed instructional setting. In R. F. Dillon & J. W. Pellegrino (Eds.), *Instruction: Theoretical and applied perspectives* (pp. 16-46). New York: Praeger Publishers.

Flaningam, M., & Paulson, D. (1991). Teaching interpretive skills. In R. F. Dillon & J. W. Pellegrino (Eds.), *Instruction: Theoretical and applied perspectives* (pp. 140-149). New York: Praeger Publishers.

Giacalone, R. A., & Rosenfeld, P. (Eds.) (1991). *Applied impression management: How image making affects managerial decision making*. Newbury Park, CA: Sage Publications, Inc.

Konoske, P. J., & Ellis, J. A. (1991). Cognitive factors in learning and retention of procedural tasks. In R. F. Dillon & J. W. Pellegrino (Eds.), *Instruction: Theoretical and applied perspectives* (pp. 47-70). New York: Praeger Publishers.

McDonald, B. A. (1991). Motivation and learning: Prescription for change. In R. F. Dillon & J. W. Pellegrino (Eds.), *Instruction: Theoretical and applied perspectives* (pp. 118-139). New York: Praeger Publishers.

Morrison, R. F. (1991). Meshing corporate and career development strategies. In R. F. Morrison & J. Adams (Eds.), *Contemporary career development issues* (pp. 25-53). Hillsdale, NJ: Erlbaum.

Morrison, R. F., & Adams, J. (Eds.). (1991). *Contemporary career development issues*. Hillsdale, NJ: Erlbaum.

Morrison, R. F., & Brantner, T. M. (1991). What affects how quickly a new job is learned? In J. L. Wall & L. R. Jauch (Eds.), *Academy of management best paper proceedings 1991* (pp. 52-56). Monroe, LA: Academy of Management.

Rosenfeld, P., & Giacalone, R. A. (1991). From extreme to the mainstream: Applied impression management in organizations. In R. Giacalone & P. Rosenfeld (Eds.), *Applied impression management: How image making affects managerial decision making* (pp. 3-12). Newbury Park, CA: Sage Publications Inc.

Semb, G. B., Ellis, J. A., Montague, W. E., & Wulfeck, W. H. (1991). Self-paced instruction: Perceptions, pitfalls, and potentials. In T. Shlechter (Ed.), *Problems and promises in computer-based training* (pp. 119-137). Norwood, NJ: Ablex.

Professional Journals

Baker, H. G., Berry, V. M., McClintock, V. M., & Norris, L. (1991). Automated assessment of reasons for joining an organization. *The Journal of Psychology*, 124(6), 711-719.

Callahan, J. D., & Sorensen, S. W. (1991). Rule induction for group decisions with statistical data—An example. *Journal of the Operations Research Society*, 42(3), 227-234.

Edwards, J. E., Rosenfeld, P., & Thomas, P. J. (1991). Hispanic and non-Hispanic white new hires in the Navy's blue-collar civilian work force: A pilot study. *Hispanic Journal of Behavioral Sciences*, 13, 412-421.

Federico, P-A. (1991). Measuring recognition performance using computer-based and paper-based methods. *Behavior Research Methods, Instruments, & Computers*, 23(3), 341-347.

Kantor, J. (1991). The effects of computer administration and identification on the job descriptive index (JDI). *Journal of Business and Psychology*, 5(3), 309-323.

Kempka, D., Kennington, J. L., & Zaki, H. (1991).* Performance characteristics of the Jacobi and the Gauss-Siedel versions of the Auction Algorithm on the Alliant FX18. *ORSA Journal on Computing*, 3, 92-106.

Larson, G. E., Alderton, D. L., & Kaupp, M. A. (1991). Dynamic administration of a general intelligence test. *Learning and Individual Differences*, 3(2), 123-134.

- Larson, G. E., & Merritt, C. R. (1991). Can accidents be predicted? An empirical test of the Cognitive Failures Questionnaire. *Applied Psychology: An International Review*, 40(1), 37-45.
- McDaniel, W. C., & Rankin, W. C. (1991). Determining flight task proficiency of students: A mathematical decision aid. *Human Factors Journal*, 33(3), 293-308.
- McDaniel, W. C., & Sistrunk, F. (1991). Management dilemmas and decisions: Impact of framing and anticipated responses. *Journal of Conflict Resolution*, 35(1), 21-42.
- Morrison, R. F., & Wilcove, G. L. (1991). Roadblocks to warrior subspecialty development. *Military Psychology*, 3(1), 41-59.
- Nebeker, D. M. (1991). The power of technology. *Contemporary Psychology*, 36(10), 855.
- Pellegrino, J. W., Doane, S. M., Fischer, S. C., & Alderton, D. L. (1991). Stimulus complexity effects in visual comparisons: The effects of practice and learning context. *Journal of Experimental Psychology: Human Perception and Performance*, 17(3), 781-791.
- Raju, N. S., Steinhaus, S. D., Edwards, J. E., & DeLessio, J. (1991). A logistic regression model for personnel selection. *Applied Psychological Measurement*, 15(2), 139-152.
- Rosenfeld, P., Giacalone, R. A., Knouse, S. B., Doherty, L. M., Vicino, S. M., Kantor, J., & Greaves, J. (1991). Impression management, candor, and microcomputer-based organizational surveys: An individual differences approach. *Computers in Human Behavior*, 7, 23-32.
- Rosenfeld, P., Thomas, M. D., Edwards, J. E., Thomas, P. J., & Thomas, E. D. (1991). Navy research into race, ethnicity, and gender issues: A historical review. *International Journal of Intercultural Relations*, 15, 407-426.
- Seymour, G. E., Main, R. E., Randel, J. M., & Morris, B. A. (1991). Study factors and their impact on military school performance measures. *Educational Technology Research and Development*, 39(2), 19-28.
- Simpson, H., Pugh, H. L., & Parchman, S. W. (1991). An experimental two-way video teletraining system: Design, development, and evaluation. *Distance Education*, 12(2), 209-231.
- Taylor, B. E., & Ellis, J. A. (1991). An evaluation of instructional systems development in the Navy. *Educational Technology Research and Development*, 39(1), 93-103.

Thomas, M. D., Thomas, P. J., & McClintock, V. M. (1991). Pregnant enlisted women in Navy work centers. *Minerva: Quarterly Report on Women and the Military*, 9, 1-32.

Wang, Z., & Kennington, J. (1991).* An empirical analysis of the dense assignment problem: Sequential and parallel implementations. *ORSA Journal on Computing*, 3(4), 299-306.

Presentations

Alderton, D. L. (1991, April). *On the biology of sex differences in spatial ability: Where is the interaction between sex and college major?* Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.

Alderton, D. L. (1991, August). *Improved measurement of perceptual speed ability through computer administration.* Paper presented at the 99th annual meeting of the American Psychological Association, San Francisco, CA.

Ali, A. I. (1991, November).* *Assignment of naval personnel: Applicable computational methodologies.* Paper presented at the Operations Research Society of America/The Institute of Management Sciences Joint National Meeting, Anaheim, CA.

Chipman, M. (1991, June). *Recruiting resource allocation project.* Paper presented at the conference of the Joint Market Analysis and Research Committee, Lake Geneva, WI.

Christinaz, D. (1991, August). *CST: Electronic circuit simulator and training tool.* Presentation at the seminar of Computers in Naval Education and Training, Annapolis, MD.

Collopy, F., & Armstrong, J. S. (1991, June).* *Rule-based Forecasting: Foundations and developments.* Paper presented at Eleventh International Symposium on Forecasting, New York.

Devlin, S. E., Abrahams, N. M., & Edwards, J. E. (1991, October). *Biodata: Keying procedure and sample size effects on cross-validity.* Paper presented at the 33rd annual conference of the Military Testing Association, San Antonio, TX.

Dickieson, J. L. (1991, August). *Paperless classroom and courseware portability projects as they relate to educational theory and technology.* Presentation at the seminar of Computers in Naval Education and Training, Annapolis, MD.

Edwards, J. E. (1991, April). *Classification in a changing organization: Initial career concerns*. Paper presented at the 6th annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Edwards, J. E., Booth-Kewley, S., & Rosenfeld, P. (1991, October). *Computer administration of questionnaires: Impression management and social desirability*. Paper presented at the 33rd annual conference of the Military Testing Association, San Antonio, TX.

Ellis, J. A. (1991, October). *Enhancing the learning environment in a Navy school*. Paper presented at the 33rd annual conference of the Military Testing Association, San Antonio, TX.

Federico, P-A. (1991, April). *BATMAN & ROBIN: Friendly interfaces for performance measurement*. Paper presented at the 2nd annual conference of the Research and Development Information Exchange, China Lake, CA.

Federico, P-A. (1991, September). *Recognition measurement: Computer-based and paper-based methods*. Paper presented at the annual meeting of the Human Factors Society, San Francisco, CA.

Federico, P-A. (1991, November). *Verbal protocols and complicated performance*. Paper presented at the meeting of the Psychonomic Society, San Francisco, CA.

Kaylani, T., Mazzara, M., DasGupta, S., Hohenberger, M., & Trejo, L. J. (1991, February). *Classification of ERP signals using neural networks*. Paper presented at the Workshop on Neural Networks, cosponsored by Auburn University, NASA, and the Society for Computer Simulation, Auburn, AL.

Kennington, J. L., & Mohammadi, F. (1991, November).* *The constrained assignment problem*. Paper presented at the Operations Research Society of America/The Institute of Management Sciences Joint National Meeting, Anaheim, CA.

Krass, I. A., & Thompson, T. J. (1991, May). *Navy fleet personnel readiness problem*. Paper presented at The Institute of Management Sciences/Operations Research Society of America Joint National Meeting, Nashville, TN

Krass, I. A., & Thompson, T. J. (1991, November). *Decomposition method for solving a large-scale model to maximize Navy unit personnel readiness*. Paper presented at the Operations Research Society of America/The Institute of Management Sciences Joint National Meeting, Anaheim, CA.

Larson, G. E. (1991, August). *The diverse correlates of mental ability: Which are central?* Paper presented at the 99th annual meeting of the American Psychological Association, San Francisco, CA.

Larson, G. E. (1991, October). *Measurement of working memory.* Paper presented at the conference of the Neural Constraints on Architectures, sponsored by the Office of Naval Research, Iowa City, IA.

Lewis, G. W., & Ryan-Jones, D. L. (1991, October). *Event-related potential averages: How many epochs are needed?* Paper presented at the 31st annual meeting of the Society for Psychophysiological Research, Chicago, IL.

Lewis, G. W., & Ryan-Jones, D. L. (1991, October). *The effect of sampling on ERP stability.* Paper presented at the 31st annual meeting of the Society for Psychophysiological Research, Chicago, IL.

Morrison, R. F. (1991, April). *Person centered, person job match: A career development issue.* Paper presented at the 6th annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Morrison, R. F. (1991, June). *What affects how quickly a new job is learned?* Paper presented at the meeting of the Military Operations Research Society, West Point, NY.

Morrison, R. F. (1991, August). *The contribution of promotability and perceptions of promotion opportunity to turnover.* Paper presented at the annual meeting of the Academy of Management, Miami, FL.

Morrison, R. F. (1991, August). *What effects how quickly a new job is learned.* Paper presented at the annual meeting of the Academy of Management, Miami, FL.

Parchman, S. W. (1991, September). *1-way vs. 2-way video: A study of training effectiveness and user acceptance.* Paper presented at the 5th annual conference on Distance Education, Training and Interactive Technologies, Augusta, ME.

Parchman, S. W. (1991, September). *Program development work shop proposal.* Paper presented at the 5th annual conference on Distance Education, Training and Interactive Technologies, Augusta, ME.

Pinar, M. C., & Zenios, S. A. (1991, November). * *A smooth penalty algorithm for network structured problems and its application to naval personnel assignment*. Paper presented at the Operations Research Society of America/The Institute of Management Sciences Joint National Meeting, Anaheim, CA.

Pugh, H. L. (1991, August). *Training effectiveness of alternative distance learning systems*. Presentation at the seminar of Computers in Naval Education and Training, Annapolis, MD.

Ropp, G. A., & Shoecraft, M. R. (1991, May). *Improved Navy seal shore rotation planning*. Paper presented at The Institute of Management Sciences/Operations Research Society of America Joint National Meeting, Nashville, TN.

Rosenfeld, P., Thomas, M. D., Edwards, J. E., & Thomas, P. J. (1991, August). *Gender, race, and ethnicity in Navy research*. Paper presented at the 99th annual meeting of the American Psychological Association, San Francisco, CA.

Ryan-Jones, D. L., & Lewis, G. W. (1991, April). *Application of neural network techniques to artifact detection and correction in cortical event-related potential data*. Paper presented at the 2nd annual conference of the Research and Development Information Exchange, China Lake, CA.

Ryan-Jones, D. L., & Lewis, G. W. (1991, February). *Application of neural network techniques to the prediction of job performance*. Paper presented at the Workshop on Neural Networks, cosponsored by Auburn University, NASA, and the Society for Computer Simulation, Auburn, AL.

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Chaired Sessions at Professional Meetings

Laabs, G. J. (1991, November). *Determining the relationship between Navy job performance and recruit characteristics*. Chaired session at the 33rd annual conference of the Military Testing Association, San Antonio, TX.

Morrison, R. F. (1991, April). *Shifting placement decisions from the organization to the individual*. Chaired session at the 6th annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Yau, M. (1991, November). *Application of large scale optimization*. Chaired session at the Operations Research Society of America/The Institute of Management Sciences Joint National Meeting, Anaheim, CA.

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