

**THE HISTORY OF THE NATIONAL ORGANIZATION OF
VA PSYCHOLOGISTS (NOVA-Psi):
1981 – 1999**

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Overview

This narrative describes three periods of NOVA-Psi history over a 19-year span that focuses on significant events and activities of the organization. Data sources for this history were primarily selected from highlights of over 1,000 pages of 53 NOVA-Psi newsbriefs and newsletters from 1983-1998 available to the authors. Those newsbriefs and newsletters are identified in a special Citation Listing following the Reference Section. The significance of the reported events and activities of the organization is further described in the Summary Comments Section.

A focus on highlights for this chronicle necessarily limits selection of material from the NOVA-Psi newsbriefs and newsletters. More information about events and activities chosen for this history as well as other patient care topics and professional activities not selected for this history can be obtained by reviewing the digital scans of the newsbriefs and newsletters themselves.

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² This history manuscript is housed in the National Organization of VA Psychologists (NOVA-Psi) archives at the Cummings Center for the History of Psychology (CCHP) at the University of Akron and can be additionally accessed for viewing and downloading at the website of the Association of VA Psychologist Leaders (AVAPL) at <http://avapl.org> (select *Archives* tab).

The Beginning

A grassroots movement in 1981 prompted 100 psychologists from the Veterans Administration (VA), later named the Department of Veterans Affairs (VA), to meet at the annual convention of the American Psychological Association (APA) in Los Angeles to form a new organization called the National Organization of VA Psychologists (NOVA-Psi).³ Those attending the meeting reached a consensus that NOVA-Psi could play a unique advocacy role in pursuing and promoting the issues that directly affected the interests of VA psychologists. A commonly noted issue at the meeting focused on the vigorous debate surrounding the appointment of VA psychologists under Title 5 versus Title 38 recruitment authority and personnel policies.

The unpublished minutes of the 1981 NOVA-Psi Interim Steering Committee that reported on the APA meeting also referred to a subsequent survey return from 357 VA psychologists representing 75 VA medical centers. Those survey results indicated overwhelming support for an advocacy model for NOVA-Psi and the selection of the Title 5 versus Title 38 issue as the most important to be addressed followed by salary and grade level concerns.

The NOVA-Psi articles of incorporation were approved in 1982. The articles listed the purpose of the organization as including the promotion of the interests of Veterans Administration psychologists, the facilitation of communication among such psychologists, the promotion of opportunities for continuing education and research, the representation of psychologists before the public and governmental bodies, and cooperation with other organizations and agencies in the furtherance of the science and the profession of psychology.

During the first year, over 100 membership applications were processed, a communication network of NOVA-Psi medical center representatives was developed, and the first newsletter was published. Contacts were initiated with APA, the Association for the Advancement of Psychology (AAP), the Veterans Administration Central Office (VACO), the APA Division of Psychologists in Public Service (Division 18), and the Association of VA Chief Psychologists (AVACP). Specific goals were established and committees formed to address those goals. A Professional Issues Committee was created to identify issues, conduct surveys, collect and

³ The newsletters and other references use different acronyms for the organization, both with and without a hyphen in the acronym and sometimes with “Psi” in all caps. The authors have chosen to use “NOVA-Psi” as the acronym for the organization in this history.

disseminate information, and recommend policies and actions for the organization and its members.^{4,5}

The Formation and Growth Years from 1982-1986

Although the first newsletter published by NOVA-Psi in 1982 mentioned by Oehlert was not available to the authors, two articles by Leila Foster in AVACP newsletters augment the above history by Oehlert. In her first AVACP newsletter article [1981 August (Vol 4, #3)], Foster described a number of issues facing VA psychology that suggested a need for an organization of VA psychologists. She included reduced services to veterans, budget cuts, and professional turf struggles among the issues needing attention. That article invited all VA psychologists interested in establishing such an organization to attend an August 27, 1981 meeting at the APA convention in Los Angeles.⁶

Foster's second AVACP newsletter article [1981 October (Vol 4, #4)] described a successful meeting at the APA convention. She indicated a NOVA-Psi Interim Steering Committee had been formed to begin drafting by-laws and a survey to be sent to all VA psychologists encouraging them to respond. The article additionally identified the members of the NOVA-Psi Interim Steering Committee.

The 1982 NOVA-Psi by-laws governed the first election of three officers and nine members

⁴ This introduction to the beginning of NOVA-Psi was taken from the president's column of Mary E. Oehlert in the Vol 14(3), 3rd Qtr FY96 NOVA-Psi newsletter that briefly outlined the past history of the organization. That newsletter and all other NOVA-Psi newsletters and newsbriefs cited in this history are housed in the National Organization of VA Psychologists (NOVA-Psi) archives at the CCHP along with their digital scans. The newsletters can be retrieved for viewing and downloading by newsletter volume/issue and month or quarter and fiscal year in the CCHP Special Interest Collections at <http://collections.uakron.edu/cdm/landingpage/collection/p15960coll1> (scroll down the listed subcollections to select *Newsbriefs and Newsletters of the National Organization of VA Psychologists*). The URLs for all NOVA-Psi newsbriefs and newsletters are also listed at the end of this history after the Citation List and may be used to directly access the newsletters for viewing or downloading if viewing the history file on a computer.

⁵ The unpublished minutes of the 1981 NOVA-Psi Interim Steering Committee, the articles of incorporation, and the first NOVA-Psi newsletter that are noted in Oehlert's history have not been found and were not available to the authors.

⁶ The digitally scanned AVACP newsletters cited in this history can be retrieved for viewing and downloading by the newsletter's year and month, season, or edition name from the CCHP Special Interest Collections at <http://collections.uakron.edu/cdm/landingpage/collection/p15960coll1> (select *Newsletters for the Association of VA Chief Psychologists & Association of VA Psychologist Leaders* from the listed subcollections). The AVACP newsletters may also be accessed through the website of the Association of VA Psychologists Leaders (AVAPL) at <http://avapl.org> (see Archives tab) and are additionally referenced in the recently published *40-Year History of AVACP/AVAPL* (Baker, 2017).

at large forming a Board of Directors.⁷ Leila Foster (West Side Chicago, IL) was elected as the first president, William (Bill) McMordie (Knoxville, IA) as president-elect, and Jack Bodden (Temple, TX) as secretary-treasurer. The new Board turned its attention to the Title 5 versus Title 38 controversy as well as other matters.

The Title 5 versus Title 38 debate had been originally raised in 1978 from the recommendation of APA to the newly formed AVACP that converting VA psychologists to Title 38 would be a better way to address many of the professional issues of concern to VA chiefs of psychology. Those professional concerns especially noted by APA included obtaining clinical privileges for psychologists, psychology medical staff membership, and bonus pay for psychologists receiving a diplomate from the American Board of Professional Psychology (ABPP). Many chiefs of psychology, however, became interested in Title 38 conversion for VA psychologists as a way to avoid the cumbersome and lengthy Civil Service Commission procedures for recruiting psychologists under Title 5 (Baker, 2017).

When it became apparent to staff psychologists that conversion to Title 38 would not allow them to have an outside private practice, many protested and even noted they would testify against any legislation for conversion introduced in Congress. AVACP decided to drop the Title 38 conversion issue as a high priority with that opposition.

Title 38 conversion again subsequently surfaced as an issue in 1981 with a mandated Congressional study of which professions should be converted to Title 38 to deal with recruitment, pay, and staff retention problems. Those staff psychologists opposing conversion began discussing the need for a VA psychologist organization to represent their views. Those discussions resulted in the establishment of NOVA-Psi as already noted. Although NOVA-Psi supported many items on the AVACP advocacy agenda, especially bonus pay for psychologists receiving the ABPP, the beginning advocacy efforts of the officers and leaders in NOVA-Psi made it clear to APA and others that it opposed Title 38 conversion for VA psychologists.

⁷ The only available copy of the original 1982 by-laws was published in the Vol 8(3), 3rd Qtr FY90 NOVA-Psi newsletter when used to identify changes proposed in the by-laws following the 1989 name change and federal department status of the Veterans Administration, now known as the Department of Veterans Affairs. It can be noted that those by-laws provided membership to any VA psychologist, including chiefs of psychology. They additionally indicated that each VA medical center would designate a NOVA-Psi representative for a one-year term to serve as liaison and have communication responsibilities between their medical center and the Executive Committee and other NOVA-Psi committees. Note: All by-laws available to the authors are introduced and included in the “NOVA-Psi History Archive Note: Articles of Incorporation, Constitution, By-Laws and Procedures” in the NOVA-Psi archives at CCHP.

The recommendations of the VA regarding which professions should be placed in Title 38 per the mandated Congressional study were sent to Congress in September 1982. Psychology was not listed as one of the professions that should be included in Title 38. This recommendation was likely to have been reported in one of the two presumed 1982 NOVA-Psi newsletters that have not been found. The recommendation, however, was reported in Baker (2017) with additional information in the AVACP newsletter [1982 October (Vol 5, #4)].⁸

The first NOVA-Psi newsletter available for this history [Vol 1(1), Jan 1983] was edited by Christine LaGana, with Mary Howard and Sara Rahaim as assistant editors. The content of that newsletter indicated that the organization had begun assessing additional concerns of its members. The president's column by Foster reported the results of a NOVA-Psi job satisfaction survey with questions regarding merit pay and conditions of employment. The data indicated that a majority of VA psychologists were happy with their performance standards and performance evaluations but were less pleased with rewards for good performance.

The newsletter contained an invitation for all members to attend a NOVA-Psi mid-winter conference in Chicago in March 1983 and included a report from the Membership Committee chaired by Robert (Bob) Hutzell indicating 130 members. Also added was the first of a two-part article by Logan Wright, candidate for APA president, which focused on VA psychologist's use of physical intervention. The newsletter also featured several topical interest articles with content of a general educational, research and patient care interest to VA psychologists. One article focused on extended assessment and rehabilitation for those completing an alcohol dependency treatment program, and another article described the use of beer in the resocialization of geriatric stroke patients. Still another article described supervised training and experience in management development and employee training received by psychology interns at a VA medical center. A NOVA-Psi membership application was added indicating dues of \$25 a year, and a membership application and dues statement was included in all future newsletters.

The president's column by Foster in the next newsletter [Vol 1(4), June 1983] urged all VA psychologists to become members of APA as well as NOVA-Psi. In addition to introducing the candidates running for president-elect and open trustee positions on the Board of Directors, the newsletter also described activities at the March 1983 mid-winter conference in Chicago that

⁸ See the Citation List after the Reference Section for newsletters available for this history along with a list of missing newsletters and arguments that the Vol 1(1) newsletter (described in the next paragraph) was mislabeled and should be considered Vol 1(3).

outlined NOVA-Psi's legislative support for an ABPP bonus and tax exemption status for psychology training stipends. Also recognized for the advocacy agenda was attention to upgrading non-chief positions to the GS-14 grade level and the need for enforcement of grievance procedures and EEO regulations that protected psychologists in VA medical centers.

An article on the mid-winter conference described the speakers for the conference from nearby VA medical centers chosen to give attendees an exposure to such topics as research opportunities, educational support, and psychologists functioning in VA programs outside of mental health areas. Also noted was a presentation by a VA chief psychologist identifying the management problems of a chief psychologist with suggestions for the route a staff psychologist should take if interested in promotion to a chief's position. The business meeting at the conference reviewed the budget, and a report was presented on the granting of C6 tax-exempt status for the organization. Also approved at the business meeting was an organizational membership in AAP.

It can parenthetically be inserted in this history narrative the comment that the relationship between NOVA-Psi and AVACP in NOVA-Psi's first year of operation was diplomatically peaceful, in spite of or perhaps because of, the contentious Title 5/Title 38 issue that had been resolved only months into the first NOVA-Psi year by the decision of VACO. The president-elect of AVACP was an initial member of the NOVA-Psi Interim Steering Committee and a number of psychology chiefs were offering help to the new organization. NOVA-Psi's first year ended with AVACP and NOVA-Psi co-sponsoring the VA social hour at the APA convention [AVACP Newsletter, 1983, April, (Vol 2 #2)].

The Vol 2(1), Oct - Nov 1983 NOVA-Psi newsletter included a report by Foster outlining NOVA-Psi's accomplishments in its first year of operation as well as future needs. Among the accomplishments she listed was a summary of surveys seeking the opinion of members on matters of concern to them. She also included the monitoring of Title 5/Title 38 issues and personnel regulations of the Office of Performance Management. In the future needs section of her report, Foster noted the importance of continually monitoring and reflecting the concerns of VA psychologists and taking the lead in proposing changes in the best interests of members.

The same newsletter added a column by William McMordie as incoming NOVA-Psi president. He hoped that NOVA-Psi could be proactive in planning positively for the future and perhaps defuse potential troublesome issues rather than simply reacting to them. He noted that

AVACP had many fine accomplishments to its credit for VA psychology and encouraged NOVA-Psi members to join the VA Section of Division 18. He set a goal for himself to improve the interface and dialogue between AVACP, the VA Section of Division 18, and NOVA-Psi, and he promised to outline a course of action he planned to pursue during the year in his next column. He ended his column acknowledging the fine job done by the officers and committee chairpersons in NOVA-Psi's first year of operation in establishing the successful foundations for developing the organization.

The Vol 2(2), Feb - March 1984 newsletter did contain McMordie's promised outline of goals for the year in his president's column. Those goals included the improvement of lines of communication between NOVA-Psi and other organizations, increasing membership, and laying the foundation for projects of interest to the organization. He indicated he had sent letters to the presidents of AVACP, Division 18, and the VA Section of Division 18 and had added a letter to Joe Mancusi, the associate director for psychology in VACO, outlining plans to improve communication between NOVA-Psi and other VA psychology organizations. He was making plans for himself and the presidents of AVACP and the VA Section of Division 18 to meet later in the year. He added that he would be contacting NOVA-Psi directors and committee chairs to solicit projects of interest. He finally planned a mass mailing to psychologists in the VA to share information about NOVA-Psi and encourage membership and participation.

The newsletter also presented an article by Foster on the establishment of an AAP task force on legislative issues of psychologists in public service that Foster would be chairing. She added that AAP Board members in federal government service would be on the task force. Also invited to attend a task force meeting at the APA convention were four individuals associated with NOVA-Psi, AVACP and Division 18. The task force hoped to maintain liaison with these and other federal organizations so that the concerns of their members could be monitored by AAP.

The newsletter additionally included a research summaries column with members encouraged to describe ongoing or completed summaries for the newsletter. Another column was added describing news from the VA medical center representatives, and a report was included by Hutzell as chair of the Membership Committee.

McMordie's president's column for the Vol 2(4), June - July 1984 newsletter reported that Bob Hutzell would be taking over as editor of the newsletter when LaGana stepped down to assume the office of president. McMordie also briefly described in his column the chairs and

activities of four new NOVA-Psi task forces. The topics of the task groups included cash awards for the ABPP, the NOVA-Psi awards program, improving liaisons with veterans organizations, and the inclusion of psychologists on the VA medical staff. He finally reported on a summit meeting in March in Knoxville, IA with the presidents of AVACP, the VA Section of Division 18, and himself. He indicated it had been a productive meeting exploring the complimentary yet unique roles of the three organizations and noted a feeling of mutual support and cooperation. Also discussed were ideas for a cooperative interface or venture among the three organizations. Although no concrete action plans were yet initiated, McMordie believed there appeared to be some possibilities for the future.

In addition to introducing candidates for election for president-elect and open positions on the Board of Directors, the newsletter featured articles on clinical privileges, a report on training in the VA, and news from NOVA-Psi representatives from their medical centers. The newsletter ended with descriptions of activities scheduled at the APA meeting in Toronto in August 1984.

The Vol 3(1), 1st Qtr FY85 newsletter edited by Hutzell noted the enthusiasm of members and others in submitting articles to the newsletter with its revised format such that the size of the newsletter was expanded by 50% over what had been projected. The newsletter included a column from outgoing president McMordie who reviewed the accomplishments of the past year with a focus on improving communications between NOVA-Psi and APA, AAP, AVACP, the VA Section of Division 18, VACO, and veterans organizations. He additionally noted that NOVA-Psi's second year of operation ended with 166 members and added comments about the task groups started during the year. Of special note were the activities of the task group building liaisons with veterans organizations. McMordie highlighted some supportive comments made in correspondence from the American Legion, the Disabled American Veterans, and the Veterans of Foreign Wars.

The incoming president's column by Christine LaGana reviewed major psychology struggles with rival disciplines and with state and federal regulations and legislation. She additionally listed the problems that psychology was having gaining membership on the medical staff at VA medical centers and on medical center clinical executive boards. Other issues she reviewed were the lack of mechanisms to provide an ABPP bonus for psychologists and the problems with diagnostic related groups (DRGs) used to set budgets for medical centers. She named the new chairs of the committees and indicated she hoped to strengthen NOVA-Psi's cooperative

relationship with both VACO and AVACP during the coming year.

The newsletter additionally contained a report of activities of the Professional Issues Committee and an article by Joseph Mancusi, the associate director for psychology in VACO, who described the typical VA psychologist as effective and caring. Mancusi added, however, that communication of how psychology brought honor to itself and to the VA had been inadequate to date. The newsletter further contained topical interest articles on geriatric psychology in the VA, the Vietnam Era veteran, clinical neuropsychology in the VA system, and the first of a series of articles discussing issues of day treatment centers.

LaGana's president's column for the Vol 3(2), 2nd Qtr FY85 newsletter reported on a meeting in VACO with the leadership of Division 18, the VA Section of that division, AVACP, NOVA-Psi, and psychology staff in VACO. Movement was discussed on medical staff membership and the legislation approved by Congress that permitted but did not require the VA to provide a bonus to ABPP holders. Of particular concern to everyone at the meeting were reports from the federal Grace Commission formed to reduce costs in government that recommended GS 11-15 grade reductions in federal agencies, including the VA. It was noted that Title 38 employees in the VA were exempt from the proposed reductions, and this left Title 5 psychology employees concerned about the impact of the proposed reductions on their patient care mission. Still another important matter discussed was the possible loss of another VACO mental health position held by a psychologist after Mancusi announced his resignation that would leave only one psychologist in VACO mental health, that of the deputy director, John (Jack) Davis.⁹

An article by the Membership Chair, Joe Graca, was included in the newsletter announcing that the NOVA-Psi officers had approved a reduction in membership dues. Dues originally set at \$25 per year would now cover a two-year period. A \$15 a year membership was also established.

Topical interest articles included in the newsletter covered a variety of subjects such as encouraging proactive letter-writing to Congress, hypnosis in the VA, day treatment center issues, and training for VA staff psychologists in patient care programs. The newsletter also had reports from the Research Committee and the Professional Issues Committee. The latter report announced that the VA circular regarding medical staff membership was under review, and

⁹ With Mancusi's departure, his position as associate director of psychology in VACO was in fact abolished with pressures to reduce GS 11-15 staffing in VACO.

VACO psychology staff felt optimistic for inclusion of psychologists because of recent modifications of standards by the Joint Commission for Accrediting Hospitals.

The Vol 3(3), 3rd Qtr FY85 newsletter introduced the candidates running for NOVA-Psi offices. The president's column reviewed the threats of reductions in VA psychology staff under the Grace Commission recommendations. LaGana included a comment that those proposed cuts had resurrected the Title 5/Title 38 controversy with Title 38 employees exempt from reductions.

With Title 38 conversion again being considered, the newsletter published a detailed article by Steven Kagel, the chair of the Professional Issues Committee, on the benefits and disadvantages of conversion to Title 38. The prohibition of outside private practice was again reported as a disadvantage, but the article noted that the recent conversion to Title 38 by respiratory therapists and physical therapists preserved all Title 5 personnel guidelines other than in the area of recruitment. Kagel noted in the article that psychologists might have similar provisions in conversion, but that psychologists should be vigilant regarding likely liabilities associated with the conversion.

In his president-elect column, Jack Bodden raised the concern that discouragement with the state of affairs in psychology and the VA had led to some doubts about the role of NOVA-Psi in that the organization seemed to have lapsed into a premature stagnation. He noted that some had suggested forgetting about NOVA-Psi and joining Division 18. Although Bodden doubted Division 18 or any other organization was as aware of and concerned about the needs of VA psychologists as was NOVA-Psi, he noted that unless NOVA-Psi pulled itself together it might as well throw in the towel and join Division 18. He added that he was not ready to give up yet and challenged NOVA-Psi members to get involved and reverse the stagnation.

A Research Committee report indicated that the committee had expressed strong interest in helping to facilitate and develop a support network of VA psychologists interested in research. The chair of the committee, Barnet (Barney) Feingold, announced that he and NOVA-Psi president LaGana had coordinated a symposium accepted for presentation at the August 1985 APA convention that focused on helping VA psychologists understand research options and support available to them. Feingold described five presenters and their topics ranging from the priorities and procedures in the Intramural VA Research Program to VA research opportunities in extended care and encouraged members to attend the symposium.

The final newsletter with a president's column by LaGana [Vol 3(4), 4th Qtr FY85]

suggested that members closely examine the benefits and disadvantages of converting to Title 38 noted in the last newsletter. She pointed out that Patrick (Pat) DeLeon, a psychologist who was the executive assistant to U.S. Senator Daniel K. Inouye from Hawaii, had included an article in the newsletter on Title 38 versus Title 5 that addressed some issues not brought up in the debate previously. She noted that the Professional Issues Committee was planning another survey to assess if member attitudes had changed regarding Title 38 conversion in the past two years.

The newsletter also introduced the new officers and trustees of the Board of Directors who would assume their duties at the end of the APA convention. Added to the newsletter was another article on day treatment center issues and an article by a psychology intern commenting on his training in program management and consultation in organizational development during the internship.

The incoming president, Jack Bodden, sent out a newsbrief reporting on the recently completed APA convention (Newsbrief, Fall 1985). He indicated that the first symposium sponsored by NOVA-Psi (the aforementioned research symposium) was of high quality and well attended. He also reported that the business meeting at the convention held its first awards presentation recognizing six individuals for making noteworthy contributions within the VA system. He further described a meeting of the leadership of NOVA-Psi, AVACP, and Division 18 during the convention which had discussed the emergence of interest in Title 38 conversion and concerns about the Grace Commission's grade reduction plan. He added that the leadership of the three organizations agreed to meet regularly in the future at mid-winter and APA convention meetings. Bodden ended his newsbrief hoping that NOVA-Psi and AVACP could establish a new level of cooperation, noting that psychology's numbers were too small to have any influence if the organizations fought one another.

The Vol 4(1), 1st Qtr FY86 newsletter included a summary of comments by Christine LaGana from her APA convention meeting address as past president. In addition to commenting on her rewarding year as president, she noted that the past year saw a revision of the VA circular on medical staff membership that permitted psychologists to be members of the medical staff and legislation signed into law that permitted the VA to provide bonus pay for receiving the ABPP, an option being studied within the VA system. LaGana indicated these accomplishments were due to the efforts of NOVA-Psi and the concurrent efforts of AVACP and APA. Remaining troublesome issues were the GS 11-15 grade reduction plans recommended by the Grace

Commission and the retirement of Davis, VACO deputy director for mental health, which left no permanent appointed psychology representation in VACO mental health.¹⁰ She additionally noted that NOVA-Psi, AVACP, and Division 18 had established a new level of cooperation and dialogue during the convention.

As incoming president, Bodden used his column in the newsletter to reinforce the gains and remaining problems reported by LaGana. Another article on professional alliances was published by the president of AVACP, Tom Patterson, calling for the shared responsibilities and attention by NOVA-Psi, AVACP, and Division 18 in an alliance to preserve, protect and advance VA psychology. The newsletter also had annual reports of the Professional Issues Committee and the Awards Committee. Topical interest articles were additionally published on treatment of veterans with PTSD by non-veterans, developing a comprehensive approach for the care of chronic psychiatric patients, the Logotherapy World Congress, and internship training in gerontology/geriatric psychology.

Bodden's president's column for the Vol 4(2), 2nd Qtr FY86 newsletter cautioned members not to be cynical or overwhelmed by the political issues facing VA psychology. He noted that if psychologists individually and collectively believed nothing could be done then psychology would be abdicating its right to shape its own destiny in the VA system.

In the same newsletter, president-elect Robert (Bob) Powers reported on the mid-winter meeting of NOVA-Psi and Division 18 in Washington, D.C. and noted that AVACP decided not to attend due to scheduling issues, the structure of the meetings, and the expense of travel. The Division 18 representatives agreed that the chair of their VA Section would be the primary spokesperson for VA psychology within Division 18.

The mid-winter meeting attendees met with the director of VACO mental health to discuss the open position of a psychologist deputy director for which many applications had been received. NOVA-Psi urged that the position be located in Washington, D.C. for better deputy director access to meetings, planning and discussions with VACO staff rather than being decentralized at a local VA medical Center.¹¹ They also discussed the implementation of the

¹⁰ There were a number of times over the next 12 years when there were no permanently appointed psychologists in VACO mental health. Psychology chiefs at medical centers in the Washington, D.C. area temporarily served as acting deputy directors whenever problems and delays occurred in recruitment for the position of a psychologist deputy director (Baker, 2017).

ABPP bonus authorized by Congress a year earlier that was still being studied. The VACO mental health director noted that the cost of those bonuses was an important issue being considered by VACO. The attendees also met with Pat DeLeon, Senator Inouye's executive assistant, who described efforts to exempt Title 5 psychologists from the GS 11-15 grade level reductions. As a consequence of those efforts, psychologists could be hired in those grades with approval by their medical center's Region and VACO. The Title 5 versus Title 38 issue was also discussed and was separately reported in another article in the newsletter. The attendees agreed to meet at APA this year and at next year's mid-winter meeting hoping that AVACP would be able to attend those meetings.

The updated article on Title 38 conversion was also written by Powers and included in the newsletter. He reported that a VA Section task force in Division 18 had been established to look at a proposal including provisions for a combination of Title 5 and Title 38 features used by recently reclassified respiratory therapists, physical therapists, and licensed practical nurses. It was noted by Powers that any combined Title 5/Title 38 proposal would have to gain the approval of the Executive Committees and members of the three organizations representing VA psychologists.

The newsletter also included an article by the chair of the VACO Psychology Representation Training Committee (PRTC), Philip Laughlin, chief of psychology at the VA medical center in Knoxville, IA. The PRTC had been formed because of reductions in VACO psychology staff and the absence of expertise on psychology training issues. Laughlin noted that the PRTC would be an advisory committee for the Office of Academic Affiliations (OAA) in VACO on internship and postdoctoral training issues, funding policies, and funds budgeted for psychology trainees at medical centers.

An additional topical interest article in the newsletter provided information from a 1985 VA task group with recommendations for day treatment centers. Another article described a medical center geropsychology clinic. Also included was an announcement of the formation of a network of APA psychologists interested in providing consultation services in long-term care settings.

In the Vol 4(3), 3rd Qtr FY86 newsletter, Bodden announced that he had resigned his position as president since he had taken a position in the private sector. He stressed that he was

¹¹ The position announcement allowed applicants to be hired and centrally funded but perform the duties of their functions in office space provided by medical centers under decentralized position agreements.

leaving the VA for a position that met his family needs, and that his concerns with VA psychology issues was not a significant factor in his decision. In leaving, he added a plea for NOVA-Psi and AVACP to put aside their differences and work together for the mutual survival of VA psychology.

In assuming the president's role with Bodden's resignation, Bob Powers noted in his column the need to pay attention to cutbacks in staffing and the losses in psychology autonomy. He especially noted that the latter had been proposed by a task force formed by the VACO chief medical director, an issue that he would describe in another article. Powers ended his president's column with a call for members to get involved and help NOVA-Psi respond to the many challenges to VA psychology.

Powers' newsletter article entitled "Psychology Under Psychiatry?" reported that the VACO chief medical director had formed a task force of three VA medical center directors and four chiefs of staff to explore different ways of organizing mental health services in a VA medical center. Psychology services had to date reported to the chief of staff at the same organizational level as psychiatry, social work, nursing, and other professional services. The task force proposed new organizational models that subordinated psychology under either a psychiatry service chief or a new administrative position, the associate chief of staff for mental health. Powers noted that this new threat resulted in a critique of the task force recommendations by AVACP which its president, Tom Patterson, sent to the Veterans Affairs' Committee in the U.S. House of Representatives. Powers indicated that NOVA-Psi was concerned about maintaining the autonomy and integrity of psychology services and noted that VA psychologists in different regions would be discussing the task group recommendations. He invited members to send him opinion and comment.

Harold Dawley, president of APA Division 18, wrote an article for the newsletter outlining the important role of NOVA-Psi in representing the interests of VA psychology. He noted that although AVACP had done many good things, he argued that AVACP looked at issues from a management perspective and that what was best for chiefs was not always best for staff. He indicated that NOVA-Psi better met that role.

Powers added an updated article on Title 38 conversion reporting on proposals being considered by NOVA-Psi, AVACP, and the VA Section of Division 18. The importance of allowing outside private practice was stressed, but no less important were safeguards for

employment that NOVA-Psi was attempting to protect for staff. He specifically outlined adverse (disciplinary) actions, bumping privileges under reductions-in-force (defining procedures to determine who would first be forced to leave the VA under reduced staffing), and termination protection for permanent, part-time employees. He indicated that NOVA-Psi was not supporting any bargaining of basic Title 5 protections early in negotiations.

The Vol 4(4), 4th Qtr FY86 newsletter was identified as a special research issue and contained reports by the five presenters at the APA symposium sponsored by NOVA-Psi at the 1985 APA convention. Each presenter summarized the contents of their remarks in the symposium which had been designed to familiarize VA psychologists with opportunities and options for doing research in the VA.

At the end of the 1986 APA convention, Powers published a *Newsbrief from the President* providing highlights on recent developments with key professional issues (Newsbrief, September 1986). He first noted that NOVA-Psi, AVACP, and the VA Section of Division 18 had agreed on a broadened Title 38 conversion proposal for VA psychologists that permitted an outside private practice as a minimally acceptable provision. The agreed-upon proposal also included preferred modifications requesting that Title 5 provisions for adverse actions, reductions-in-force, and part-time employment be retained. Powers further indicated that the proposal called for currently employed VA psychologists to be provided the option of remaining in Title 5 or converting to the broadened Title 38 and that newly appointed VA psychologists would be automatically appointed under Title 38. Powers finally noted, however, that they had met with Congressional staff during the APA convention who informed them that Congressional support for proposed legislation allowing a private practice option in Title 38 would be unacceptable to Congress at the present time, suggesting bleak prospects for approval for the proposal.

Powers additionally reported that the recent resignation of the VA's chief medical director would delay filling the position of a psychologist as deputy director for VACO mental health. The resignation of the chief medical director would also delay implementation of the task force recommendation to subsume psychology either under psychiatry or under a chief of staff for mental health.

Powers' newsbrief further noted that VACO had decided not to provide bonus pay for the ABPP under approved legislation permitting that pay. He described a memorandum by the VA general counsel (dated July 18, 1986) to the chief medical director that indicated bonus pay

should only be used to help resolve problems in recruitment and retention. The general counsel further concluded that VA psychology did not have noteworthy difficulties in either recruitment or retention and recommended that bonus pay not be given to diplomate awardees. Powers suggested the possible necessity to seek Congressional legislation that would mandate the VA to provide an ABPP bonus.

Powers indicated the next NOVA-Psi newsletter would provide more information on the above issues as well as developments on other professional and clinical concerns. He requested member comment and suggestions on these topics, particularly the Title 38 issue, which could either be sent to him or the chair of the Professional Issues Committee.

It can be noted at this point in the history narrative, however, that the agreement of NOVA-Psi, AVACP, and the VA Section of Division 18 on a Title 38 conversion for VA psychology showed that the three groups could work together in resolving the most contentious issues that had faced them in the past. Even if Congressional support for their agreement would not be likely, a new sense of cooperation was established for future decision-making.¹²

The Years of Maturation from 1987-1993

While NOVA-Psi had always been nominally inclusive, if not welcoming, of chiefs and assistant chiefs as members, their differences on the Title 5 versus Title 38 issue had kept the organizations cautious in their formal interaction. The resolution of the Title 5/Title 38 controversy helped NOVA-Psi and AVACP focus their attention on other areas. Emphasizing common ground also presented a less fragmented, more unitary representation of the psychology discipline and its priorities to VACO leadership. This cohesion was critical as psychology was facing major structural changes in the VA system with greater hierarchical organization and control as well as consolidation of functions. A new generation of managers had begun emphasizing cost efficiency and demonstrable outcomes akin to private sector health care systems. The years from 1987 to 1993 were not without friction between NOVA-Psi and AVACP, however. Toward the end of this period, frustration with lack of progress in demonstrating the value of psychology to top managers culminated in a proposal by one NOVA-Psi president to exclude chiefs and assistant chiefs from future membership. That proposal was

¹² At the 1986 APA convention, the leadership of the three groups adopted the name of “VA Coordinating Committee” with references to that name starting to appear in the AVACP and NOVA-Psi newsletters in the fall of 1986.

not adopted by the membership, and the organizations again returned to find common ground in promoting the worth of psychology as patient care providers and health care managers.

The Vol 5(1), 1st Qtr FY87 newsletter featured a contribution by Thomas Miller, president of AVACP, which reported on the outcome of the August 1986 VA Coordinating Committee's meeting during the APA convention with representatives from NOVA-Psi, AVACP, and the VA Section 3 of Division 18. Areas of agreement included working toward medical staff membership for psychologists, advocating for appointment of a psychologist deputy director for mental health, coordination of relationships with VACO, and scheduling of a midwinter meeting. Miller noted that there were three VA psychology organizations with two constituencies and, perhaps more boldly, asserted that AVACP also represented the staff and that VA psychology was the one true constituency. In his editor's column, Hutzell proposed that NOVA-Psi and AVACP should be one organization, open to all VA psychologists. In addition to these developments, Powers reported on a new NOVA-Psi Psychology Resources Committee, which intended to provide a codification of available psychological services.

The chair of the Awards Committee, Vincent (Vince) Wallen, used this newsletter to describe the achievements of the recipients of the annual NOVA-Psi awards, including Senator Inouye, who sent a thank-you letter for his award. The diversity of VA psychology activities was again illustrated by topical interest articles on a new VA Health Psychology Bulletin, geropsychology, and PTSD. In addition, editor Hutzell began an article series on logotherapy.

The Vol 5(2), 2nd Qtr FY87 issue featured some advances in advocacy for publicizing unique contributions of VA psychologists both within and outside the VA. Powers noted the need for a staff psychologist on VACO's new Psychology Advisory Committee formed to provide input on psychology issues in the absence of a psychology deputy director. That committee currently included only chiefs of psychology or psychology managers. Christine LaGana authored an article in which she described the scope and versatility of VA psychologists that went beyond therapy and assessment skills. She labeled these extra skills as hat tricks which allowed psychologists to seemingly pull off the impossible in treatment programming. She additionally focused on the function of psychologists as program administrators and advocated use of a chief title for non-MDs in those administrative positions. She specifically included PTSD, substance abuse programs, day treatment centers, and employee assistance programs (EAP). She pointed out expertise in behavioral medicine/health psychology, biopsychology,

health psychology, neuropsychology, and PTSD. An announcement followed auguring formation of a Clinical Administrative Interest Group intended to become a NOVA-Psi committee representing members' interest in the area and in monetary recognition of these functions. In addition, the logotherapy series by Hutzell continued in the newsletter, along with topical interest articles on biological pharmacology, the geriatric expansion internships, and malpractice in VA. In his editor's column, Hutzell noted with some surprise receiving more positive commentary on topical interest articles than on advocacy and business articles.

In his Vol 5(3), 3rd Qtr FY87 president's column, Powers reported on the midwinter meeting of the VA Coordinating Committee. The committee recommended that a staff psychologist be added to the VACO Psychology Advisory Committee providing that the committee was continued once a new deputy director, presumably a psychologist, was appointed. He stated that Senator Inouye had introduced an ABPP bonus pay bill in the Senate and that the VA Section of Division 18 was studying the issue of advocating for a separate psychology service in VACO. The Coordinating Committee also reported it was not finding support for its two-tiered Title 5/Title 38 proposal that provided psychologists the option of staying in Title 5 or choosing Title 38 status.

Vince Wallen's article provided a view of management from the subordinate perspective of a staff psychologist. He reviewed the history of postwar management philosophies and concluded that all the approaches attempted to align the needs of management with those of employees. He contrasted this with what he characterized as the VA's authoritarian, top-down approach emphasizing productivity through DRGs, staffing reductions, and doing more with less. He suggested that staff psychologists must survive and overcome the administrative juggernaut which leads to stress, conflict and burnout.

Candidates for elected office presented statements in this newsletter. It was notable that LaGana, a former NOVA-Psi president, was the only nominee for president, possibly reflecting some of the productivity pressures noted by Wallen. In a Research Committee report, chairperson Feingold invited staff to join a communications network. Greg Shannon authored an update on contributions of counseling psychologists, these having been expanded well beyond vocational services. The logotherapy series continued and additional topical interest articles were published on PTSD, geropsychology, and inpatient treatment.

To the relief of VA psychology, Powers' column as past president in the Vol 5(4), 4th Qtr

FY87 newsletter announced that Edward Sieracki, chief of psychology at the Coatesville, PA medical center, had been appointed deputy director of the Mental Health and Behavioral Sciences Service (MH&BSS). Nonetheless, continuing uncertainties regarding the fate of the profession within the VA system were evident. Powers' president's column added information on the most recent VA Coordinating Committee meeting. Consensus was achieved on opposing any reorganization that eliminated psychology services and subsumed staff under local psychiatry or mental health and behavioral sciences services. In her first newsletter president's column, Sara Rahaim proposed consideration of a regional trustee structure to improve involvement and communication with members. Secretary-Treasurer David Greenfield reported modest growth and continuing financial stability in the organization. Topical interest articles on logotherapy, a low-cost residential brain injury program, alcohol addiction in urban Native American veterans, and death and bereavement were also published.

Vol 6(1), 1st Qtr FY88 was a special issue presenting and summarizing the results of the NOVA-Psi sponsored symposium at the 1987 APA convention on "Selling Psychology to Health Care Management," organized by Andrew Phay. In presiding over the symposium, Powers commented that the symposium suggested psychologists actively approach management rather than the typical posture of having clients come to them. He noted it would require assertive movement toward buyers. Powers additionally noted that psychologists had many products to sell.

As organizer of the conference, Phay's article in the newsletter introduced the presentations. This was followed by articles by the presenters. In her article, LaGana discussed functions of psychologists in the system going beyond traditional assessment and psychotherapy. She amplified her notion of the special skills and roles which she termed hat tricks of psychologists to include the development of cost-effective specialty services, providing input to interdisciplinary teams, and innovations such as Training in Individual and Group Effectiveness and Resourcefulness (TIGER). The Stephen Butler and Caren Rosser article on psychotherapy research outcomes stressed the importance of critically examining efficacy and subject safety. They cautioned against pitfalls in relying on psychotherapy research to solve the policy problems of psychotherapy. Robert (Bob) Bobbitt's discussion of fiscal aspects of mental health services presented three examples of service delivery (psychotherapy for inpatients, EAP intervention for alcoholic workers, and short-term problem-focused goal-oriented outpatient psychotherapy) that

resulted in improved health outcomes and ultimately reduced cost to the system. Oakley Ray pointed out how psychologists could influence personnel policies, goals, and performance by presenting institution-specific multiple psychologies to sell to multiple (manager) consumers. Kenneth Bloom and George Mascia ended the symposium by commenting on the four presentations. Kenneth's Bloom's article in the newsletter discussed the need to provide useful data to management. He added the importance of psychologists helping to meet the needs and priorities of management in demonstrating the worth of psychologists as managers.

The Vol 6(2), 2nd Qtr FY88 newsletter indicated a lack of progress on many psychology issues. In her president's column, Sara Rahaim-Campion reported on the March VA Coordinating Committee Meeting with no Title 38 activity. The president-elect of AVACP, Kenneth (Ken) Klauck, reported that deputy director Sieracki had found it untenable to pursue the issue of GS-14 pay for non-chief administrators when he was battling to retain that grade for current chiefs. Nonetheless, a list of APA's talking points on the cost effectiveness of psychologists appeared to buttress the arguments for better pay. Harold Dawley prepared a paean to the high cost of professional dues. In an article on the National Conference on Internship Training, Kathie Larsen noted that they had recommended two years of internship, one predoctoral and one postdoctoral. This set the stage for the VA's subsequent development of its pioneering geriatric postdoctoral residencies and extension into today's multiple areas. Editor Hutzell reported plans to send an issue of the newsletter to all VA psychologists, hoping to stimulate interest in joining the organization. Topical interest articles also appeared on PTSD, logotherapy, computer use, AIDS patients, and informed consent.

The Vol 6(3), 3rd Qtr FY88 edition showed that psychology's issues continued to remain on-hold. In her president's column, Rahaim-Campion observed productive interactions among VA membership groups. She reported that Hutzell's newsletter mailing had produced a 16% increase in paid NOVA-Psi memberships. LaGana announced that NOVA-Psi would join with Division 18 in a symposium on VA pre- and postdoctoral training during the upcoming APA convention. Topical interest articles included lifestyle management and successful coping of Vietnam veterans.

In her second term as NOVA-Psi president, LaGana's column in the Vol 7(1), 1st Qtr FY89 newsletter and her separate newsletter report both focused on the VA Coordinating Committee meeting during APA. She specifically addressed the issue of the overlapping constituencies of

NOVA-Psi, the VA section of Division 18, and AVACP. She observed that NOVA-Psi directly competed with the VA section of Division 18, did not require APA membership, and cost less. She agreed with the fact of less cost, but urged all VA psychologists to be members of both NOVA-Psi and the VA Section of Division 18 as she was. All groups agreed that trainee stipends were inadequate. LaGana reported that staffing guidelines and the VA psychology workload reports would be coordinated in VACO. She remarked on the emergence of minority psychologists in VA leadership. She noted the grassroots nature of psychology's computer applications, with programs developed by individuals, and then shared within the VA system. Sanford (Sandy) Pederson, chair of the Training and Education Committee and active in APIC (Association of Psychology Internship Centers), reported that the VA Section of Division 18 had held a training directors meeting at the conference and additionally noted that VACO standards of requiring APA accreditation for internships exceeded requirements for APIC membership.

The Vol 7(2), 2nd Qtr FY89 newsletter was a special issue on predoctoral and postdoctoral training derived from the symposium held during APA. LaGana introduced the issue by noting the participants and their areas of discussion. Jacqueline Becker highlighted the variety of training experiences available in the system, the VA's capacity to meet needs at all levels of training, the wide variety of theoretical orientations represented, and some general issues of supervision. Phil Laughlin reported geropsychological opportunities in the VA system and the special funding for geropsychology internships which, however, needed to include some generalist training in order to meet APA accreditation requirements. Robert Kerns, Jennifer Haythornthwaite, and Matthew Burg summarized national trends in designating health psychology as a subspecialty area and illustrated the range of training opportunities in health psychology. Robert Pusakulich described training in neuropsychology, together with the strengths and limitations of its assessment techniques. In his summary, Thomas Miller advocated for training to support employment opportunities in VA. His forward thinking emphasized population and system needs for more and better training in outpatient care as well as in health psychology, neuropsychology, and geropsychology. He noted that the APA Committee on Accreditation did not have accreditation standards for postdoctoral programs and that a task force to develop those, as well as more specific criteria for predoctoral internships, had been organized.

In her president's column in Vol 7(3), 3rd Qtr FY89, LaGana reported on the VA

Coordinating Committee's midwinter meeting. Emphasis was on the 16.5% VACO reduction of stipend budgeting for the upcoming training year, including elimination of the summer traineeship program. In addition to the reduction in training positions, the consequences of these for VA recruiting were emphasized. With respect to Title 38, she reported a consensus that modification permitting private practice for psychologists might be acceptable and stated she would present this for consideration by NOVA-Psi members. She indicated the committee's opposition to the nascent APA proposal to accredit VA psychology service settings. In his column, Pederson noted that NOVA-Psi had met with Sieracki and Gloria Holland (VACO Allied Health Professions training chief) about the above funding concerns. NOVA-Psi planned to work with the VA Psychology Representation Training Committee (which advised Allied Health Professions on psychology training matters within the VA structure) to advocate for restoration of funding. In another article, Mac Horton decried the loss of research productivity due to service demands, and he proposed a national database for MMPIs upon which to conduct research.

In his column for the Vol 7(4), 4th Qtr FY89 newsletter, incoming president David Greenfield sought to increase the advocacy efforts of NOVA-Psi as well as communication across the membership. He pledged to support NOVA-Psi initiatives and positions even when he did not personally agree with them. Among other issues, he urged that NOVA-Psi monitor national developments on attainment of prescriptive authority for psychologists. Pederson's summary of the APA convention VA Coordinating Committee meeting reported agreement that current psychologists should be offered a choice between Title 38 and remaining on Title 5, but that it would be acceptable for future hires to be under Title 38. This was a modification of previous positions on this matter. Harold Dawley continued his long-standing advocacy for bonus pay for attaining an ABPP diploma. NOVA-Psi Membership Chair Nancy Holmes urged renewed efforts to recruit NOVA-Psi members and, in another column on teaching, also urged membership in APA Division 2 (Teaching of Psychology).

The Vol 8(1), 1st Qtr FY90 newsletter was an extensive special double issue with sections on training topics and on PTSD. Kathie Larsen summarized the history of VA contributions to developing professional psychologists, including program creation and trainee funding after World War II, the requirements that internship programs be accredited and newly hired psychologists be licensed (1979), and the development of geriatric psychology internships

(1983). She lamented the loss of 20 VA internship programs that had chosen not to pursue APA accreditation. Larsen elaborated on the 1988 APA Internship Conference's conclusions, proposed the movement of stipends for specialty psychology training such as geropsychology into postdoctoral programs and added the suitability of substance abuse, PTSD, serious mental illness (SMI), medical psychology, and neuropsychology as additional specialty training areas. She noted Sieracki's formal appointment of the Psychology Training Advisory Committee (PTAC), which replaced the PRTC advising the OAA as previously noted, with seven regional members to advise him and OAA on funding and creation of new training programs and other matters affecting the affiliated psychology training program in the VA. In his article, Miller again urged pre- and postdoctoral training emphasis on outpatient care, particularly health psychology. He proposed three alternative structures for APA to create a system of postdoctoral program accreditation. The special section on PTSD emphasized effects of diversity and stressor severity on the course of the disorder. Contributions included effects of gender, age, and ethnicity on PTSD, gender effects on post-combat adaptation, and ethnicity and strength of stressor exposure.

In the Vol 8(2), 2nd Qtr FY90 president's column, Greenfield announced formation of a liaison relationship with the Nurses Organization of the VA, that profession's advocacy group. He noted their success in accomplishing their initiatives and opined that NOVA-Psi would profit from the association. He indicated that the NOVA-Psi president-elect was planning to attend the upcoming VA nurses' convention. He added that the midwinter VA Coordinating Committee planned to hold a teleconference rather than a physical meeting, reflecting continuing limitations on funding and travel.

In other articles, Pederson as chair of the Training Committee reported that results of a mock APIC computer match would be made available. Horton, chair of the Research Committee, announced that a survey of research in VA was to be conducted. Susan Kotler-Cope's thorough article on prescription privileges presented eight reasons for and six reasons against seeking them. Topical interest articles included a review of logotherapy books and a description of a new alcoholism screening test.

The Vol 8(3), 3rd Qtr FY90 newsletter included the NOVA-Psi by-laws and some proposed changes that had gained approval. Greenfield again noted that efforts to convert psychologists to a hybrid Title 38, which included private practice, had been rejected. However, the reduction in

total intern positions did generate an increase in the stipend from \$10,000 to over \$13,000. A NOVA-Psi survey of sites disclosed that smaller and remote facilities conducted part-time training, presumably on a without compensation (WOC) basis, and concluded that the rich get richer over time. Dawley provided an article on the role of the union steward in a psychology service, emphasizing the responsibility to advocate for complainants up the chain of command from service chief, through chief of staff, through medical center director, to arbitration if necessary. Holmes identified four reasons why psychologists did not join NOVA-Psi, including feeling that they were above politics and occupied the benignly positive therapist role rather than one of intrusive advocacy. She noted once again that a more active advocacy stance would be required for the profession to make progress in the VA.

Three separate columns by new president Harold Dawley highlighted the Vol 8(4), 4th Qtr FY90 newsletter, introducing a sense of urgency, if not alarm, about lack of progress in psychologist initiatives. He reported a 25% decline in NOVA-Psi membership. He provocatively raised the question of the overall purpose and function of NOVA-Psi, asking if it should exist if these were identical with those of the VA section of Division 18. He continued by radically—perhaps provocatively—proposing that NOVA-Psi limit membership to staff psychologists. He opined that staff psychologists needed to become more vocal and visible. Dawley reported he had spent a September week in Washington meeting with VA staff and other organizations in attempting to advance NOVA-Psi interests. He had met in VACO with Sieracki, advocating for hybrid Title 38, but finding no support. Sieracki also did not support attainment of hospital admitting and discharge privileges for psychologists despite a system shortage of psychiatrists. By chance, Dawley had encountered Representative “Sonny” Montgomery, chair of the House Veterans Affairs’ Committee, pointing out that prescriptive authority for psychologists would alleviate the VA physician shortage as well as solve the high national vacancy rate in psychology positions. He subsequently met with a staffer in Montgomery’s office to elaborate on concerns of psychologists. Dawley also conferred with Pat DeLeon, who was already well known for his advocacy of both admitting/discharge and prescription privileges as well as the establishment of paid postdoctoral psychology residencies. Finally, he reached out to other professions, meeting with representatives of the Nurses Organization of the VA and the VA Organization of Physician Assistants regarding their initiatives as non-physician alternate health care providers, the position occupied by psychology in the VA.

In other areas, Greenfield reiterated that all 12 by-laws changes had been approved. Bob Hutzell and Mary Jerkins began a series of articles on multiple personality disorder (MPD), and a separate review of MPD books was contributed by John Higdon. Reports on Vet Center issues (whose psychologists now qualified for NOVA-Psi membership), the SMI Special Interest Group, proposed revisions to the APA Ethics Code, and a logotherapy update completed the issue.

The Vol 9(2), 2nd Qtr FY91 newsletter continued Dawley's note of urgency. He reported on the NOVA-Psi Task Force that had been established to advocate for use of non-physician prescribers, admitting/discharge privileges, limited prescription privileges, and full medical staff membership. In an era still devoid of most electronic communication, membership chair Holmes appealed to readers to recruit additional members, who now numbered 200. Also in this issue, Bertram Rothschild reiterated the now well-known growing pains of the profession. Graca quizzed readers on facts and stereotypes of aging, and other reports appeared on national developments in private practice (reprinted from *The Pennsylvania Psychologist Quarterly*), an SMI bibliography, and an MPD book review.

The newsletter additionally contained an article by Nancy Holmes with an ethics alert on prescription privileges. She expressed concern about a legislative update by Pat DeLeon that quoted a former VA chief of psychology who indicated VA psychologists were already prescribing via activities like writing prescriptions to be signed by physicians. Holmes decried such blanket statements about the practice of 1600 VA psychologists. She noted that this claim could be believed easily by outside observers who had no evidence to the contrary. The implication that VA psychologists would routinely prescribe, directly or indirectly, would raise serious legal and ethical concerns and lower the profession and the VA in the eyes of the public.

In Vol 9(3), 3rd Qtr FY91, Dawley reported that Sieracki had retired, once again creating the need for a deputy director psychologist. Dawley proposed a controversial by-laws change that would limit NOVA-Psi membership to staff psychologists, although current chiefs and assistant chiefs could retain their membership. Whether this was a truly serious proposal or intended to wake up the membership is unclear. However, Membership Chair Holmes formally opposed the change. In addition to this contentious and potentially divisive change, Dawley proposed establishment of a status of senior grade staff psychologist above step 10 of grade 13 for ABPP diplomates, treatment program managers, and APA Fellows. He encouraged psychologists to

join employee unions. In a separate contribution entitled “Sonny Montgomery Receptive to NOVA-Psi,” Dawley recounted forming this impression from several peremptory encounters. With respect to other matters, it was noted that Ken Klauck, Division 18 president, was a candidate for APA president and his platform was published. It was reported with sadness that Vince Wallen had died, and a tribute was paid to him. In content articles, Hutzell and Jerkins discussed MPD, and Susan Damron wrote on dual diagnosis. A public lecture by logotherapy guru Viktor Frankl was also announced.

In the next issue, Vol 9(4), 4th Qtr FY91, it was reported that the by-laws change proposing restriction of NOVA-Psi membership to staff psychologists had failed. In his president’s column, Dawley proclaimed that the 1991 Task Force Report on Professional Privileges, recommending both prescriptive and admitting/discharge privileges, indicated the role of NOVA-Psi in the history of VA psychology had been furthered. He boasted concurrence or endorsements by 18 entities including the Vietnam Veterans of America, professional organizations of nurse anesthetists, podiatrists, and physician assistants, and psychiatrist E. Fuller Torrey. He reported having written to Paul Errera, VA director of MH&BSS, urging implementation of the Task Force recommendations and had requested of Secretary of Veterans Affairs Edwin Derwinski and VA Chief Medical Officer Richard Holzinger that a demonstration project on prescriptive authority for psychologists, similar to that conducted by the Department of Defense (DoD), be initiated in the VA. Dawley stated, in a separate subheading of his column, that “NOVA-Psi Stands Alone,” with Division 18 and AVACP remaining neutral on these recommendations. In a separate column about opposition to prescriptive authority, Dawley said that he had published a well-received article in *The VA Practitioner* (Dawley, 1991) but that a projected response by Dale Cannon, AVACP president, contradicted NOVA-Psi. Cannon stated in a letter to the *VA Practitioner* editor that AVACP had no official position on these recommendations, and he doubted that the claimed NOVA-Psi’s consensus that psychologists should have prescriptive authority actually existed (Cannon, 1991). In a topical interest article, Moshe Torem and Alan Gilbertson of the Akron (Ohio) General Medical Center discussed multiple identity/personality disorder. A schedule of projected VA meetings at the upcoming annual APA convention was promulgated.

The Vol 10(1), 1st Qtr FY92 newsletter found a more moderate tone being struck by incoming president Martin Kenigsberg in an initial column. He reported that president-elect

Holmes had taken employment outside the VA and thus had resigned. He stated that the VA Coordinating Committee was again endorsing transfer of psychologists to hybrid Title 38. He announced yet another campaign to increase membership, requesting each current member to recruit at least one other person. Now as past president and new Professional Issues Committee chair, Dawley reported on the NOVA-Psi business meeting during the APA convention. He stated that Sieracki, prior to retiring, had recommended that psychologists transfer to Title 38 and that two new steps above grade 13, step 10 be established for non-chiefs with special achievements. Dawley again commented on the continuing silence of AVACP with respect to prescriptive authority. In other contributions, Hutzell and Jerkins reviewed MPD screening devices, and the VA general counsel discussed the obligations of psychologists in reporting instances of abuse.

In Vol 10(2), 2nd Qtr FY92, Kenigsberg more clearly called for unity among VA psychologists through a consolidated organization which would speak with one voice rather than a house divided. He cited Dale Cannon, AVACP president who stated in the AVACP Newsletter [1991 October (Vol 14 (#4))] that higher management would never take issues of psychologists into account if there were separate organizations that were not in agreement. Once again, Dawley opined in two columns that a unified organization would be dominated by the priorities of the chiefs and controlled by them. Lu Pichel conducted a local poll of Denver VA psychology providers finding that most staff did not agree psychologists should have prescriptive authority but about half the trainees did agree. In other contributions, APA Recording Secretary Ronald Fox advocated for better salaries and more autonomy for psychologists in the VA. An article containing information extracted from state association newsletters provided information on marketing services to the elderly (Florida) and on the psychology profession's independent streak (California).

In the Vol 10(3), 3rd Qtr FY92 newsletter, Kenigsberg announced that the NOVA-Psi Executive Committee had decided to officially endorse the concept of forming a unitary organization of VA psychologists. He said that Ed Nightingale was polling AVACP membership about this proposal. In addition, he indicated all three VA Coordinating Committee groups had agreed to, individually and collectively, support transfer to a hybrid Title 38. Kenigsberg's Vol 10(2), 2nd Qtr FY92 NOVA-Psi newsletter column urging unification had been requested by Nightingale for publication in the AVACP newsletter. A letter to the editor of the AVACP

newsletter by NOVA-Psi editor Hutzell that also supported unification was published in the AVACP newsletter [1992 February (Vol 15 (#1))]. Hutzell's letter was also reprinted in this latest issue of the NOVA-Psi newsletter. In another column, Bernhard (Ben) Blom predicted that hybrid Title 38 would solve recruitment and retention problems. In contrast to these centripetal influences, Dawley contended that there had been years when NOVA-Psi appeared to do nothing. He opined that NOVA-Psi initiatives had been discouraged and opposed by AVACP, but now that there was a movement toward unification, AVACP desired to control NOVA-Psi. Accompanied by pro and con statements, a ballot of the membership was promulgated asking whether or not NOVA-Psi should negotiate with AVACP toward forming one organization and whether transfer to hybrid Title 38 was favored. These organizational matters threatened to overwhelm announcement of the very significant development that psychologist Martha (Rae) Barnes had been selected to replace Sieracki as deputy director of MH&BSS.

The Vol 11(1), 1st Qtr FY93 newsletter presented the results of the survey. With a one-third response rate, Kenigsberg reported 90% of respondents favored moving toward a NOVA-Psi/AVACP merger with 86% also favoring transfer to hybrid Title 38. He added that the AVACP member survey had found 60% in favor of merger. In his first NOVA-Psi newsletter president's column, Ben Blom said that the Title 38 proposal prepared by the three organizations making up the VA Coordinating Committee had been presented to Senator Alan Cranston but the case had not been persuasive compared to a straight transfer to Title 38. Blom cautioned that no psychology initiatives would be accepted by higher management if they appeared to be self-serving. A tribute to former NOVA-Psi president Bob Powers, who had died, was included in this issue as well as an announcement of logotherapy conference opportunities and a list of potential NOVA-Psi workshops to be presented at medical centers through inter-facility learning details.

The Concluding Years from 1993-1999

In the Vol 11(3), 3rd Qtr FY93 newsletter, Blom reported in his president's column that the VA Coordinating Committee had met with APA Practice Directorate staff to further discuss pros and cons of inclusion in Title 38. The Personnel Division of VACO had formally supported that initiative for the first time. In addition, in January of that year, Senator Inouye had introduced a bill all three VA psychology organizations could support (SB145: Hybrid Title 38 Act). Blom

noted in this report there still remained need for introduction of a companion U.S. House bill as well as to obtain formal support of Jesse Brown, the new secretary of Veterans Affairs.

Further information on Title 5/Title 38 came from a description of an APA Congressional Fellow's work on the issue in Senator Inouye's office. The text of SB145 plus the floor statement by which Inouye had introduced it to the Senate were printed.

With Rae Barnes' appointment as deputy director of MH&BSS in VACO in 1992, she introduced herself in a newsletter article. She described her background and then provided responses to several general questions of contemporary relevance to VA psychologists. She pointed out that her sources of information about opinions of psychologists included contacts with NOVA-Psi and AVACP. Barnes then emphasized the high importance she placed on psychologists at each setting working effectively and creatively with other staff in such a manner that local management held a positive valence toward psychology. She cautioned that the field-level perceptions of psychology ultimately had a significant impact on VACO's policy development and actions.

The newsletter also mentioned the recent NOVA-Psi recruitment drive had been considered a success. The process of the campaign was detailed in the newsletter. The count of new members stood at 57, with applications continuing to arrive. As a consequence, the treasury had increased by 25%.

As usual for the NOVA-Psi newsletters, additional topical interest articles were included in the Vol 11(3), 3rd Qtr FY93 newsletter. Among these were two reprinted articles: one on ethical issues relevant to training; the other on management of guilt feelings in PTSD. Robert Resnick, an APA president-elect candidate, authored an article for the newsletter presenting ideas for bringing the various sources of VA psychology opinions to APA. The newsletter additionally printed a letter in opposition to the VA's initiation of random urine testing of staff.

The newsletter material further included a call for nominations for officers, a call for nominations for awards, and a notice of the on-going recruitment campaign. The treasurer reported a balance of \$2,140 on March 31, 1993.

NOVA-Psi newsletter co-editors Hutzell (appointed 1984) and Eggert/Jerkins (1986) bid adieu to their long-time positions. They noted five special edition releases of general interest to VA psychologists among the volumes they had edited: perspectives on research, selling psychology to management, predoctoral and postdoctoral training, issues in PTSD, and other

issues in training. The newsletter also announced the appointment of Judy Denny as the next newsletter editor.

In August 1993, Bob Hutzell became the 12th president of NOVA-Psi. With the recent NOVA-Psi survey support for a merger between NOVA-Psi and AVACP, Hutzell believed his would be the last NOVA-Psi presidency (Hutzell, personal communication, August 30, 2017.) His initial newsletter column, however, in Vol 12(1), 1st Qtr FY94, emphasized the importance of increasing NOVA-Psi's visibility while maintaining its low membership dues. He stated one of his primary goals was to maintain and further increase cooperation with AVACP and the VA Section of APA Division 18. To document existing relationships among the three organizations, he noted that both the president of AVACP and the chair of the VA Section of Division 18 were NOVA-Psi members.

For enhancement of NOVA-Psi's visibility and communications, the newsletter additionally announced the establishment of an electronic discussion group on the VA Forum computer system. Anyone with access to the Forum system could join the group. Because many VA staff at the time were new to electronic communication, the newsletter outlined how to access Forum.

Although recognition of individuals for excellence in VA psychology was not specifically listed in the purpose statement of NOVA-Psi's articles of incorporation, it had become a significant NOVA-Psi activity almost from the beginning. Awards presented by NOVA-Psi during the business meeting at the 1993 APA convention included three distinguished service awards and two certificates of appreciation. Letters had been sent to the medical centers of the awardees publicizing their specific awards.

Editor Denny reported that three primary topics had received much discussion by NOVA-Psi as well as at the various other VA meetings at the August 1993 APA convention. These key topics included the hybrid Title 38 initiative, the proposal to separate psychology from the VACO Mental Health and Behavioral Sciences Service, and the potential impact of overall health care reform.

Barnes' deputy director's column in this Vol 12(1), 1st Qtr FY94 newsletter reported that a number of key positions in VACO remained unfilled. She re-stated the importance of psychologists working in constructive ways with station-level management because policy making/implementation was being delegated increasingly to the field stations. She continued to emphasize the importance of psychologists working effectively/creatively on teams with other

staff, and she presented thoughts on what could result in teams functioning well rather than poorly.

The newsletter included two topical interest articles. One initiated a series on the treatment of patients diagnosed with multiple personality. The other presented information about a comprehensive, self-report measure for use in pain management work. The newsletter additionally contained a treasurer's report, a candidacy statement, and an election ballot.

In the next newsletter [Vol 12(2), 2nd Qtr FY94], Hutzell's second president's column included a copy of a letter sent September 30, 1993 to VA secretary Brown. His letter voiced NOVA-Psi support of deputy director Barnes' recent proposal for psychology to stand as a service separate from psychiatry.

Barnes' newsletter article discussed the status of VA health care reform, which was driven by a push to emulate competitive, non-VA medical organizations. She noted some functions of psychologists would shift in the future toward preventive health care and life-enhancement issues, where she felt psychologists were trained to be expert and cost-effective practitioners. Barnes warned, however, that the increased delegation of decision-making authority to station-level management meant local-level psychologists would have to demonstrate to their management (rather than just talk about) psychologists' abilities, because full utilization of psychologists' expertise would not be stipulated via any new VACO rules or regulations.

Three topical interest articles were included in this newsletter. One provided information about treatment of individuals with spinal cord injury. Another discussed the *Geropsychology Assessment Resource Guide* which had been developed within the VA to offer practical information on assessment instruments in geropsychology. The third outlined the case for treatment of depression with psychotherapy versus antidepressant medication and offered strategies for responding to antidepressant medication marketing.

Newsletter editor Denney included a comment that the hybrid Title 38 bill had run into problems since the publishing of the prior newsletter.¹³ Other material in this newsletter included an update on a member recruitment campaign, a treasurer's report, a call for nominations for officers and a call for nominees for NOVA-Psi awards. The member recruitment campaign offered a dues-free year of membership to each person who recruited one or more new members.

¹³ OMB had not supported the bill, effectively terminating its movement at the time (Baker, 2017).

In mid-1994, it was obvious that VA emphasis on reform and reorganization continued to impact VA psychology. Hutzell's president's column in the Vol 12(3), 3rd Qtr FY94 newsletter reported that VA resignations and early-outs had impacted NOVA-Psi directly with both the newsletter editor and the training/education chair having left VA employment. President-elect Barney Feingold appointed Gary Warner to the newsletter editor position.

Hutzell reported in his column that there had been progress with his NOVA-Psi goals of membership growth (membership had doubled) and inter-organizational collaboration. However, he added that he held the belief that a single organization for VA psychologists could be more effective than two or three.

Feingold, in a president-elect column, updated members on repercussions of recent proposals for psychology to be eliminated as an independent service and the total number of VA psychologists be cut in half. He and the AVACP president-elect had initiated cooperative efforts to document the importance of psychologists to the VA.

In this same mid-1994 newsletter, an article submitted by the president of the AVACP organization, Alexander Boeringa, called for changes in psychology in response to the effects of anticipated further transformation of all levels of health care. He lamented that although he was a member and supporter of NOVA-Psi he did not feel enough psychologists showed interest to make it an effective force for the current issues. He ended his article with a call for NOVA-Psi to become a more impactful force or to discontinue.

Extending the theme of reaction to reform initiatives, a letter from APA Executive Director for Professional Practice, Russ Newman, discussed APA's involvement in opposition to proposals to cut VA psychology staff numbers. He reported APA had been told the VA did not in fact plan to implement the proposals at that time.¹⁴ He cautioned NOVA-Psi members, however, that top VA officials declined a face-to-face meeting with APA in part because of changes anticipated in VA officials who would impact the final decision. Newman included a copy of a letter APA President Ron Fox had sent to VA secretary Brown urging against reducing psychology staff.

Psychiatrist Thomas B. Horvath just recently (March 1994) had been appointed to the

¹⁴ At about this same time, the AVACP newsletter also reported from other sources that VACO did not plan to act on the proposal that had been made to downsize VA psychology staff by up to 50% by contracting out psychological services (Baker, 2017).

position of director of MH&BSS. The mid-1994 newsletter reviewed his background. A statement from Horvath affirmed major changes were coming to VA health care. He went on to discuss his vision for the future, where he noted the need to move away from hierarchical management approaches and advance to learning organizations and total quality management (new management concepts being promoted in the VA), and he emphasized research, education, and movement toward outpatient treatment, cost effectiveness, and creativity.

Elsewhere, the newsletter announced the NOVA-Psi annual business meeting for August 15, 1994 at the APA annual convention with VACO mental health director Horvath as a scheduled speaker. This newsletter included a topical interest article on eye movement desensitization and reprocessing (EMDR). An elections ballot and candidacy statements were included. This Vol 12(3), 3rd Qtr FY94 newsletter additionally printed a copy of the NOVA-Psi by-laws.

A VA Resource Planning Management Committee report stood out as a primary focus when Barney Feingold moved up to president of NOVA-Psi at the 1994 APA convention in Los Angeles. The push for change within the VA and the specific proposal that psychology merge with psychiatry rather than remain a separate service threatened the autonomy of psychology.

In his first president's column [Vol 12(4), 4th Qtr FY94], Feingold noted the Resource Planning Management report had resulted in reorganization of psychology services at some VA medical centers. The business meeting minutes stated that several stations had already consolidated all mental health services under psychiatry. Those same minutes documented that the NOVA-Psi officers/trustees and also the VA Psychology Coordinating Committee had discussed responses to the proposal to merge psychology and psychiatry in medical centers. MH&BSS director Horvath presented at the business meeting emphasizing the importance of psychologists' involvement and cooperation in responding to the on-going changes.

Christine LaGana (six months into the position of MH&BSS acting deputy director at the time) contributed an article that discussed the loss of chiefs and assistant chiefs with few plans for recruitment/replacement as medical centers considered reorganization sans chief positions. She commented that creativity and adaptability would be necessary for survival. She urged quick completion of recently initiated white papers on psychology's contributions to patient care so these could be made available widely for addressing the reorganization issue.

Feingold, in his president's column, reflected positively on a cooperative decision by the VA Psychology Coordinating Committee members to develop white papers, to which LaGana

referred in her article, to defend VA psychology services. The minutes of the 1994 Coordinating Committee meeting were printed later in the same newsletter reporting cooperation among the three organizations of VA psychologists and other VA mental health leaders in responding to a divisive editorial in the *VA Practitioner*. That editorial claimed the existence of turf wars among professional groups in the VA had resulted in diminished VA patient care and referred to psychiatry and psychology as one example (Schwartz, 1994). A letter submitted to the editor of the *VA Practitioner* challenged that claim and was signed by the presidents of AVACP, NOVA-Psi, and the VA Section of Division 18. Also signing the letter were the director, acting deputy director, and associate director of VACO mental health and the president of the National Association of VA Chiefs of Psychiatry (Horvath et al., 1994).

Further cooperative actions by the Coordinating Committee were also noted in the newsletter, including a plan of mutual support and development of broad consensus regarding political action issues. This included plans for co-authoring and distributing the above noted white paper on the history and contributions of VA psychology plus five additional white papers on the specific topics of VA psychology's contributions to health psychology, neuropsychology, psychological training, mental health services (especially for chronic mental illness, addiction, and PTSD), and applied clinical research.

Feingold recognized a need to enhance the effectiveness of NOVA-Psi. One goal toward that end was to develop a formal *Policies and Procedures Manual*, which had been suggested by president-elect Peggy Cantrell and had not previously existed for the organization. Cantrell, in a separate column, wrote that the increase in membership numbers plus the health care reorganization pressures called for strengthening the internal structures of NOVA-Psi. She agreed to assume responsibility for developing a procedures manual. Feingold noted that he anticipated changes in the association's by-laws in conjunction with the codification of procedures.¹⁵

The minutes of the NOVA-Psi 1994 business meeting also briefly commented that Hutzell offered evidence of enhanced cooperation among the three VA psychology organizations. Cantrell (treasurer) reported a cash balance of almost double from a year earlier, with the increase due primarily to increased memberships. Jennifer Landon (membership chair) reported

¹⁵ The resultant October 1995 NOVA-Psi *Procedures Manual* is included in the previously mentioned "NOVA-Psi History Archive Note: Articles of Incorporation, Constitution, By-Laws and Procedures" which is housed in the NOVA-Psi archives at CCHP.

the almost doubled membership stood at around 300.

The Awards Committee bestowed three different types of awards at the 1994 business meeting at APA. Two persons received distinguished service awards, one received a certificate of recognition, and four received certificates of appreciation.

In addition to the usual NOVA-Psi membership application, the newsletter printed a membership application for the VA Section of Division 18 of APA. NOVA-Psi nominations were called for president-elect and four trustees. The treasurer's report showed the organization's balance had increased from \$2,833 on September 30, 1993 to \$4,784 on September 30, 1994. Gary Warner in his newsletter editor role recruited Barney Feingold to co-edit this and future newsletters and presented guidelines for article submissions to be in electronic format from then on.

The Vol 12(4), 4th Qtr FY94 newsletter included one topical interest article. This article by Christine LaGana, Rodney (Rod) Baker and Marianne O'Leary discussed psychology predoctoral interns' involvements in an initiative to train health care professionals to function as interdisciplinary team members in primary care settings.

NOVA-Psi sponsored a symposium organized by Barney Feingold and co-chaired by Feingold and Bob Hutzell for the August 1994 APA convention. The presentations focused on application of spirituality science concepts to clinical care, particularly in chemical dependency and PTSD. The Vol 13(1), 1st Qtr FY95 special newsletter titled *Spirituality in Recovery: A New Approach* was based on the papers presented at the NOVA-Psi symposium.

The proposed revision of the NOVA-Psi by-laws (which president Feingold had envisaged in his initial president's column) came to a vote in mid-1995. The Vol 13(2), 2nd Qtr FY95 newsletter consisted largely of the proposed revision plus information about the candidates for NOVA-Psi offices (each included not only bio-statements but also responses on one objective each candidate would champion for VA psychology) and a ballot. The proposed by-laws changes largely clarified and simplified the language of the by-laws and brought the by-laws into agreement with actual practices the organization had developed. Other changes increased transparency/communication, increased use of consultation and advice/consent, emphasized establishment of objective goals, changed membership years back to dates of renewal, and

reflected the development of the policies and procedures manual.¹⁶

Additional material in this newsletter included the annual NOVA-Psi business meeting announcement at the 1995 APA convention and the report of the treasurer. Also, a call for nominations for recipients of the next group of NOVA-Psi awards was added.

The next pre-convention newsletter [Vol 13(3), 3rd Qtr FY95] repeated the announcement of the time and place of the annual NOVA-Psi meeting adding a list of featured speakers. The newsletter attended to the effects of on-going political efforts to downsize government, privatize health care and develop managed care models for provision of services. In the VA considerable decision power now had been delegated to individual medical center directors. Coupled with pressure to economize, movement toward reorganization of mental health services at the local level resulted in a consequent trend to consolidate psychology and psychiatry and other professions, often under the direction of psychiatry.¹⁷

President Feingold's newsletter column urged readers to increase their advocacy for psychological services for veterans. An article by Janice Williams (Congressional Science Fellow and Associate Professor of Psychology at Clemson University) did the same. Williams had spent a year as an APA congressional science fellow for Senator Jay Rockefeller's Committee on Veterans' Affairs, and her article emphasized severe cuts in research funding faced by the VA (and the National Institutes of Health and the National Science Foundation) within the climate of government downsizing and budget cutting.¹⁸

Pat DeLeon's article in the newsletter expressed concern about the toll the continuing push to reinvent government could take on the autonomy of VA psychology. He reported that various efforts to support the independence of psychologists had little impact thus far.

¹⁶ Although no report in subsequent newsletters available to the authors had the results of the 1995 by-laws ballot, we found a November 1, 1995 letter from incoming NOVA-Psi president, Peggy Cantrell, sent to all NOVA-Psi officers, newsletter editors, committee chairs, and trustees attaching the newly revised NOVA-Psi by-laws. Cantrell's letter and the newly revised by-laws are included in the "NOVA-Psi History Archive Note: Articles of Incorporation, Constitution, By-Laws and Procedures" at the NOVA-Psi archives at CCHP.

¹⁷ In 1995, 150 VAMCs had independent psychology services headed by chiefs of psychology. By 2001, the number of independent services with chiefs dwindled to 30 (Baker & Pickren, 2006).

¹⁸ At about this same time, articles in the newsletter of AVACP by Christine LaGana (who had become president of AVACP in 1994) and by mental health director Horvath in VACO reported policy changes had decentralized much decision-making from VACO to the Veterans Integrated Service Networks (VISNs) and to medical center directors to re-organize without VACO input. While VACO mental health opposed reorganization plans that decreased psychology's autonomy, VACO could not halt the changes. LaGana encouraged development of support systems at the VISN level and at the individual station level to respond to reorganization activities (Baker, 2017).

Horvath, director of MH&BSS, contributed responses to questions posed to him in a recent interview. He noted high importance for VA psychologists to work collaboratively rather than get caught up in turf battles. Without that collaboration, he suggested administrative decisions might be based on business interests rather than professional mental health perspectives.

This 1995 pre-convention newsletter also printed “Testimony Regarding Reorganization of the Veterans' Health Administration Submitted to the Senate Committee on Veterans' Affairs by the American Psychological Association.” The testimony argued for psychologists, as highly trained professionals, to have a role in VA reorganization, to continue to function as independent practitioners and to not be disproportionately decreased in numbers.

“Downsizing, reorganization, mergers, consolidations, integrations, reductions in force, managed care, primary care, matrix management, product lines – What is happening to Health Care? What is happening to the VA?? What is happening to Psychology???” Those words introduced Peggy Cantrell’s initial president’s column, which appeared in the newsletter that followed the 1995 APA convention [Vol 13(4), 4th Qtr FY95]. She urged psychologists to get involved, particularly in NOVA-Psi, which she touted for its inclusiveness of all MH&BSS psychologists and its low dues. Cantrell pointed out the availability of electronic mail groups established by NOVA-Psi to enhance communication opportunities. She also noted the many participants in NOVA-Psi’s functions, commencement of another campaign to encourage participation, and planning of another survey of psychologists’ opinions. She offered action items for readers of the newsletter to join the mail group, encourage others to join the mail group, encourage non-members to join NOVA-Psi, offer questions to be included in survey development, complete the survey after its distribution, and volunteer to participate in NOVA-Psi projects.

Mary Oehlert presented the minutes of NOVA-Psi’s 1995 annual business meeting and contributed her own president-elect column. Business meeting guest speakers were Robert Kerns (representing the VA Section of Division 18), Thomas Horvath (MH&BSS director), Christine LaGana (both MH&BSS acting deputy director and an officer of AVACP) and Randy Phelps (from the APA Practice Directorate).

The impact of change continued as a major focus in the newsletter. Significant changes included the recent reorganization of VA medical centers into Veterans Integrated Service Networks (VISNs) and the continuing elimination of many independent psychological services

through integration into service lines.

Rod Baker contributed a paper of topical interest on psychology survival behaviors in which he remarked that the ongoing changes/challenges within the VA were unlike those of the past and were likely to continue. To survive the transformation, he urged psychologists to actively demonstrate themselves as positive assets to clients, team members and administrators.

An additional article in this newsletter, submitted by Richard Suinn, a candidate for president of APA, decried the impact of budget- and reorganization-driven changes on VA psychology. He advocated for increased awareness within APA of ongoing jeopardy to VA psychology and he recommended enhanced communication between APA and VA psychology.

The newsletter included minutes of an August 13, 1995 meeting of VA training directors. At that meeting, Cantrell had reported on both Association of Psychology Postdoctoral and Internship Centers (APPIC) and NOVA-Psi news, and she encouraged training directors to join NOVA-Psi's electronic mailgroup.

Additional material in this newsletter included a report of the treasurer. Two copies of the usual NOVA-Psi membership application and dues notice also appeared.

Cantrell's president's column in the Vol 14(1), 1st Qtr FY96 newsletter focused on the rapid pace of change in organized health care delivery across all spectrums and the resultant stress it produced. She suggested psychologists practice stress management and also offer it to other staff in their facilities. Her column included specific resources she had found helpful, and she suggested psychologists share their resources, particularly through the NOVA-Psi mailgroup.

Roughly half of this Vol 14(1), 1st Qtr FY96 newsletter comprised a white paper entitled "Psychology Training in the Department of Veterans Affairs: A Position Paper" authored by Ben Blom representing the VA Section of Division 18, Phil Laughlin representing AVACP, and Barney Feingold representing NOVA-Psi. The paper outlined the history and value of VA psychology training and offered recommendations that emphasized preservation of quality in VA psychology training. These included continuation of centralized control over general policy and resources and the maintenance of local psychology control over individual training programs.

This newsletter continued with the usual organizational business items. These included a call for nominations of candidates for president-elect and trustees, invitation to the annual business meeting, a treasurer's report plus two copies of an application and renewal form and dues reminder.

NOVA-Psi had sponsored a symposium at the August 1995 APA convention, organized by Janet K. Willer, and titled *Female Veterans: Emerging Research and Implications for VA Program Development*. The Vol 14(2), 2nd Qtr FY96 newsletter presented the information that had been offered at that symposium.

The next newsletter, Vol 14(3), 3rd Qtr FY96, included information from late 1996. Mary Oehlert had moved into the president's position. A membership campaign had been conducted, resulting in a 79% increase in paid dues. It was further reported that NOVA-Psi had made seven distinguished service awards at its August 1996 business meeting at the APA convention.

The VA Psychology Coordinating Committee meeting, held two days before the annual NOVA-Psi business meeting, supported collaboration among the three VA psychology groups. AVACP agreed to coordinate frequent conference calls among the executive committees of all three organizations, which APA had offered to pay for. Matters for coordinated action of all three groups included hiring a permanent deputy director and hiring other psychologists, as well as issues related to clinical privileges, cost effectiveness, patient satisfaction, peer review, research, training, and treatment outcome.

A report of a survey completed by 239 of NOVA-Psi's 320 members indicated that VA reorganization had affected the practice of psychology and had decreased morale.¹⁹ The top three responses to an inquiry about the primary challenge facing VA psychologists comprised survival of the profession, keeping jobs, and maintaining professional independence/autonomy.

The survey asked an open-ended question of why the percentage of VA psychologists who held membership in NOVA-Psi was not larger. The top responses suggested psychologists remained unaware of the potential benefits of joining. The survey also assessed the level of support for prescription privileges for psychologists. The tally of responses included: Not At All (25%), A Little Bit (29%), Quite A Bit (20%), and Wholeheartedly (24%).

The survey discussion included a list of some of NOVA-Psi's actions during the past year. These included establishment of email groups to improve communication, a successful membership drive, a letter that helped in the reinstatement of 30 internship positions, co-authorship of a white paper on psychology training, and a uniform application form for VA psychology internships.

¹⁹ It can be noted that the 320 members of NOVA-Psi recorded in this report was the largest membership number referenced in the newsletters available to the authors.

As noted previously in describing the beginning of NOVA-Psi, Oehlert's initial president's column [Vol 14(3), 3rd Qtr FY96] reviewed the history of NOVA-Psi. Also focusing on a vision for the future of the organization, she suggested the vision should include examination of membership (currently stood at roughly 20% of VA psychologists), purpose (originally was focused advocacy while recently it had been collaborative with other groups on advocacy), and communication methods (historically was the newsletter while on-line options now existed).

Newsletter editors Warner and Feingold emphasized the on-going theme that psychology needed to demonstrate its worth. They requested submission of more newsletter articles where psychologists addressed increased patient access to services, improved treatment compliance, provision of primary care and special program services, involvement in prevention programs, reduction of overuse of medical and psychiatric services, trauma-focused treatments and any other innovative psychological applications or new lines of service.

In Oehlert's president's column for the Vol 14(4), 4th Qtr FY96 newsletter²⁰, she stated:

In this newsletter, CHANGE is predominant. Whether it be change in organizational structure (i.e., proposed merger between NOVA-Psi and AVACP), change encountered by fellow employees (i.e., the role of psychologists in EAP), change in the public sector (i.e., prescription privileges debate and telemedicine), or change in APA accreditation guidelines (i.e., competency based model for training), CHANGE is a fact that confronts each of us daily.

Oehlert went on to present results of a survey of NOVA-Psi members that had been conducted about possible merger with AVACP. During the APA convention in late 1996 the idea of merger was not pushed. Instead, coordination of efforts had been emphasized. In early 1997, and as a result of continued changes within the VA, the Executive Committee of NOVA-Psi reassessed the interest of NOVA-Psi members for merger between the two organizations. Surveys were completed by 176 of the 306 members, almost all favoring merger.

However, at about this same time, AVACP had decided to expand its membership to all VA psychologists in leadership roles.²¹ Oehlert expressed preference for merger of all psychologists

²⁰ The newsletter was labeled Vol 14(4), 4th Qtr FY96. However, contents (e.g. treasurer's report dates, APA location, etc.) suggest a mid-97 publication date.

²¹ Concerns of AVACP members with the loss of independent psychology services and psychology chief positions led the organization to expand its membership in 1997 to include all VA psychologists in managerial, supervisory,

into one organization rather than splitting efforts between those in leadership roles and those not in such roles.

Alexander Boeringa in a president-elect column and Cantrell in a separate column both focused their comments on the downsizing of psychology staff and disappearance of psychology as a stand-alone service in the VA. Both encouraged increased sharing of information among psychologists and noted NOVA-Psi's efforts to enhance communication opportunities. They encouraged participation in the electronic mailgroup NOVA-Psi had established.

A major portion of this NOVA-Psi newsletter included candidate statements with declarations by each of an objective they desired to pursue and an election ballot for the offices of president-elect, secretary/treasurer and four trustees. It included a call for nominations for 1997 awards for distinguished service in recognition of psychologists who had made special contributions to the promotion of psychology. It also included a membership report of increased membership renewals. A treasurer's report posted the March 1997 balance at \$4,555. The annual business meeting was announced to take place August 18th, 1997 at the APA convention with the agenda to include discussion of the merger issue as well as updates on internship training, the prescription privileges topic, and other subjects. The newsletter ended with two copies of the application/renewal form and dues reminder.

The next newsletter [Vol 15(1), 1st Qtr FY97] began with excerpts taken from reports provided by Pat DeLeon. His article commented on the significant impact health care reform and privatization had on public sector psychology. He also mentioned the escalating cost of Medicaid and discussed in detail the DoD psychopharmacology training program and the significance of politics in its fate. He went on to discuss the role electronic communication could have on psychology, on the nation's health delivery systems and on higher education.

A topical interest article reported the evolution of training in psychology away from emphasis on duration of experience toward emphasis on evaluation of skill-competencies. The authors discussed requirements and benefits of the competency-based model. They described the implementation of such a model in the psychology internship program at the VAMC in Leavenworth, KS.

or other leadership positions. The organization additionally changed its name to the Association of VA Psychologist Leaders (AVAPL) (Baker, 2017).

This newsletter included a year-end NOVA-Psi treasury balance of \$5665 for June 1997. The treasurer's report also noted an 8% increase in member dues over the previous year.

The last NOVA-Psi newsletter available for this history was Vol 16(1), 1st Qtr FY98.²² Both president Boeringa and president-elect James (Jim) Besyner provided rather provocative articles on the future of NOVA-Psi.²³ Editors Warner and Feingold noted a long drought of letters to the editors. They expressed hope that the Boeringa and Besyner articles would stimulate readers to consider and discuss NOVA-Psi's contemporary purpose and its future.

In his president's column, Boeringa commented he had long been involved with both NOVA-Psi and AVACP, and he had agreed to run for NOVA-Psi office in hopes of facilitating the merger of the two organizations. However, instead of merger, he noted AVACP's decision in 1997 to change its membership criteria to include any psychologists in leadership/management-type positions and had additionally changed its name to the Association of VA Psychologist Leaders (AVAPL). This change from AVACP to AVAPL was made in reaction to transformation of the VA (which included losses of a number of official chief of psychology positions). These changes resulted in little interest on the part of AVAPL in the option of merger of the two organizations.

Boeringa indicated there now existed considerable overlap both in leadership and in goals of the three VA organizations of psychologists. He felt NOVA-Psi had no *unique* contemporary goals, just those the three VA organizations had agreed to mutually pursue. Boeringa provided additional reasoning that suggested disbanding NOVA-Psi and encouraging its membership to participate in the other two organizations. He called for discussion on the future of NOVA-Psi, including possible disbanding. He stated intent to bring the issue to a vote unless membership presented reasons and energy to the contrary.

Besyner, in a president-elect column, reported he had agreed to run for office out of desire to help VA psychology deal with the problems it faced, particularly its loss of numbers and its absorption into product/service lines of authority. Nevertheless, his awareness of the redundancy of missions among the three organizations representing VA psychology had spiked, and he questioned if NOVA-Psi had any significant contemporary issues *beyond* those agreed upon by

²² The postal mark on this newsletter was March 6, 1998. It is one of very few copies of the newsletter to exhibit postal dates.

²³ Both also were chiefs of psychology at their medical centers.

all three organizations. With AVACP changing to AVAPL, he felt some function of melding NOVA-Psi and AVACP had resulted. Besyner provided additional discussion about the redundancy among the three VA psychology organizations, and he questioned whether NOVA-Psi needed to continue to exist. He called for input about the continued need for NOVA-Psi.

This same Vol 16(1), 1st Qtr FY98 NOVA-Psi newsletter included a topical interest article about how to cope with change. In 1994, a major earthquake had destroyed much of the VA medical center in Sepulveda, CA. Its main hospital building was replaced with an ambulatory care center. Its staff dramatically downsized, its mission changed and it integrated into the Southern California System of Clinics. The article by Rebecca Jacobsen, acting chief psychologist at the Sepulveda campus, shared lessons learned about how to cope with change.

As noted above, Vol 16(1), 1st Qtr FY98 was the final NOVA-Psi newsletter available for this review. However, Matthew Blusewicz, in an early 1999 president's column in the AVAPL newsletter, included a comment that he had received word from the president of NOVA-Psi, Jim Besyner, that NOVA-Psi membership had voted to disband as an organization and to transfer its funds to AVAPL (Baker, 2017). At that point, the primary missions of NOVA-Psi and the other two VA psychology organizations had become largely the same, and the energy for a separate organization had diminished over the preceding few years. Many members of NOVA-Psi would be eligible for membership in AVAPL with its membership changes and all would be eligible to apply to the VA Section of Division 18, and the Executive Committee of NOVA-Psi encouraged its members to join both.

In concluding the narrative of the history of NOVA-Psi, the names of the 19 individuals who served as president are listed in Table 1. Table 2 lists those who served as newsletter editors.

Table 1
Former Presidents of NOVA-Psi

Term as President	President
Aug 1982-83	Leila Foster (Westside Chicago, IL)
Aug 1983-84	William McMordie (Knoxville, IA)
Aug 1984-85	Christine LaGana (Canadaigua, NY)
Aug 1985-86	Jack Bodden (Temple, TX)
Aug 1986-87	Robert Powers (East Orange, NJ)
Aug 1987-88	Sara Rahaim-Campion (Kansas City, MO)
Aug 1988-89	Christine LaGana (Baltimore, MD)
Aug 1989-90	David Greenfield (Bay Pines, FL)
Aug 1990-91	Harold Dawley (New Orleans, LA)
Aug 1991-92	Martin Kenigsberg (Long Beach, CA)
Aug 1992-93	Bernhard Blom (North Chicago, IL)
Aug 1993-94	Robert Hutzell (Knoxville, IA)
Aug 1994-95	Barnet Feingold (Rochester, NY)
Aug 1995-96	Peggy (Cantrell) Krieshok (Kansas City, MO)
Aug 1996-97	Mary Oehlert (Leavenworth, KS)
Aug 1997-98	Alexander Boeringa (Houston, TX)
Aug 1998-99	James Besyner (Dallas, TX)

Table 2
Former Editors of the NOVA-Psi Newsletters²⁴

Years as Editor	Editor
1983-1984	Christine LaGana (Canandaigua, NY)
1985-1986	Robert Hutzell (Knoxville, IA)
1986-1993	Robert Hutzell and Mary Eggert/Jerkins (Knoxville, IA)
1994	Judy Denney (Knoxville, IA)
1994-1998	Gary Warner (Canandaigua, NY) and Barnet Feingold (Rochester, NY)

²⁴ For newsletters available to the authors, see Citation List.

Summary Comments

Although the history of NOVA-Psi covered only a relatively brief 19-year period, its role in VA psychology bears close examination. The organization's initial obvious concern and focus was to retain the option of conducting a part-time private practice outside of working hours for VA psychologists. That option was pursued and eventually resulted in agreement by NOVA-Psi, AVACP, and the VA Section of Division 18 to seek legislative support for appointment of VA psychologists under hybrid Title 38 with a private practice option.

Beyond that obvious concern, however, NOVA-Psi was successful in meeting a number of needs of staff psychologists ranging from receiving recognition of good performance to finding ways to improve their own job satisfaction. The recognition of performance was pursued by the organization in its legislative activities seeking incentive pay for receiving the ABPP and in its own national awards program with distinguished service awards and certificates of recognition and appreciation. The successful 1983 NOVA-Psi member conference in Chicago not only addressed organizational advocacy needs but provided members with an introduction to the VA itself beyond their own work experiences, including clinical and research activities and management advancement. The attention to what was happening in the VA became an important function of the newsletter. Its special newsletters and articles of general education, research and patient care activities often rivaled the interest of members in national initiatives and political/administrative issues facing the VA. The NOVA-Psi focus in helping to facilitate and develop a support network of VA psychologists interested in research struck a responsive chord in many members who also appreciated the symposia organized by NOVA-Psi at APA conventions.

The above observations outlining how NOVA-Psi met many needs of staff psychologists identifies its most important contribution. By addressing these needs, the organization provided members an identity, opportunity for engagement, and sense of community.

Acknowledgments

The authors greatly appreciate the willingness of four former NOVA-Psi and VA psychology leaders who agreed to review our manuscript for content information and coverage of important historical events in the history of NOVA-Psi. They included Phil Laughlin, a former president of AVACP, who assumed the presidency of AVACP in the first years of the formation of NOVA-Psi. Sara Rahaim-Campion not only served as NOVA-Psi president but was also assistant newsletter editor for the first two years of NOVA-Psi history and an elected NOVA-Psi trustee for many of the early years of that history. Another former NOVA-Psi president, Peggy (Cantrell) Krieshok, later served as president of the Association of VA Psychology Leaders (AVAPL), the renamed AVACP organization. Mary Oehlert's review was fitting since she provided the authors with information that would not have been available to them in beginning our project by reviewing the history of NOVA-Psi in her president's newsletter column in later years.

We did not ask our reviewers to have special recall of their leadership years, but did make the NOVA-Psi newsletter archives available to them for reference. Their assessment affirmed the key events, struggles and contributions of the organization as reported in this history. We thank them for helping us report the special role of NOVA-Psi in VA psychology history.




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- Dawley, H. (1991, June). Task force report on professional privileges for psychologists. *VA Practitioner*, pp. 45-46, 48, 50. Springfield, OR: Aster Publishing Company.
- Horvath, T., Lagana, C., Lehmann, L., Brightwell, D., Boeringa, A., Cohen, M., ... Hutzell, R. (1994, September). Turf wars in VA and beyond contains distortions... [Letter to the editor]. *VA Practitioner*, p. 13.
- Schwartz, H. (1994, June). Turf wars in VA and beyond. *VA Practitioner*, pp. 87-88. Springfield, OR: Aster Publishing Company.



















































²⁵ Because of the difficulty in locating *VA Practitioner* articles and letters (the journal ceased publication in 2006), all of the above references to *VA Practitioner* articles, editorials, or letters to the editor are introduced and included in the “NOVA-Psi History Archive Note: Articles and Letters to the Editor in the *VA Practitioner*” housed in the NOVA-Psi archives at CCHP.

**Citation Listing of NOVA-Psi Newsbrief Scans (n=3) and
Newsletter Scans (n=50) for the NOVA-Psi History**
(See next page for description of missing Newsbriefs and Newsletters)

NOVA-Psi Newsbriefs:

-  Newsbrief, Fall 1985.pdf²⁶
-  Newsbrief, September 1986.pdf
-  Newsbrief, September 1990.pdf

NOVA-Psi Newsletters:

- | | |
|--|---|
|  Vol 1(1), Jan 1983.pdf ²⁷ |  Vol 8(1), 1st Qtr FY90.pdf |
|  Vol 1(4), June 1983.pdf |  Vol 8(2), 2nd Qtr FY90.pdf |
|  Vol 2(1), Oct-Nov 1983.pdf |  Vol 8(3), 3rd Qtr FY90.pdf |
|  Vol 2(2), Feb-March 1984.pdf |  Vol 8(4), 4th Qtr FY90.pdf |
|  Vol 2(4), June-July 1984.pdf |  Vol 9(2), 2nd Qtr FY91.pdf |
|  Vol 3(1), 1st Qtr FY85.pdf |  Vol 9(3), 3rd Qtr FY91.pdf |
|  Vol 3(2), 2nd Qtr FY85.pdf |  Vol 9(4), 4th Qtr FY91.pdf |
|  Vol 3(3), 3rd Qtr FY85.pdf |  Vol 10(1), 1st Qtr FY92.pdf |
|  Vol 3(4), 4th Qtr FY85.pdf |  Vol 10(2), 2nd Qtr FY92.pdf |
|  Vol 4(1), 1st Qtr FY86.pdf |  Vol 10(3), 3rd Qtr FY92.pdf |
|  Vol 4(2), 2nd Qtr FY86.pdf |  Vol 11(1), 1st Qtr FY93.pdf |
|  Vol 4(3), 3rd Qtr FY86.pdf |  Vol 11(3), 3rd Qtr FY93.pdf |
|  Vol 4(4), 4th Qtr FY86.pdf |  Vol 12(1), 1st Qtr FY94.pdf |
|  Vol 5(1), 1st Qtr FY87.pdf |  Vol 12(2), 2nd Qtr FY94.pdf |
|  Vol 5(2), 2nd Qtr FY87.pdf |  Vol 12(3), 3rd Qtr FY94.pdf |
|  Vol 5(3), 3rd Qtr FY87.pdf |  Vol 12(4), 4th Qtr FY94.pdf |
|  Vol 5(4), 4th Qtr FY87.pdf |  Vol 13(1), 1st Qtr FY95.pdf |
|  Vol 6(1), 1st Qtr FY88.pdf |  Vol 13(2), 2nd Qtr FY95.pdf |
|  Vol 6(2), 2nd Qtr FY88.pdf ²⁸ |  Vol 13(3), 3rd Qtr FY95.pdf |
|  Vol 6(3), 3rd Qtr FY88.pdf |  Vol 13(4), 4th Qtr FY95.pdf |
|  Vol 7(1), 4th Qtr FY88.pdf |  Vol 14(1), 1st Qtr FY96.pdf |
|  Vol 7(2), 2nd Qtr FY89.pdf |  Vol 14(2), 2nd Qtr FY96.pdf |
|  Vol 7(3), 3rd Qtr FY89.pdf |  Vol 14(3), 3rd Qtr FY96.pdf |
|  Vol 7(4), 4th Qtr FY89.pdf |  Vol 14(4), 4th Qtr FY96.pdf |
| |  Vol 15(1), 1st Qtr FY97.pdf |
| |  Vol 16(1), 1st Qtr FY98.pdf |

²⁶ This Newsbrief was undated but written before Vol 4(1), 1st Qtr FY86 (see first paragraph, page 4 in that Newsbrief). The Newsbrief file is given the title “Newsbrief, Fall 1985” for citation purposes.

²⁷ Since there was at least one and perhaps two newsletters issued in 1982, the authors believe that this newsletter issue was mislabeled and should be considered Vol 1(3). See comments on the next page. We have not changed the issue number of the newsletter in the citation list, however.

²⁸ The quarter and fiscal year are missing on the original newsletter, but the volume and issue number are consistent with the 2nd Qtr FY88 date as are articles written for the issue, and the issue is so named for citation purposes.

Description of Missing NOVA-Psi Newsbriefs and Newsletters

Missing Newsbriefs:

Only three Newsbriefs were found. Presumably others were published.

Missing Newsletters:

Newsletter #1, 1982 – The first newsletter was published in 1982 per the president’s column in Vol 14(3) and has not yet been found. See comments below.

Newsletter #2, 1982 – A second newsletter was assumed published in 1982 and has not yet been found. See comments below.

Vol 2(3) — See comments below.

Vol 6(4) — There was no Vol 6(4) per Editor’s Notes in Vol 7(1), 4th Qtr FY88.

Vol 9(1) — There was no Vol 9(1) per Editor’s Notes in Vol 9(2), 2nd Qtr FY91.

Vol 10(4) — There was no Vol 10(4) per Editor’s Notes in Vol 11(1), 1st Qtr FY93.

Vol 11(2) — See comments below.

Vol 11(4) — See comments below.

Vol 15(2), 2nd Qtr FY97— See comments below.

Vol 15(3), 3rd Qtr FY97— See comments below.

Vol 15(4), 4th Qtr FY97— See comments below.

Any newsletters published after Vol 16(1), 1st Qtr FY98

Comments:

We know that no newsletter available to the authors reported on the development of by-laws and first elections that presumably were covered in one newsletter published in 1982, and we assume a second 1982 newsletter per the “Message from the Editor” for Vol 1(1), January 1983 where it states: “This is the third of our quarterly newsletters ... the next issue will be published in April 1983.” Then, just 5 months later the Vol 1(4), June 1983 newsletter is published with the “Message from the Editor” indicating: “This is the fourth issue of NOVA-PSI’s NEWSLETTER and the final one during our first year of operation.” The authors therefore believe that the issue labeled Vol 1(1), Jan 1983 should have been labeled Vol 1(3) and the two 1982 newsletters have not yet been found.

We have not read anything yet about the missing Volume 2, Number 3. The time span between Vol 1(4), June 1983 and Vol 2(1), Oct-Nov 1983 is 4 months; the time span between Vol 2(1) and Vol 2(2), Feb-Mar is 4 months; the time span between Vol 2(2), Feb-Mar 1984 and Vol 2(4), June-July 1984 is 4 months. Perhaps there was no Volume 2, Number 3 between Vol 2(2) and Vol 2(4).

No Vol 11(2) newsletter has been found nor have comments been located that it was not published.

No Vol 11(4) newsletter has yet been found. Comments in “Editors Bid Adieu” in Vol. 11(3), 3rd Qtr FY 93 imply that Vol 11(3) is the last issue Bob Hutzell and Mary Eggert/Jerkins produced. Comments by Judy Denny in “From the Editor’s Desk” in Vol. 12(1), 1st Qtr FY94 imply (but don’t state directly) that 12(1) is her first issue of the newsletter. So, there may not have been a Vol 11(4) newsletter.

No Vol 15(2), Vol 15(3), nor Vol 15(4) have been found. It is uncertain whether these newsletters were ever published.

File Name and URL for NOVA-Psi Newsbrief and Newsletter Citations²⁹

Newsbriefs

Newsbrief, Fall 1985

<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32694>

Newsbrief, September 1986

<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32717>

Newsbrief, September 1990

<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32703>

Newsletters

Vol 1(1), Jan 1983

<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32693>

Vol 1(4), June 1983

<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32670>

Vol 2(1), Oct-Nov 1983

<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32698>

Vol 2(2), Feb-March 1984

<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32710>

Vol 2(4), June-July 1984

<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32699>

Vol 3(1), 1st Qtr FY85

<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32711>

Vol 3(2), 2nd Qtr FY85

<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32705>

Vol 3(3), 3rd Qtr FY85

<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32714>

Vol 3(4), 4th Qtr FY85

<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32685>

²⁹ If viewing this history as a file on a computer, any of the Newsbriefs or Newsletters can be accessed for viewing/downloading by pressing the Control key and clicking on its URL.

File Name and URL for NOVA-Psi Newsbrief and Newsletter Citations (continued)

- Vol 4(1), 1st Qtr FY86
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32671>
- Vol 4(2), 2nd Qtr FY86
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32708>
- Vol 4(3), 3rd Qtr FY86
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32704>
- Vol 4(4), 4th Qtr FY86
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32681>
- Vol 5(1), 1st Qtr FY87
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32691>
- Vol 5(2), 2nd Qtr FY87
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32702>
- Vol 5(3), 3rd Qtr FY87
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32716>
- Vol 5(4), 4th Qtr FY87
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32696>
- Vol 6(1), 1st Qtr FY88
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32713>
- Vol 6(2), 2nd Qtr FY88
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32677>
- Vol 6(3), 3rd Qtr FY88
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32682>
- Vol 7(1), 4th Qtr FY88
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32688>
- Vol 7(2), 2nd Qtr FY89
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32712>
- Vol 7(3), 3rd Qtr FY89
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32686>

File Name and URL for NOVA-Psi Newsbrief and Newsletter Citations (continued)

- Vol 7(4), 4th Qtr FY89
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32719>
- Vol 8(1), 1st Qtr FY90
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32683>
- Vol 8(2), 2nd Qtr FY90
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32673>
- Vol 8(3), 3rd Qtr FY90
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32684>
- Vol 8(4), 4th Qtr FY90
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32674>
- Vol 9(2), 2nd Qtr FY91
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32709>
- Vol 9(3), 3rd Qtr FY91
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32707>
- Vol 9(4), 4th Qtr FY91
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32680>
- Vol 10(1), 1st Qtr FY92
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32675>
- Vol 10(2), 2nd Qtr FY92
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32692>
- Vol 10(3), 3rd Qtr FY92
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32718>
- Vol 11(1), 1st Qtr FY93
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32689>
- Vol 11(3), 3rd Qtr FY93
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32679>
- Vol 12(1), 1st Qtr FY94
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32695>

File Name and URL for NOVA-Psi Newsbrief and Newsletter Citations (continued)

- Vol 12(2), 2nd Qtr FY94
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32668>
- Vol 12(3), 3rd Qtr FY94
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32701>
- Vol 12(4), 4th Qtr FY94
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32706>
- Vol 13(1), 1st Qtr FY95
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32676>
- Vol 13(2), 2nd Qtr FY95
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32667>
- Vol 13(3), 3rd Qtr FY95
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32672>
- Vol 13(4), 4th Qtr FY95
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32669>
- Vol 14(1), 1st Qtr FY96
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32697>
- Vol 14(2), 2nd Qtr FY96
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32687>
- Vol 14(3), 3rd Qtr FY96
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32690>
- Vol 14(4), 4th Qtr FY96
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32700>
- Vol 15(1), 1st Qtr FY97
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32715>
- Vol 16(1), 1st Qtr FY98
<http://collections.uakron.edu/cdm/singleitem/collection/p15960coll1/id/32678>