

## PREPARING FOR A CAREER IN PARAPSYCHOLOGY

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Preparation for a career in any scientific field is demanding, time-consuming, and expensive. It can be disappointing and highly frustrating if one is unprepared for the undertaking or is unlikely to benefit adequately from it. It is therefore appropriate to begin a paper such as this by suggesting characteristics of individuals which would likely favor their success in parapsychology or which, on the other hand, might deter it. My advice to the individual contemplating a career in parapsychology is "know thyself." Examine yourself with respect to the following criteria:

1. An individual who has a strong, positive regard for the logic and methods of science, who feels they are essential instruments in the pursuit of knowledge, is better qualified to enter this field than a person who is interested in parapsychology because he finds the subject matter fascinating but who views the methods of science (including those applied to this field) as essential only because they are demanded by a scientific society which has been indoctrinated into highly rational (as opposed to intuitive) thinking. I have met all too many persons who claim they are deeply excited about parapsychology and who say they wish to enter the field who clearly have a disdainful, condescending attitude toward the logic and methods of science.

2. An individual who has a deep interest in psi phenomena because he sees them as an important scientific problem has the most viable perspective on this area. Contrast that person with the one who wants to enter parapsychology because he is sure it is the way to save the world from its ills or its destruction, or the one who feels he has many profound truths already discovered about psychic events which he will quickly demonstrate through scientific methods to his less enlightened brethren who cannot see the truth for themselves. The person best qualified as a parapsychologist feels that we are only beginning to come to grips with an exciting problem and that part of the excitement of the field lies in its possible surprises and unexpected discoveries. The other types tend to see it as a tool for demonstrating to a hard-headed

generation truths which were long ago fully and clearly revealed by the more effective methods of personal revelation, but which can be re-revealed through parapsychology to save the world. This is not to say that the aspiring parapsychologist should have no hopes that his science might someday provide a basis for making the world a better place to be. We all hope that. The problem lies in having grandiose ideas about the possibilities and linking them specifically to some metaphysical views of what parapsychology is supposed to be proving. Such an attitude often has a messianic flavor and also is chauvinistic. Why should we regard parapsychology as having a greater chance to better the world than all the other sciences?

3. The potential parapsychologist must be willing to work very hard, both in gaining entry into the field and in working in it, without expectation of easy or immediate recognition or social reinforcement from the scientific community at large. The picture in this regard is changing somewhat, but the necessity for the willingness to work hard certainly is not. The field may appear—thanks to TV and movies—to be a glamorous one, but it is not.

4. A future parapsychologist should have at least as much concern for and interest in events which appear reliable and of possible conceptual importance, even though they be weak, subtle, or undramatic, as for those that are sporadic, irreproducible, and seldom seen, but startling and dramatic merely because of their magnitude. He must have a strong resistance to being hypnotized by the purely dramatic. Psi research, in spite of popular misconceptions, is seldom advanced by the "researcher" who has so little useful to do that he waits breathlessly for the next miracle, for which he will travel to the far ends of the earth (and spend research funds proportionately), for the opportunity to ogle. A potential parapsychologist should recognize that the supposed magnitude of an event bears no necessary relationship to its potential value in elucidating our understanding of nature. Indeed our greatest scientists in every field have always been able to see the hidden meaning in undramatic, and even "worthless" or "bothersome" events which would pass by the ordinary observer unnoticed or at least unexamined. In short, if the dramatic events popularly believed to be the province of parapsychologists are what primarily attract a person to the field, he should probably seek a career elsewhere. Very likely he will see few such events, and many or possibly all those might be fraudulent. Even if they are genuine, no scientist can indefinitely retain an interest in simply witnessing uncontrollable, sporadic wonders.

5. Those who prize the pursuit of knowledge far more than personal economic security or societal status will have an advantage in

pursuing parapsychology as a career. I would encourage any bright, eager college student basically interested in research—and in pursuing a doctorate in science—to go ahead with his plans for a parapsychological career (within limits stressed later), but I would be less inclined to encourage the student so concerned with financial security and societal approval that he feels he must (for such reasons) go through medical school hoping to enter parapsychology. Regardless of one's interest in parapsychology, that interest can probably best be served through a bona fide research degree—some form of science Ph.D.—than through the scientifically wasteful process known as medical school. This is not to say that medically trained persons have not contributed well to this field, that they will not continue to do so, or that they may not have some unique things to offer us. What I am stressing is that the person wishing to pursue a career in parapsychology had better recognize what he is letting himself in for. If one's personal concerns demand attention to strong financial security and societal status, these are not likely to be found in parapsychology as a career, at least in the foreseeable future. If these are major concerns for a person, he should consider pursuing them and recognize that he may still have some opportunity to contribute to parapsychology, though possibly in a less thoroughgoing way than if he had pursued a Ph.D. in science. One does not have to become a full-time parapsychologist (or even anything approaching that) to make meaningful contributions to the field. Whether one should aim at a full-time position or something less should depend in part on extrascientific, personal values and also on practical considerations. In fact, if we look at the other sciences, most of the persons contributing to them are less than full-time research personnel. There is no reason to think of parapsychology as being any different.

6. A person planning to work in parapsychology would likely benefit during his schooling and later in his career from a broad range of exposure to the sciences in general and to the various areas within his particular science. The person who is broadly interested in and somewhat informed about science in general is likely to be a relatively effective parapsychologist. The overspecialized person, even with fine scientific training, functions more as a technician than as a creative, bold explorer of the vast unknown called psi. The technician type is both useful and necessary, but probably most parapsychologists would agree that we in parapsychology have an outstanding need for creative, bold scientists to enter our field. The technician-scientific type can often be recognized by his overriding conviction that the particular, narrow area in which he is working is the most rigorous, scientific, and

fully justifiable of all the areas in his discipline. He probably has no interest in any other. He probably has disdain for other areas of his discipline and acts condescendingly toward them. If a person does not have a broader interest and knowledge than this, even within his own discipline, he may not have the integrative and broadly informed mind which would seem to be of the greatest value to parapsychology.

7. The person who is to enter parapsychology should have a high level of intellectual endowment. With increased popular interest in this field we are receiving more and more inquiries from some who are intellectually ill-equipped for the job of being a parapsychologist. Ordinarily if a person does not do reasonably well on tests like the general and specialized GRE's and on other tests of intellectual ability and achievement, he should not be admitted to training for a scientific career, including one in parapsychology. I am becoming increasingly concerned that nonresident Ph.D. programs will attract and admit persons for parapsychological degrees who would not qualify for normal Ph.D. programs and who probably lack the necessary intellectual qualifications for doing good work in parapsychology. Later I will return to the topic of nonresident Ph.D. programs in parapsychology.

8. Finally, the potential parapsychologist, like any other experimentalist or researcher, should possess an almost obsessive compulsive desire for care and precision in all his scientific undertakings. This point may seem too obvious to mention, but often the aspiring researcher is unaware that without this his other characteristics which might aid him in a scientific career will be in vain. The potential parapsychologist must either bring this to his training or develop it during the course of that training. The person who feels that details are unimportant would be well advised to stay away from any form of scientific career.

One reason for enumerating the above characteristics and asking the possible future parapsychologist to do a little soul searching with regard to them, is that I sometimes have the feeling that persons think they can work in parapsychology quite successfully just because they are so interested in the subject matter, even if they have no interest in science as such and do not regard themselves as being scientific thinkers. The above points might be summarized by saying that the qualifications for preparing for and pursuing a career in parapsychology include the characteristics required for this in any scientific field. Additionally, there are some special qualifications mentioned above.

Persons should be encouraged to enter parapsychology who possess the recommended characteristics listed earlier and who feel a strong

desire to pursue scientific study of psi phenomena, even in the face of considerable resistance from scientific colleagues and a lack of adequate funding for this field.

The next major point to be developed here is that the properly qualified person who wishes to do serious parapsychological research would do well to take a Ph.D. degree in some scientific field which has potentially rather direct relevance to the study of psi phenomena (e.g., the behavioral sciences, physics, or the biological sciences). Additionally, he should prepare himself through some form of apprenticeship at a center of parapsychological research and should independently and avidly pursue the study of the parapsychological literature. This apprenticeship might occur during summers while the student is doing his graduate work. There may be risks involved in doing this during, say, a one-year break between the undergraduate degree and graduate work. First, graduate schools may show preference for the student who goes right on from undergraduate to graduate work. Second, it is not impossible that if a department inquires of your activities during the intervening year (namely, in a parapsychology laboratory) they will show conscious or unconscious prejudice against you in their selection procedure. Also, there may be some temptation, if one becomes entrenched at a certain laboratory, to want to stay there and avoid the less secure world of graduate training. But the graduate degree, and the doctorate in particular, is very important to the person who wishes to work in parapsychology. It is important, first, for the training it gives, and second, for the doors it opens.

The recommendation that the future parapsychologist take a doctorate in a scientific area other than parapsychology may not meet the approval of some persons eager to "get into the field," but who could not care less about any other area of scientific endeavor. My feeling is that such persons will not, in the end, make good parapsychologists. Persons with this attitude whom I have encountered often have a disdain for science, its findings and its methods. Thus, no other area of science holds interest for them, and they are typically fixated on getting into parapsychology, not because doing science attracts them but because they believe that parapsychology's subject matter will hold special excitement. While finding the subject matter to be exciting is one requirement of a parapsychologist, it is far from sufficient to make a good one. My experience also indicates that such persons often have a very special, rather occult axe to grind and think that being in parapsychology will help them to grind it! I know of several such persons who plan to enter a nonresident Ph.D. program hoping thereby to get into parapsychology.

Another class of individual who eschews the nonparapsychological Ph.D. route into parapsychology is the person who simply could not make it into or through a normal Ph.D. program and he or she knows it. Such a person, like the type of individual just described, is likely to gravitate toward a nonresident program which promises a relatively easy Ph.D. in parapsychology or a scientific degree within which he can do a parapsychological dissertation. He may very well be able to make it to the Ph.D. traveling this route, but by doing so he really does little credit to himself or to the reputation of the Ph.D. degree or parapsychology. Such programs are likely to be so unstructured and poorly supervised that there is little likelihood that the candidate will get the scientific training required for a career in parapsychology. The good student will be able to succeed in a bona fide residential Ph.D. program and will probably wish to undertake one. For others, I advise a reconsideration of career choice. Either that, or find some alternate route into parapsychology. By all means stay clear of nonresidential programs. They are likely to take your money and leave you with inadequate training, wasted time, and difficulty in selling yourself in the job market as a bona fide Ph.D. I could give specifics regarding cases I know of in which training and evaluation in such programs is inadequate, but I will refrain from doing so in order to avoid embarrassment through possible identification of the students in an area which is still quite small. One hopes that such programs will remain small or, ideally, disappear altogether. Perhaps the Parapsychological Association can intervene to force some adequate quality control or else to shut down the programs. In my opinion, even with sincere efforts at reform, there are intrinsic weaknesses in such programs which make them inferior to residential Ph.D. programs.

There is certainly no crying need for persons holding the Ph.D. in parapsychology, especially from any Ph.D. program, nonresidential or residential, which dilutes not only the quality of parapsychological education but the reputation of the Ph.D. degree as well. This brings us to another very important consideration.

When both states and accrediting organizations evaluate graduate programs, one question seems always to be asked, "How do you justify the existence of the program? Does it prepare the student to obtain a position afterward in an area he would not have qualified for beforehand?"

There is nothing even approaching what could reasonably be called a job market for persons holding a doctorate in parapsychology. This may exist at some point in the future, but at present, and for the foreseeable future, it does not exist. Thus, once more, the kind of

program I have just described commits an injustice to the student. The existence of such programs seems to imply a job market. If there is no such job market, one cannot justify the existence of such programs.

Further, given the general glut of the Ph.D. market today, the degree awarded by such dubious programs will be next to worthless. Academic and research institutions are well aware that nowadays they can have about as well-trained and qualified personnel as they wish, and they have no interest in persons with dubious credentials. Even well trained, highly qualified new Ph.D.'s in psychology and other sciences often have to take jobs which in years past would have been far beneath their notice.

One final matter deeply concerns me regarding nonresidential Ph.D. programs in parapsychology. There may be some danger that highly capable potential parapsychologists may be attracted into training through that route rather than through a normal, residential Ph.D. program. This would be particularly undesirable from the perspective of the future of parapsychology. Persons entering this field need the very best training possible, and with it they will be able to make important contributions toward our advance of parapsychological knowledge. Without it their contributions will be less. We can only hope that the bright, capable students to which I am referring will be able to see through such sham doctorates, to see them for what they are—something less than the kind of training necessary and less than what they deserve and are capable of undertaking. The reason for concern is that there is always a temptation to take the easiest route toward any desired goal. We can only wish the potential parapsychologist the level of discrimination necessary to understand that there is something much better in store for him in the end if he will accept the challenge of making use of his full capabilities and enrolling in a conventional Ph.D. program. I am happy to be able to report that of the truly outstanding young persons I know with an interest in entering parapsychology, none has expressed the intention to enter such a program.

Many of the arguments listed above apply not only to the nonresident Ph.D. programs but to any form of doctorate in parapsychology. In my opinion the person interested in a career in parapsychology should pursue the doctorate in another science. He should do so in an academic setting which provides him with a really solid level of training. This opinion is based not alone upon the job market situation. In fact, that is only a practical consideration, though certainly not a minor one.

Carefully surveying what is happening in parapsychology today, one can easily gain the impression that those making the most meaningful

contributions to parapsychology are doing so in part because of their knowledge of areas outside parapsychology, areas with content or methodological relevance. Our building of bridges between parapsychology and the methodology and content of the more traditional sciences has both aided our scientific progress and increased our acceptability among nonparapsychological scientists.

Persons trained to a doctoral level in various of the sciences can certainly make important contributions to parapsychology, but I suspect that a person trained in specific experimental areas of the behavioral sciences is, on the average, best equipped to enter this field. (I have some reservations about this, though, and feel that the picture of who is best equipped to enter parapsychology may be changing, albeit slowly. These reservations will be discussed shortly.) The reason for regarding the behavioral sciences as providing especially good training for the potential parapsychologist derives from the fact that psi events are typically studied in living organisms functioning in a context likely to require analysis through behavioral science methods. This may or may not continue to be the case, but that is not the issue here. The areas of the behavioral sciences which a student should especially consider are psychophysiology or psychobiology, experimental psychology (including psychophysics, sensory psychology, perception, and learning), cognitive psychology, and perhaps psychometrics. Work in areas such as personality psychology, social psychology, and clinical psychology have relevance, but are possibly not as useful. Clinical psychology should, in my opinion, rank lowest on the list of advisable specialties. Certain specialties within personality psychology (which can include aspects of cognitive psychology) and social psychology—especially the strongly experimental aspects—might have considerable relevance. A Ph.D. in alternative sciences might be valuable, especially in physics or the biological sciences. It is purely a personal intuition—though an increasingly strong one—but I foresee a much larger role for physicists, especially theoretically-oriented ones, in parapsychology. I say this because I suspect we may be about to make an important move forward which will allow us to break out of the psychobiological paradigm under which we have so long labored.

Anyone seeking doctoral training in a science who plans to enter parapsychology should try to give his education both depth and breadth. He must focus on and thoroughly master both the content and the techniques in a particular area, but he must also gain as much general knowledge of his field (e.g., behavioral science) as he can, and some knowledge of other sciences. Also, he might well devote some time to the philosophy of science.

Effective participation in parapsychology requires that one be able to



think in depth and incisively in a special area, but at the same time to range broadly in one's thinking. Proper planning of one's graduate training (and undergraduate before that) can aid in this, though it is really a life-long endeavor.

The potential parapsychologist who pursues the doctorate in another science—and perhaps especially in a behavioral science—may have to agonize over the question of whether to do the dissertation in parapsychology. My recommendation on this account is that the graduate student should not do his dissertation on a parapsychological topic. Let us first look at the facts of life regarding obtaining a postdoctoral position.

The area in which one does one's dissertation labels one (e.g., as a psychophysicist). This label determines what kind of job one is likely to be hired for and thus how easy it is to obtain a job after finishing school. There are few if any openings in professional circles for parapsychologists. If one has received the academic imprimatur, "parapsychologist," there is an opprobrium attached to that in the minds of many potential employers. Then if one cannot find a full-time job in parapsychology, there is always the difficulty in selling oneself (opprobrium attached) as something which is not evident in one's academic credentials (which would specify a specialization in parapsychology). These considerations should give serious pause to even the most eager beaver future parapsychologist who is fixated on doing a parapsychological dissertation.

A second general reason for not doing a dissertation in parapsychology is that if one does not do this, one is able to get more specialized training in some other area (e.g., psychophysiology or cognitive psychology) which can have immense value in aiding one's later thinking and work in parapsychology. Additionally, if one does not plan a parapsychological dissertation one probably has a much freer choice of who will supervise the dissertation research, and this enables one to choose a person who can aid one in intensive, high-quality training in another area. If one is in a really good school one is thus free to enlist as a supervisor an outstanding figure in some area. This not only helps ensure a very valuable training experience; it can help one in the job market later.

Parapsychology is really an infant science in terms of having made few real contributions to knowledge and having developed few unique methods. It must and should rely heavily on the better developed sciences. Why deprive oneself of a nice opportunity to explore in some depth an area that is not parapsychology but is germane to it and to do so with the aid of an expert in that area? This is what one does if one opts for a parapsychological dissertation. After all, one may be

spending the rest of one's life focusing on parapsychology. In choosing a parapsychological dissertation one may be passing up or at least watering down an excellent and perhaps unique opportunity.

If I may speak from a personal perspective, I am very happy that I did my dissertation in an area of cognitive psychology and that it gave me some concepts and methods which I have fruitfully applied in parapsychology since that time.

A third reason for not doing a parapsychological dissertation relates to the notorious unreliability of results in this field. It has value to be able to speak of one's dissertation as a positive contribution to knowledge and to publish it as such. But nonsignificant results are probably somewhat more probable in psi research than in many other areas of psychology (even given a pilot experiment). Does one really want to risk increasing the probability that one's dissertation will produce null results? Often the dissertation is one's first opportunity for a publication—a very helpful matter in getting a job. Whatever we may think of their publications policy, many journals seem to prefer positive to null results. The chances of getting positive results are probably a bit greater in certain of the experimental areas of psychology than in parapsychology. Also, which journal one's dissertation research finds publication in (if any) can be important to one's finding an advantageous position. You can be reasonably well assured that your dissertation research will not be accepted for publication in a major, prestigious journal if it is concerned with psi phenomena. The history of the outcomes of parapsychological submissions to such journals is not encouraging.

The reason for this emphasis on what kind of job one can get after one's doctorate is completed, is not primarily one of concern about job security. Rather, it is based upon concern that the good student be able to find a place where he can do the kinds of research which will benefit parapsychology. Bright, capable students who stand to make a contribution to parapsychology will have by far the greater chance to do so if they are able to land a good position in a respectable university. The teaching load may be lighter, and they will certainly have available better laboratory equipment and space, more adequate libraries, better qualified colleagues, better graduate students, etc. These are major considerations. I hasten to add that the future parapsychologist should not plan on getting (or if he gets it, keeping) a job in a "parapsychological center." Such jobs are few and far between, funds in such centers are often minimal, and in some instances the freedom to pursue one's own lines of parapsychological research would be much less than, for example, in an academic setting.

Not doing one's dissertation in parapsychology does not imply that one cannot do any psi research in graduate school. Also, one might do it entirely separately, as during a summer sojourn at a parapsychology center, or one might include it very secondarily in one's dissertation research. It would not even have to go into the write-up. It might be possible to include a psi aspect in such research, if it in no way interferes with the approach one is making to another problem area. And, as suggested earlier, one should in any event spend some time (e.g., summers) working with one or more qualified parapsychologists in some context. One could also use summers for getting into the parapsychological literature. Such experiences could provide at least as much depth of understanding of this field as if one did a dissertation in it, and they would not have the costly ramifications of a parapsychological dissertation discussed earlier. In this connection it may or may not come as a surprise that in most universities one would be lucky to have on one's graduate committee even one person really knowledgeable about parapsychology.

There is no substitute for the discipline, the rigorous training, and the knowledge afforded by a valid, legitimate, Ph.D program in preparing the future parapsychologist for a career. The individual student and the field of parapsychology itself will be best served by Ph.D.'s well trained in a related scientific area who have also had preparation in parapsychology.

Incidentally, with the advent of some good parapsychology courses in certain universities and colleges it is sometimes possible to include such a course in one's academic preparation for a degree in another scientific area.

I would encourage the eventual development of Ph.D. programs in parapsychology, provided they have the same standards as usual Ph.D. programs, and provided that they come at a time when the job market for parapsychologists has considerably improved. Additionally, such a program should provide the student with a good knowledge of potentially relevant areas in several sciences. Ideally, it might be an interdisciplinary program, but one carefully structured. Such a program might with profit have certain subspecialties within parapsychology toward which a student could channel her or his efforts (e.g., psychophysiological problems, information processing, or physical-energetic approaches).

As parapsychologists we are obligated to try to ensure that those entering this field have personal, intellectual, and educational qualifications which are as high as those of any other science, if not higher. There is no way to assure continued or rapid progress in any

scientific area, but we at least know and can attempt to implement some of the prerequisites.

### DISCUSSION

KRIPPNER: I think we're all indebted to Dr. Stanford for a talk which included so many perceptive comments and so many provocative ideas that our question and answer session will be very worthwhile. It was really a model of clear thinking and interesting synthesis. I'm going to comment on the mention that he made of non-residence programs because, in those brief comments, I think there were some assumptions which sound plausible in the abstract, but which do not bear up in the concrete. From a superficial listening to Dr. Stanford's talk, one might get the idea that the few non-residence programs that exist are flooding the field with parapsychology Ph.D.s. This is simply not so. I know of two persons who have been involved in a parapsychological Ph.D. in Union Graduate School, and beyond that, I'm doubtful of any massive movement along these lines. As I said before, HPI does not give a doctoral degree in parapsychology. We do have recommended sequence of work in parapsychology for people who want to consider themselves parapsychologists, to gain admittance to the Parapsychological Association, to present papers at PA conventions, etc. This hardly represents a deluge of doctorates in parapsychology.

Secondly, Dr. Stanford made mention of gaps in knowledge that he has observed among people coming from these non-residential programs, and that he wouldn't mention specific instances because he didn't want to embarrass them. Now I agree that he would not want to mention them in front of our group; it would not really be necessary. But if I had any students or colleagues who were in a doctoral program, and if I felt there was a gap in their knowledge, I would certainly mention it to them and to their professors. Frankly, I think it is inevitable that when you go through a graduate program there are going to be gaps in your knowledge, but you yourself have to be responsible for those gaps. I think that a successful graduate education is more the responsibility of the student than it is of the institution. Of course, the institution should try to make the student aware and responsible. It should stimulate the thirst for knowledge in such a way that these gaps are filled. If any of my HPI students had glaring gaps in their knowledge that I did not find out about, I would want to be informed. Right up to the end of his or her program, we have to

observe our students closely. I have a student who is now writing his dissertation. He wrote one sentence in the dissertation on Harry Stack Sullivan, and that sentence so misinterpreted Sullivan that I had him go back and read a number of books by Sullivan before he could proceed with his dissertation. And I received several book reports, indicating that the gap had been filled—perhaps a bit late, but better late than never.

Next is the issue of job opportunity. It would seem with the few job openings there are in the field now, that non-resident Ph.D.s would have a harder time than resident Ph.D.s. In actuality, we have a dozen people who have received degrees from HPI—all of them have jobs. One of my students competed with dozens of people for a job at Franklin Pierce College, and he was accepted above dozens of people who had gone through more traditional Ph.D. programs. Admittedly our excellent record is due, in part, to the fact that many of our people have jobs to begin with. They're older people, they're professional people, and they are often obtaining a Ph.D. more as a process of self-development and self-growth rather than to assist their marketability in the world of work.

Furthermore, none of us in HPI feel that this is the best program for everybody. However we do think it may be suitable for a very small number of people. Certainly for most people going into graduate education, a traditional residential program is fine. But HPI appeals to professionally-oriented people who cannot pull up family and job and move to a different part of the country to establish residence. For them, HPI often does seem to be a better alternative.

I only knew two people who have gone through a traditional Ph.D. program and a non-traditional program. Both of them preferred the non-traditional program. Specifically, those people are Jean Houston, whom all of you know about as a researcher and writer in the altered states of consciousness field, and J. Schoenberg Setzer, who is an associate member of the PA. Dr. Houston received her Ph.D. in philosophy from Columbia University, had a horrible time—her degree was held up for two years by her major professor for trivial reasons. She had to wait patiently until he was promoted and somebody else came and took his place before she could get her dissertation approved. She did not have such problems at Union Graduate School, and she felt she had a much more profound learning experience. J. Schoenberg Setzer is having, from what he tells me, worthwhile experience in HPI. He has designed a long and extended course of study, which will allow him to understand what he calls "the parapsychology of religion" and how it can be applied in pastoral counseling. The

cautions that Dr. Stanford sets out are important ones to consider. Our program at HPI is far from perfect; we make mistakes, and we hope to learn by these mistakes. But I did want to tell you what happens on a concrete basis during the HPI program.

STANFORD: First of all, I want to make it clear, mind you, that I didn't imply in any way and I don't even think that superficial reading would give the impression that I thought that the "yellow plague" was about to take over. I specifically mentioned that there were only a few students in these programs and that was why I didn't want to get into the nitty-gritty—some of which is pretty nitty-gritty—about some of the things I know about the quality of education some of these people have received, and apparently the lack of adequate supervision in certain areas. But I gathered from his remarks that Dr. Krippner agreed with me that, by and large and in the long run, there may be a relative problem as far as the ease with which non-residential people and residential Ph.D. people can get jobs is concerned. But I don't want anyone to think that I'm trying to say that no one should take that route. I'm all in favor of a program of that sort for some people, if the program is adequate, properly supervised. I was pleased today to hear some of the things about changes in the HPI program which sound very constructive to me, and there may be some individuals who can only travel that route. There are some types of discrimination in some graduate schools. There's sex discrimination—or has been in the past in a lot of graduate programs. There's age discrimination. We know that and I'm all in favor of opportunities for these people, and these warnings are intended primarily to urge people to do the best they can with what they can manage, but not to allow themselves to get into a compromising situation if possible.

RAO: I do not want to sound defensive as one who also has a Ph.D. program essentially in parapsychology and accepting dissertations in that area. I endorse the first part of Stanley's statement concerning the perceptiveness and fairness with which you have presented the ideas. You have mentioned a number of prerequisites for a parapsychologist. Now, it is good for a parapsychologist to be highly intelligent. It is very good for a parapsychologist to have excellent training in psychology and physics, etc. It is also good for the parapsychologist not to worry about finances and social recognition. It is very good for him to have all the excellences in life. But where do you get that man? And if you don't get that man, what are you going to do? My own feeling is that your arguments are jumping back and forth between existential realities and idealized expectations.

I feel we have to make compromises all the way, otherwise the field cannot make any impact whatsoever. We have been saying earlier that one of the real values of studying parapsychology is that it's a fine, intellectual discipline. It's a discipline that leads to an appreciation of the nature of science, how science works, and also gives a very diligent training to the enquiring mind. And if that is the case, I would very much like most research trainees to get involved in parapsychological research. If it gives them the training to avoid pitfalls and to see things more precisely than they would otherwise do—a dissertation in parapsychology is something we should recommend to a large number of students. At any rate, I see nothing to be guilty about in recommending a parapsychological topic to a willing student.

So I feel that a Ph.D. in parapsychology could be very desirable if it can be worked out and if it is feasible, and again, if it is not standing in the way of somebody's future prospects. I do not find any difficulty in our country. We have two Ph.D.s in our department and both of them are happily and professionally engaged in their research, and in fact, vocationally they would be a lot happier to get a Ph.D. from me than from physics in my university, because many Ph.D.s in physics have no jobs, and I have three jobs open in my department for those who have a Ph.D. in parapsychology.

STANFORD: Yes, Ram, I agree with a lot of the things that you have said. One of the things that I think is relevant here is that, unless I'm mistaken, people who are ostensibly in training for Ph.D.s in your program are basically trained in psychology with a dissertation in this particular area and it is that sound training in the other areas that helps him to get a job. And as for the relative negative values of the parapsychology Ph.D. or the positive values—there are positive and negative values—I don't mean to deny that a Ph.D. dissertation in parapsychology might not be a very good one to help one bone up intellectually, so to speak.

ROGO: Eight years ago when I started my own college career, I met my first real live parapsychologist, and that was Charlie Tart. The first thing that Dr. Tart told me was to get my doctorate. Now there are three people here in this conference who do not have doctoral degrees, and I, of course, am one of them, which makes me ask this question: If you have a person who has all of the qualities you spoke about at the beginning of your paper, do you think there is necessarily anything wrong to proceeding with a career in parapsychology without getting that doctorate or even planning on getting that doctorate? And what is your attitude towards the charge that I have made and others

have made that there is a great deal of snobbery shown by the parapsychologists with a Ph.D. against people who do not have that Ph.D.?

STANFORD: Well, I would say several things. First of all I see absolutely nothing wrong with anybody without a Ph.D. going into parapsychology. There's one person we all know in this field who is very highly respected, who doesn't hold any kind of academic degree, and I think it's just a matter of "paying your money and taking your choice," as, I think, Aldous Huxley said. You're just going to have to take the consequences of your actions. That's all! Some of these people have been in grave difficulties and live with their suitcases packed up on occasions. If you're willing to live with that kind of consequence, more power to you. It's just a matter of what the individual wants to do. I'm just simply pointing out some of the facts of reality.

Now, your second point was about the snobbery regarding Ph.D.s. I think that I myself would advocate, and indeed, I would like to see, for instance, the Ph.D. removed as a specifically stated requirement for membership in the PA. Of course, we know the council can waive this, but I don't see the value necessarily in requiring a Ph.D. for membership in the PA, as long as we're satisfied about a person's scientific ability and his ability to work effectively in parapsychology. I have seen some of this snobbery myself and I'm not sympathetic with it. Note that the Ph.D. is not required for membership in the PA. I believe it's recommended, but if you are nominated by three members of council, then that is waived.

SCHMEIDLER: As I was listening to what you were saying, it seemed to me that you were setting the standards extremely high—so very high that you were drawing rather an ideal figure instead of a real figure. But since you applied the high standards to every one of the characteristics, I kept thinking to myself, "This is self-consistent," until you got to the very end, and then I thought I saw an inconsistency. I'd like to point it out, then end up by suggesting a way of correcting it. The inconsistency came when you proposed doing the dissertation outside of parapsychology so as not to have the opprobrium of being labeled a parapsychologist when applying for a first job. Then you seemed to propose that immediately upon accepting the first job, a person should start to do research in parapsychology. This would label him a parapsychologist before he received tenure and would probably send him, by the time three years were up, looking for another job where being labeled a parapsychologist didn't have all this opprobrium. So there seemed an inconsistency between the self-abnegation of doing a



dissertation in another field and the freedom of doing post-dissertation research in one's chosen field. And the way I would suggest correcting the inconsistency is just by adding one word to your title, and that is: "Preparing for a Non-Existent Career in Parapsychology."

STANFORD: I'm not going to say there are many career opportunities in parapsychology.

SCHMEIDLER: I was hoping for disagreement from you.

BELOFF: I would fully agree with Dr. Stanford that aspiring parapsychologists would be better advised doing their Ph.D.s in another field. I think this is true. At the same time, it causes me an awful lot of heart-searching. I get inquiries almost every week from people who would dearly like to make a career in parapsychology and who want to know what their chances are of getting a foot on the ladder, of getting a higher degree, etc. I write to them with the sort of cautions that you've mentioned today, but at the same time, while I sort of warn them off it for their own sakes, I can see very well their point of view. I mean, some of them, for example, already have acquired an interest in parapsychology and a serious one at high school. Then they laboriously go through the psychology degree and take their first degree, etc., perhaps still always, on the side, having their main interest there, and then to be told after that, "No, go away, do a Ph.D. for three or four years (or however long it takes) in something else, and then do your parapsychology," is really expecting a lot from human nature. As it is, of course, we can offer very few places and so more or less in the end they sort themselves out. I mean, we can't take the masses of people who would like to come to us, but I do see it both ways and I agree in principle with what you say.

JOHNSON: Well, I also agree and I think there was much clear thinking behind your presentation, but at the same time, I see several difficulties. It's the ideal you were talking about when you made your listing of requirements. It reminded me of once when I was a member of the board for screening flying officers in the Swedish Air Force, and it ended in a such a way, when we had made up all the requirements, that the Swedish Air Force would have become grounded if we had all those requirements. Then over to reality. It's a kind of problem when you're trying to start up a university-attached laboratory. Being a part of the university, you are in a way a producing unit and the university expects something coming along the production line. If you are not producing any Ph.D.s, they may very well in ten years rationalize, "Well, they are not productive, let's quit it." Consequently, I'm facing

the problem of what to do in this instance, and my own feeling is that there are many topics of interest both to parapsychology and ordinary psychology, giving an opportunity for the student to carry out approximately the thing he wants to do, and at the same time keeping the door open for getting a job afterwards. If it takes place within a psychology department and partly is of general interest to the methodology of science or psychology or something like that, the person will not be discriminated against as a parapsychologist in spite of the fact that he has, as far as I see, prepared for a career as a parapsychologist.

STANFORD: I don't know, I guess I had a misperception or a different perception than some of you do about the criteria that I listed. I didn't feel that they were exclusive or that we would have difficulty finding people to meet these requirements. I didn't mean, either, to suggest that this is legislation. It is an attempt to ask people to do a little soul-searching about their real motives for entering parapsychology, more than anything else. With regard to Dr. Johnson's second point, there is the question of whether one is going to do a Ph.D. in parapsychology as such, as a separate topic, or whether one is going to do what is nominally psychology where the parapsychology is a specialty. As long as one has sound expertise in some other area and particularly has some research training in other areas, this increases your job opportunity. What I'm really trying to stress is that I don't like to see people get themselves hemmed in. They may wind up in this day and age pumping gas.

FRANKLIN: I was very happy to hear the comments on physics and especially theoretical physics and the idea of the interdisciplinary Ph.D. versus Ph.D. in various disciplines. I think it's a very important one. I'm a product of an interdisciplinary Ph.D. myself and have an undergraduate degree in biology and one in engineering, and some psychology along the way too. I finally got into physics and subsequently into theoretical physics. But I've been exposed to a number of things in graduate programs with Ph.D.s in physics and it's become clear to me that many times the Ph.D. in one discipline such as physics or psychology, is much more useful than an interdisciplinary degree in the sense that the student can do more *in-depth* study. For physics, and theoretical physics in particular, it would be very difficult for a person of that nature to work in an interdisciplinary program. So I would agree that the best route, I think, for much work in the field in Ph.D. programs in parapsychology would be in the discipline itself, in which we can tackle some of the major fundamental problems within a

discipline and then do it in a parapsychological way, in other words, bring in parapsychological variables.

I wanted to ask you, Dr. Stanford, if there is a way in which Ph.D.s in physics could work in certain aspects of parapsychology, and what topics in parapsychology in general do you think could be worked into a physics Ph.D. program?

STANFORD: Well, I think that if a person training in physics plans to work in parapsychology, it would be good for him to pick up certain courses in psychology that might be useful, and to pick up some skills perhaps in things like physiological monitoring and certain types of psychological courses. That shouldn't be difficult or prohibitive in and of itself. I think that regardless of what area you get your doctorate in, a little information coming from other areas is going to be very helpful. I really believe that each individual in parapsychology has to be a sort of interdisciplinary person with the focus in one area.

TART: What you said, Rex, that a candidate should really search his own soul and find out why he really wants to be in this field, has reminded me how valuable this conference has been. There have been so many excellent papers bringing up issues, and I want to ask the Foundation to get the *Proceedings* of this out as soon as possible, because I'm going to make it an absolute reading requirement for people asking about careers in parapsychology.

MORRIS: I want to make a prediction. I sense there is a ground swell of interest that is going to open up, a good many career possibilities—at least, avocational possibilities for a lot of people in education and I'm wondering where they're going to come from. Now what I'm basing that on is my own experience. A year ago today, I knew very little about this field. I think the PA convention was about this time last year, and that's where I came upon the scene with my request for support in developing the module. Since that time I've prepared the proposed module in parapsychology for the high school. The teachers in my school district asked me to structure and present a course, and I wasn't really prepared. I would like to have had the opportunity to take courses myself. There are not enough courses that will give a general background to people who don't necessarily desire to go into a research career or teach on the college level, but who may want just enough of a background to make some contribution in education for the general public.

STANFORD: Yes, I very much agree with what you're saying, Mr. Morriss. I think that we're going to have to broaden our perspectives

on education in parapsychology; not merely think of educating the researcher, but the teacher, and perhaps counselors and clinical psychologists in special ways related to these problems. There's a whole vast area opening up here and we're just beginning to see the full scope of it.