

Overall, operates at level well beyond pay grade - IT and contracting expertise provides AF service above all expectations!

Obj 1: PROGRAM LIAISON:

Result:

- AF Tech Rep to the Defense Advisory Committee for Manpower Accession Policy - Office of the Under SEC DEF addressing recruiting, selection, and classification issues
- Briefed Serbian AF on pilot selection
- International Occ Analyst Wkshp presentation on AF occ survey data use in structuring AFSCs
- Ongoing interactions with Testing InterService Working Group to identify areas of cooperation and joint effort
- Consultation with USAFA on standardized testing of cadets to enhance future assignment classification process
- AFRL Broad Area Announcement initiative to re-introduce generalized personnel research to support more effective force management
- Work with AF/A1PF, AFRL, and Federal Aviation Administration in assisting Air Force Flight Standards Agency to develop screener to improve selection and retention of Air Traffic Controllers
- Collaborating with the Human Systems Integration Wing and the USAF School of Aerospace Medicine to establish testing facility at Lackland AFB to support development and validation of improved selection and classification assessments
  - Assisting AF Security Forces in effort to develop screener for civil-service patrol officer hires initiative
- Consultation to AETC/SAS on technical and validation issues for the Test of Basic Aviation Skills (TBAS) used in selecting all AF pilot applicants
- AF rep on International Mil Testing Assoc steering committee - assists in program direction and contributes to symposiums to stimulate exchange and synergistic interaction of international military testing experts

Effort

Technical Proficiency: Internationally recognized expert on personnel testing and classification; represents AF in DoD and international settings; consults with AF leadership and AF agencies in development and utilization of most effective testing technology to enhance human capital utilization

Critical Thinking: Participates in complex conceptual planning and exploration of novel and cutting-edge force selection, classification, and testing methodologies. Draws on extensive experience to identify non-productive suggestions, ineffective approaches, and potential unintended consequences

Cooperation/Teamwork: Stimulates synergy and interaction across multiple organizations and agencies outside the gov, within the gov, within DoD, and within AF to optimize resource-constrained analytic capabilities for optimizing human capital management

Communication: Utilizes practical understanding of AF mission to put theory into practical applications to support operators (i.e., career field managers, policy action officers, Commanders)

## Obj 2: STRATEGIC PLANNING:

### Result:

- Significant contributor to response to Corona AFSC restructuring tasking
- Co-sponsored proposals to the AF Office of Scientific Research to fund strategic evaluation of non-cognitive tests to improve retention
- Exhaustive Air Traffic Controller analysis identified training issues, ROI strategies, classification standards, etc
- Investigating/exploring assessment solutions to AF concerns about training and operational attrition for UAV and Gunship Sensor operators, Aviation Structural Mechanics, enlisted aircrew, Space Comm, as well as future Cyber Comm career fields
- Advising and consulting on issues concerning research on Enlisted Promotion Modeling (EPM)
- Supporting Air Staff, AF Career Field Managers, and AFPC Classification in fielding and support of state-of-the-art Classification Decision Support System tool which assists in determining an AFSC's ASVAB entry requirements by modeling impact of entry requirement changes on training, attrition, demographics, and other critical factors for a specific AFSC as well as overall impact to other AFSCs
- Developed overall implementation plan for locating new sources of data and making contacts with data-providing organizations to support Human Resources Research Databank for critical force management analyses

### Effort:

Technical Proficiency: Able to apply in-depth understanding of occupational and task analysis to support critical Air Staff response to Corona AFSC restructuring tasking; utilized keen analytical skills to isolate and identify underlying factors in Air Traffic Controller attrition; and formulated implementation plan to develop capability to recapture critical job difficulty measures from occupational surveys for supporting analyses to identify optimal ASVAB cut scores

Critical Thinking: Able to identify errors in assumptions for proposed enlisted promotion modeling contract and occupational analysis job clustering approaches thus eliminating development and utilization of imprecise tools

Cooperation/Teamwork: Catalyst for synergy between technical/analytical expertise and operators with mission-oriented personnel concerns; for example, formulating a significant effort to identify screening instruments to address attrition concerns

Communication: Applies clear and sound reasoning, understandable explanation of findings from complex analyses, and understanding of operational needs to facilitate key initiatives (i.e., methodologies for addressing AFSC restructuring tasking, interaction with stakeholders in identifying underlying issues in development of screeners to address attrition concerns, locating and negotiating utilization of new sources of data to support force management analysis)

## Obj 3: TECHNICAL PROGRAM OVERSIGHT

### Result:

- Reviewed and evaluated impact of RAND proposals for the standardization of promotion test scores
- Analyzed and evaluated the changing impact of USAF ASVAB composites on selection and classification and their ability to predict test and promotion performance
- As a member of the Psychometric Committee of Performance Testing Council, formulated and developed proposals to address national "best testing practices" to establish professional and legal guidelines which govern the use of all AF personnel tests
- Developed and contracted a review of commercially available tests to address AF aircrew selection needs
- Consultation and interaction with the Air Force Occupational Measurement Squadron on item vetting procedures for documenting and evaluating effectiveness of promotion tests
- Exhaustive analyses to develop in-depth modeling approach for detecting potential test compromise promotion test results to safeguard security and validity of WAPS testing and support AFOSI WAPS test compromise analysis and investigation efforts
  - Critical initiative to identify and recover occupational task analysis data sets for over 200 AFSCs; data is foundational for precise analysis of AFSC job difficulty levels from which ASVAB entry requirements can be evaluated and optimized for more effective human capital utilization and mission effectiveness
  - Designed and developed requirements and working prototype software to address design deficiencies of current scanning, scoring, and documenting process for AFOQT and WAPS test data; requirements and prototype turned over to SPO to form basis for development of state-of-the-art scanning process

**Effort:**

**Technical Proficiency:** Utilized expertise to identify unintended consequences of proposed WAPS standardized scoring - proposal would undermine confidence by undermining understandability

**Critical Thinking:** Isolated complex series of assumptions and identified critical factors for test compromise detection

**Cooperation/Teamwork:** Unique capability to reach across private sector, gov, DoD, and AF to promote synergy and combining of resources to provide tools to improve force management (i.e., test compromise detection, test standards, accurate data)

**Communication:** Able to articulate complex concepts to diverse organizations to gain support to implement changes for more effective force management