

The National Academies of
SCIENCES • ENGINEERING • MEDICINE
STRENGTHENING U.S. AIR FORCE HUMAN CAPITAL MANAGEMENT
BOARD ON HUMAN-SYSTEMS INTEGRATION

Committee Meeting #5 Agenda
VIRTUAL MEETING
March 18-20, 2020 – REVISED 3/17/2020

Wednesday, March 18, 2020

All sessions to be held virtually:

<https://nasem.zoom.us/j/653300839>

Call-in Number: 1-669-900-6833

Meeting ID: 653 300 839

International numbers available: <https://nasem.zoom.us/j/653300839>

OPEN SESSION

8:00 VIRTUAL MEETING OPEN

Please connect to the meeting virtually to allow us to conduct a roll-call and resolve any technical challenges.

8:15 WELCOME

- Julie Ryan, Committee Co-Chair
- William (Bill) Strickland, Committee Co-Chair
- Cherie Chauvin, Study Director

8:20 SPONSOR PERSPECTIVE ON FINAL SITE VISITS & STUDY DIRECTIONS

- Keesler Air Force Base (January 9, 2020)
- Maxwell Air Force Base (January 15, 2020)
- U.S. Air Force Academy (January 17, 2020)
- Ken Schwartz, Chief, Air Force Testing & Survey Policy, Program Manager, Air Force Personnel Research (AF/A1PT)

9:00 PERSPECTIVES ON U.S. NAVY PERSONNEL

- Stephen Watson, Director, Selection & Classification, U.S. Navy

11:00 BREAK

11:15 PERSPECTIVES FROM AIR FORCE WARFIGHTING INTEGRATION CAPABILITY (AFWIC)

- Brig. Gen. S. Clinton Hinote, USAF, Deputy Director, AFWIC, Deputy Chief of Staff for Strategic Plans and Requirements, Headquarters U.S. Air Force
- Nicole Misita, Chief, Human Capital Design, AFWIC
- Lt. Col. John Hicks, USAF, Human Capital Future Planning, Design Blueprint Division, AFWIC

- Tom Cooper, AFWIC
- Trae King-Latimer, AFWIC
- Tim Motley, AFWIC

12:45 BREAK FOR LUNCH

1:20 VIRTUAL MEETING RE-OPEN

1:30 ROUNDTABLE DISCUSSION TO REVISIT KEY FORCE MANAGEMENT CONSIDERATIONS

Primary Participants

- Lisa M. Truesdale, SES, Deputy Director, Force Management Policy (AF/A1P), Deputy Chief of Staff for Manpower, Personnel and Services, Headquarters U.S. Air Force
- Mark Montgomery, Chief, Accessions and Training Division (A1PT), Directorate of Military Force Management Policy
- Ken Schwartz, Chief, Air Force Testing & Survey Policy, Program Manager, Air Force Personnel Research (AF/A1PT)
- Douglas Boerman, Chief, Human Resources Data, Analytics, & Decision Support Division, (A1XD), Directorate of Plans & Integration, Deputy Chief of Staff for Manpower, Personnel, & Services
- Lt. Col. Jon Matt Hart, USAF, Deputy Chief, A1XD
- Laura Barron, Industrial/Organizational Psychologist, Air Education and Training Command Force Development Competencies (AETC/A3J)
- Katie Gunther, Research, Analysis & Data, Air Force Personnel Center (AFPC/DSY) *(tentative)*
- John Trent, Strategic Research and Assessment, Air Force Personnel Center (AFPC/DSYX)
- Mark Rose, Chief, Market Research & Analysis, Air Force Recruiting Service (AFRS/RSOA)

Additional Subject Matter Experts

- Lt. Col. John Hicks, USAF, Human Capital Future Planning, Design Blueprint Division, AFWIC
- John Cooper, AFWIC
- Lt Col Dale Stanley, Chief, Rated Force Policy, AF/A1PPR
- Maj. Corrie A. Pecoraro, USAF, Chief, Officer & Enlisted Analytics Branch, A1XD
- Maj Brian Crawford, Recruiting Services Operations Analysis Branch Chief, AFRS
- Capt William Werner, Military Assignments Branch (DP3A) [Talent Marketplace]
- CMSgt Matthew Schneider, AF/A-1 [Recruiting]
- Kevin Harris, Force Development Analysis Liaison to AFRS, HQ AETC/A3LD
- JJ Batdorf, AF/A1PT [Enlisted Training]
- Doug Mettler, 2AF/Det 1 (Keesler AFB) [Enlistee Classification]
- Terry Reed, AFPC [Officer Accessions]
- Ms. Andrea Spencer, Business Process Owner, AF Military Classification (DP3D)

3:30 BREAK

- 4:00** **PERSPECTIVES FROM THE OFFICE OF PEOPLE ANALYTICS**
- Mark Breckenridge, Director, Office of People Analytics, Defense Human Resources Activity, U.S. Department of Defense
 - Dan Segall, Director, Defense Personnel Assessment Center at the Office of People Analytics, Defense Human Resources Activity, U.S. Department of Defense
- 5:00** **MEETING DAY ONE WRAP UP**

Thursday, March 19, 2020

All Sessions to be held virtually:

<https://nasem.zoom.us/j/712774440>

Call-in Number: 1-669-900-6833

Meeting ID: 712 774 440

<https://nasem.zoom.us/j/awonPJ11M>

OPEN SESSION

- 9:50** **VIRTUAL MEETING OPEN**
- 10:00** **PERSPECTIVES ON U.S. ARMY PERSONNEL**
- Jay Goodwin, Senior Research Scientist, U.S. Army Research Institute
- 12:00** **BREAK FOR LUNCH**

NOTICE FOR PUBLIC MEETINGS

This meeting is being held to gather information to help the committee conduct its study. This committee will examine the information and material obtained during this, and other public meetings, in an effort to inform its work. Although opinions may be stated and lively discussion may ensue, no conclusions are being drawn at this time; no recommendations will be made. In fact, the committee will deliberate thoroughly before writing its draft report. Moreover, once the draft report is written, it must go through a rigorous review by experts who are anonymous to the committee, and the committee then must respond to this review with appropriate revisions that adequately satisfy the Academies' Report Review Committee and the NAS president before it is considered an official Academies report. Therefore, observers who draw conclusions about the committee's work based on today's discussions will be doing so prematurely.

Furthermore, individual committee members often engage in discussion and questioning for the specific purpose of probing an issue and sharpening an argument. The comments of any given committee member may not necessarily reflect the position he or she may actually hold on the subject under discussion, to say nothing of that person's future position as it may evolve in the course of the project. Any inference about an individual's position regarding findings or recommendations in the final report is therefore also premature.