

Facilities Staffing Requirements for Veterans

Health Administration

Committee

Colin G. Drury

Co-Chair

Colin G. Drury (co-chair) is SUNY Distinguished Professor Emeritus of Industrial and Systems Engineering at University at Buffalo: The State University of New York. He is also president of Applied Ergonomics Group Inc., which specializes in human/system integration for a variety of industries. His work has concentrated on the application of human factors techniques for error reduction to manufacturing, quality and maintenance processes. Since 1989 he led a team to reduce errors in aviation maintenance and inspection, as well as security services, as director of Research Institute for Safety and Security in Transportation. He is a fellow of the Institute of Industrial Engineers, the Chartered Institute for Ergonomics and Human Factors, the International Ergonomics Association and the Human Factors & Ergonomics Society, receiving the Bartlett medal of the Ergonomics Society and both the Fitts and Lauer Awards of the Human Factors Ergonomics Society. He has served on numerous National Academies' committees, most recently the Committee on Staffing Needs of Systems Specialists in Aviation. He holds a B.Sc. in honors-physics from the University of Sheffield, and a Ph.D. in engineering production from the University of Birmingham.

James B. Smith

Co-Chair

Ambassador James B. Smith (co-chair) served as U.S. Ambassador to Saudi Arabia from 2009-2013. Prior to his appointment, Ambassador Smith had served in a variety of executive positions with Raytheon Company involving corporate strategic planning, aircraft manufacturing, and international business development. Smith had a 28-year career in the United States Air Force and served around the world in a variety of operational assignments, including combat missions during Operation Desert Storm. He held a variety of staff assignments involving coalition partners, and served as Air Force chair and professor of military strategy at the National War College. During his final assignment at U.S. Joint Forces Command he led Millennium Challenge, the largest military transformation experiment in history. He was promoted to Brigadier General in 1998 and retired from the Air Force in 2002. He previously served on a number of National Academies' committees, most recently the Committee on Avoiding Technology Surprise for Tomorrow's Warfighter Symposium. He holds a B.A. in military history from the U.S. Airforce Academy, and a M.A. in history from Indiana University.

Robert Anselmi

Member

Robert Anselmi is a retired VA Hospital Engineer. As Chief Engineer at VA Cheyenne he chaired the VISN 19 (Regional) Chief Engineer Committee that determined fund distribution. In this regional position one of his assignments was to set up energy programs at all eight major Medical Centers in the region. He also has training and certification as a certified facility manager by IFMA, certified healthcare facility manager by ASHE, certified energy manager by AEE, and other certifications in addition to being a state registered professional engineer. He attended college at Carnegie-Mellon University where he achieved a B.S. and M.S. in electrical engineering. He received his MBA from Wilmington College.

Alberto J. Galue

Member

Alberto J. Galué is Assistant Vice President of Talent Acquisition and Development at Dallas/Fort Worth International Airport. He provides day-to-day oversight of all strategic and operational aspects of the talent acquisition and development functions for the third busiest airport in the world. He oversees talent acquisition, on-boarding, new employee orientation, talent assessment, leadership development and learning, succession management and performance management. Previously he was System Director of Talent Management at Baylor Scott & White Health. He is a member of the Society of Industrial and Organizational Psychology and the American Psychological Association. He has a B.A. in psychology from Boston University, a M.S. and Ph.D. in industrial/organizational psychology both from Tulane University.

Wesley L. Harris

Member

Wesley L. Harris (NAE) is the Charles Stark Draper Professor and Head of the Department of Aeronautics and Astronautics at the Massachusetts Institute of Technology. His research focuses on theoretical and experimental unsteady aerodynamics and aeroacoustics; computational fluid dynamics, and the government policy impact on procurement of high technology systems. Prior to this position Wes served as the Associate Administrator for Aeronautics at NASA. He has also served as the Vice President and Chief Administrative Officer of the University of Tennessee Space Institute. He has served as chair and member of various boards and committees of the National Academies of Sciences, Engineering, and Medicine including the Council of the National Academy of Engineering. He has also served as a member of boards with the National Science Foundation, the U.S. Army Science Board, and several state governments. He was a member of the Division of Engineering and Physical Sciences committee, the NAE panel on grand challenges in engineering, and the Committee on Engineering Education. He is elected fellow of the AIAA and of the AHS for personal engineering achievements, engineering education, management, and advancing cultural diversity. He was the first African-American to desegregate the Jefferson Literary & Debating Society. He has been recognized by election to membership in the National Academy of Engineering (NAE), the Cosmos Club, and the Confrerie des Chevaliers du Tastevin. Dr. Harris earned a B.S. in aerospace engineering from the University of Virginia in 1964. He earned an M.S. in 1966 and a Ph.D. in 1968, both in aerospace and mechanical sciences from Princeton University.

Eugene Hubbard

Member

Gene Hubbard is currently the Senior Vice President for Human Capital at RiVidium, Inc. RiVidium is a Service Disabled Veteran Owned Small Business that provides human resources, logistics, information technology, and other services to client federal agencies. Mr. Hubbard started with RiVidium in July 2018, after over 38 years of military and civilian public service. He is responsible for business development, growth (profit and loss), program management, capture management, and client services for the human capital business line. Mr. Hubbard has extensive experience in the life-cycle of facilities management including design and construction, operations and maintenance, public works, and real estate programs, as well as extensive experience in human resources, financial management, information technology, and administrative services. His career includes federal Senior Executive Service (SES) assignments at the Mine Safety and Health Administration, the National Science Foundation, the Naval Facilities Engineering Command, the National Oceanic and Atmospheric Administration; and the National Aeronautics and Space Administration. Prior to entering the federal SES ranks, Mr. Hubbard served as the Coordinator for Program Support at the Office of Adult and Community Education, Fairfax County, Virginia. Additionally, he served over 20 years active duty as a commissioned officer in the U.S. Navy, primarily in the Navy Civil Engineer Corps (CEC), with assignments of increasing responsibility stationed in various locations across the U.S. and overseas. Mr. Hubbard was a member of the Board of Directors for the Society of American Military Engineers and served as the vice chair of the Federal Facilities Council. He is a member of other professional societies including the Society for Human Resource Management and the American Society for Public Administration. Mr. Hubbard has a Master of Public Administration degree from Troy University, a Master of Engineering degree (civil engineering) from the University of Florida, and a Bachelor of Science degree from the United States Naval Academy.

William S. Marras

Member

William S. Marras (NAE) is the Honda Chair professor in the Department of Integrated Systems Engineering at Ohio State University, and holds joint appointments in the departments of orthopaedic surgery, physical medicine, and neurosurgery. He is also executive director and scientific director of the Spine Research Institute, and executive director of both the Center for Occupational Health in Automotive Manufacturing and the Institute for Ergonomics. Dr. Marras has chaired numerous National Academies committees and boards including the Committee on Human Factors, the Committee on Human Systems Integration, and the Board on Human Systems Integration. Dr. Marras' research focuses on understanding the role biomechanics play in causing spine disorders and their prevention, evaluation, and treatment. His findings have been published in over 200 peer-reviewed journal articles, hundreds of refereed proceedings, and numerous books and book chapters including a book entitled *The Working Back: A Systems View*. Dr. Marras is a two-time winner of the prestigious Swedish Volvo Award for Low Back Pain Research. He also won Austria's Vienna Award for Physical Medicine and the Liberty Mutual Prize for Injury Prevention Research. Dr. Marras has been elected a fellow in six professional societies: the American Association for the Advancement of Science, the American Institute of Medical and Biological Engineers, the American Industrial Hygiene Association, the Human Factors and Ergonomics Society, the Ergonomics Society (UK), and the International Ergonomics Association. He currently serves as deputy editor of *Spine* and was the previous editor-in-chief of *Human Factors*. Dr. Marras is the past president of the Human Factors & Ergonomics Society. He recorded a TEDx talk in 2013 entitled *Back Pain and your Brain* and in 2015 was featured on NPR's *All Things Considered*. He holds a B.S. in systems engineering from Wright State University, a M.S. in industrial engineering from Wayne State University, and a Ph.D. in bioengineering and ergonomics from Wayne State University.

Kimberley O'Keefe

Member

Kimberly O'Keefe served as a Senior Executive in the Department of the Army in the role of Resource Director in the Office of the Assistant Chief of Staff for Installation Management (OACSIM). As Director, she was responsible for oversight, management and execution of \$17B in requirements for U.S. Army installations. Ms. O'Keefe managed the modeling for Base Operations Support requirements and the integration of the Army Facilities Investment Strategy. She facilitated the sourcing of plans, programs and procedures to support critical installation operations, resulting in effective stewardship of the Army's 156 installations worldwide. She also had oversight of OACSIM's business transformation initiatives and the Army's Communities of Excellence Program. Ms. O'Keefe has over 16 years of experience in resource and program management from a variety of assignments within the Department of the Army. She holds an M.S. in engineering management from the University of Missouri, Rolla, and is a graduate of the US Military Academy at West Point.

Cheryl Paullin

Member

Cheryl Paullin (NAE) is vice president of HumRRO's Talent Management & Analytics Division. Her division includes four programs comprising professionals with advanced training in industrial-organizational psychology or closely related fields and software engineers. She provides technical leadership for development, validation, and implementation of custom assessments and talent management processes. Dr. Paullin has directed several projects that involved working within the terms of a consent decree that predated her involvement with the client organization, including an employee development program for more than 80 jobs in the State of Alabama Department of Transportation and entry-level fire service selection processes in the cities of Minneapolis and St. Louis. She is a fellow of the American Psychological Association and of the Society for Industrial and Organizational Psychology. She has a B.A. in psychology from the University of Iowa, and a Ph.D. in industrial-organizational psychology from the University of Minnesota.

Fred S. Switzer, III

Member

Fred Switzer is professor in the College of Behavioral, Social, and Health Sciences at Clemson University. Dr. Switzer is currently continuing his work with colleagues in the College of Engineering and Sciences on issues in infrastructure resilience and automotive safety. Dr. Switzer and his colleagues in the Department of Psychology established the Clemson University Driving Simulator Laboratory to provide a tool for examining issues of human judgment and decision-making and risk perception. He also established the Clemson Process Control Simulator laboratory to facilitate studies in the training of industrial operator teams and the interactions of training and supervision (industrial psychology) with interface design and plant operation (computer science and engineering) and with operator judgment and control (human factors psychology). In addition to this area of research, Dr. Switzer is currently conducting studies on cognitive and physiological indicators of team performance in industrial and military teams. Dr. Switzer has been a co-investigator on grants from Honda Research and Development Americas, the Office of Naval Research, and the Defense Advanced Research Projects Agency. He holds a B.A. in psychology from University of Texas at Austin, a M.S. in industrial-organizational psychology from Lamar University, and a Ph.D. in industrial-organizational psychology from the University of Illinois at Urbana-Champaign.

Brian Yolitz

Member

Brian Yolitz is Associate Vice Chancellor for Facilities at Minnesota State University. He retired after 27 years of service with the United States Air Force. His final assignment was as Director of Installations at Headquarters, US Air Forces Central, Shaw AFB, South Carolina. His responsibilities included planning and execution of \$2.1B in construction, service and commodity contracts for the Air Force. Brian has a bachelor's degree in civil engineering from University of Wisconsin, Platteville, a M.S. in engineering management from the University of Alaska and a master's degree in national resource strategy from the National Defense University.

Cameron Oskvig

Staff Officer