

*The National Academies of*  
SCIENCES • ENGINEERING • MEDICINE

STRENGTHENING U.S. AIR FORCE HUMAN CAPITAL MANAGEMENT  
*BOARD ON HUMAN-SYSTEMS INTEGRATION*

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**Committee Meeting #1 – Open Session Agenda**  
**July 30, 2019**

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**Keck Center of the National Academies**  
**E Street Conference Room - 1<sup>st</sup> floor**  
**500 5<sup>th</sup> St, NW, Washington, DC 20001**

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**Tuesday, July 30, 2019**

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*Invited guests are welcome in the meeting room after the committee breaks for lunch at 12:00.*

**1:00 WELCOME & INTRODUCTIONS**

- Julie Ryan, Committee Co-Chair
- William (Bill) Strickland, Committee Co-Chair

**1:10 WELCOME FROM U.S. AIR FORCE, DIRECTORATE OF MILITARY FORCE MANAGEMENT (AF/A1P) POLICY**

**1:20 PERSPECTIVES FROM U.S. AIR FORCE RECRUITING SERVICES**

*Briefing to address enlisted and officer recruiting issues and processes that will inform the type of personnel research initiatives that have practical, real-world application to improve recruiting processes and identification of important attributes to optimize selection and classification processes used to obtain required human capital available from the American youth population.*

- Angelo T. Haygood, Deputy Division Chief, Operations, Air Force Recruiting Services, Joint Base San Antonio-Randolph, Texas

**2:20 PERSPECTIVES FROM AIR EDUCATION TRAINING COMMAND**

*Briefing to describe Air Force foundational and occupational competencies development and the Force Development vision and mission with focus on how their approach impacts, informs, and defines relevant aspects of the U.S. Air Force personnel research and selection and classification processes.*

- Laura Barron, Industrial/Organizational Psychologist, Competencies Division, Air Education and Training Command [virtual participation]
- Jerry R. “Randy” Coats, Executive Director, Innovation & Future Learning, Air Education Training Command [virtual participation]

**3:20 BREAK**

**3:30                    PERSPECTIVES FROM U.S. AIR FORCE, OFFICE OF THE DIRECTOR FOR STUDIES, ANALYSES, AND ASSESSMENTS (AF/A9)**

*Briefing to provide context of Air Force analysis across the entire Air Force mission with particular focus on issues relevant to how personnel research and analysis mission can most effectively collaborate and fit into the Air Force analysis priorities and structure; briefing will include the role and focus of RAND's Project Air Force (PAF) which A9 manages.*

- Douglas Boerman, Chief, Resources and Infrastructure Analysis Division

**4:30                    BREAK**

**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.