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

Committee Meeting #3 Agenda
November 21, 2019

Keck Center of the National Academies
Room 1100
500 5th St, NW, Washington, DC 20001

Thursday, November 21, 2019

8:00 - 11:45 CLOSED SESSION: Committee Members & Staff Only

11:45 WORKING LUNCH

12:30 SUMMARY OF COMMITTEE SUB-GROUP SITE VISITS
  - September 26-27, 2019: The Pentagon & RAND, Corp. (Washington, DC)
  - November 5-8, 2019: Air Education & Training Command; Air Force Recruiting
    Service; Air Force Personnel Center; & Basic Military Training (San Antonio, TX)
  - November 12-13, 2019: 711 Human Performance Wing; Air Force Research
    Laboratory; U.S. Air Force School of Aerospace Medicine (Dayton, OH)

1:00 PERSPECTIVES FROM THE CHIEF MASTER SERGEANT OF THE AIR FORCE
  • CMSgt Kaleth O. Wright, USAF, Chief Master Sergeant of the Air Force

3:00 BREAK

3:20 - 8:30 CLOSED SESSION: Committee Members & Staff Only

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.
Committee Meeting #3 – Open Session
November 22, 2019

Keck Center of the National Academies
Room 201
500 5th St, NW, Washington, DC 20001

Friday, November 22, 2019

8:00  BREAKFAST AVAILABLE

8:30  WELCOME & INTRODUCTIONS
  • Julie Ryan, Committee Co-Chair
  • William (Bill) Strickland, Committee Co-Chair

8:45  TESTING AND SELECTION METHODS
  Briefing to address testing and selection methods for military, including the efficacy of special operations forces assessment and selection programs.
  • Bob Roland, Col, U.S. Army (Ret); Independent Contractor

9:45  BREAK

10:00 PANEL ON MEDICAL DIAGNOSTICS AND PSYCHOLOGICAL HEALTH
  Briefing to address standards for selection and recruiting, screening for mental fitness for military service, and psychological health as it relates to readiness for service.
  • David Corey, Consulting Psychologist, Corey & Stewart
  • Chris Patrick, Professor of Clinical Psychology, Florida State University

11:15 BREAK; Lunch Available

12:00 PANEL ON NEW TECHNOLOGIES
  Briefing to address using virtual environments and other technologies for modeling, simulation, and assessment.
  • Mike Zyda, Professor of Computer Science Practice, University of Southern California
  • Richard Landers, John P. Campbell Distinguished Professorship of Industrial-Organizational Psychology, University of Minnesota

1:15  CYBERSECURITY STAFFING ISSUES
  Briefing addressing staffing issues for cybersecurity in government agencies.
- **Steven Hernandez**, Chief Information Security Officer, US Department of Education

2:15  BREAK

2:30  PANEL ON CORPORATE HUMAN RESOURCES AND SELECTION PRACTICES

Briefing to provide examples of human capital management practices at companies.
- **Byron Miller**, Talent Analytics, Ford Motor Company
- **Pat Murphy**, Aviation Workforce Planning Manager, UPS
- **Ken Yusko**, Managing Partner, Siena Consulting

4:00  PANEL ON TEAMWORK AND LEADERSHIP

Briefing on team formation, dynamics, performance, and leadership.
- **Leslie DeChurch**, Professor of Communication Studies, Northwestern University
- **Paul Hanges**, Professor of Industrial/Organizational Psychology, University of Maryland

5:15  ADJOURN OPEN SESSION

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