



2022 Army University Learning Symposium Presenter Biographies

MAJ Christopher Allen **Mission Command Training Program**



Chris Allen is a retiring Armor Officer with 24 years of service. He is working towards a PhD in Industrial Organizational Psychology with a concentration in consulting. The focus of his dissertation work is the exploration of how media perceptions influence the transition process between veterans, hiring managers, and volunteer service organizations. Chris volunteered with helping ARI create the CSTA, and he is passionate about improving systems that make the Army and its people more efficient. He is married to Jennifer Allen, and they have 3 daughters. Upon retirement, Chris and his family will remain in the FLKS area.

Dr. Derrick Anderson **Senior Vice President, Learning and Engagement** **American Council on Education**



Derrick Anderson serves as senior vice president of the Learning and Engagement Division (LED) at ACE, which promotes the development of high-quality, innovative practice through a blended learning and engagement model. LED focuses on three critical components of higher education's value proposition for the twenty-first century: equity-minded leadership, student success, and institutional transformation.

Prior to joining ACE, Anderson served as the managing director of university design and senior advisor to President Michael Crow at Arizona State University (ASU). In this capacity, he worked closely with Crow in advancing ASU's charter and communicating ASU's transformational design. His work involved developing and advancing such ideas as the academic enterprise, the Fifth Wave or National Service University, ASU's Realms of Teaching and Learning, universal learning, and post-bureaucratic learning.

As a faculty member, Anderson has taught various courses relating to public policy and public management, at the undergraduate and graduate levels. He continues to teach and publish in areas relating to science and technology policy with a particular focus on issues of governance.

Anderson received BS and MPP degrees from ASU and a PhD from the School of Public and International Affairs at the University of Georgia, where he attended as a Stanley W. Shelton Fellow.

Dr. LisaRe Brooks Babin
Research Psychologist, Institutional Research and Assessment Division
Vice Provost Academic Affairs, Army University



LisaRe Babin earned a Ph.D. in Learning and Comparative Experimental Psychology at the University of Montana in 1996 and is currently a research psychologist in Army University's Institutional Research and Assessment Division. Lisa taught psychology classes at Montana State University, SUNY College at Buffalo, as well as the University of Maryland's European Division as an associate professor where she taught military personnel stationed in Iraq, Afghanistan, Bahrain, Kuwait, Germany, Italy, Portugal, Greece, and England. Dr. Babin deployed to Afghanistan from 2010-2011 as a D.A. civilian working with 101st Airborne Division (AASLT) where she engaged with Afghan women to develop local economic opportunities and report to the RC-East Division Commander the perspectives of the local women related to operationally relevant issues, and she recently served as the Gender Advisor to TF Eagle for Operations Allies Welcome.

In her current position, Lisa is responsible for managing research programs that address leadership needs for Army training and education. She currently is the lead researcher for ArmyU on the Career Courses' Cognitive Assessment Battery (C3AB). Additionally, she is researching how tacit knowledge can be more readily transferred from experts to novices. Her article entitled "Tacit Knowledge Cultivation as an Essential Component of Developing Experts" was published in the Journal of Military Learning in April 2019. Lastly, she has been working on the development and staffing of the Army Learning Concept 2030-2040 for the past two and half years.

Dr. Judith Bayliss
Requirements Strategist - Chief Education Advisor
Defense Acquisition University



Dr. Judith Hall Bayliss serves as the Requirements Strategist at Defense Acquisition University (DAU) responsible for identifying the art of the possible in the creation and delivery of training. She also serves as the Chief Education Advisor to DAU advocating for the student and instructor perspectives on DAU's policies and business planning and the strategic execution of programs. Prior, she was the Center Director, Curriculum and Faculty Services, leading training development initiatives across the institution in multiple modalities. She served as the Center Director of the Teaching and Learning Lab (TALL) and was responsible for two learning management systems, research in improving learning outcomes, technology implementation, and delivery methods. Prior to DAU, she held instructional design, training management, and LMS management positions in both industry and the non-profit sector. She has a PhD in Instructional Technology from Virginia Tech.

COL Eric Beaty
Director, Command Assessment Program Directorate
Mission Command Center of Excellence



COL Beaty is a native of Jamestown, Tennessee. He received his commission as he graduated from Tennessee Technological University with a Bachelor of Science Degree in Engineering in 1996. He received his Master of Science in Administration from Central Michigan University. He earned a Master of Military Arts and Science from the Command and General Staff College and Master of Science in Strategic Studies from the US Army War College.

COL Beaty's military education includes: Infantry Officer Basic Course, Infantry Officer Advanced Course, US Army Command and General Staff College, School of Advanced Military Studies, United States Army War College, Ranger School, Basic Airborne Course, Jumpmaster Course, and Air Assault Course.

COL Beaty's duty assignments include: Platoon Leader/Company Executive Officer/Battalion S3 Air Operations Officer, 1st Battalion, 325th Airborne Infantry Regiment, 82nd Airborne Division, Fort Bragg, North Carolina; Brigade Plans Officer, 3rd Stryker Brigade Combat Team, 2nd Infantry Division, Fort Lewis, Washington; Battalion S4/Company Commander, 5th Battalion, 20th Infantry, 2nd Infantry Division, Fort Lewis, Washington; Small Group Leader/Aide de Camp, US Army Infantry Center and School, Fort Benning, Georgia; Operations Officer, 1st Battalion, 507th Parachute Infantry Regiment, Fort Benning, Georgia; Division Future Operations Planner/Chief of Operations, Combined Joint Task Force-82, 82nd Airborne Division, Fort Bragg, North Carolina; Executive Officer, 2nd Battalion, 325th Airborne Infantry, 82nd Airborne Division, Fort Bragg, North Carolina; Brigade Operations Officer, 2nd Brigade Combat Team, 82nd Airborne Division, Fort Bragg, North Carolina; Brigade Operations Officer/Brigade Executive Officer/Observer, Coach, Trainer (OC/T), Joint Readiness Training Center, Fort Polk, Louisiana; Battalion Commander, 1st Battalion, 327th Infantry, 1st Brigade Combat Team, 101st Airborne Division (Air Assault), Fort Campbell, Kentucky; Executive Officer, XVIII Airborne Corps and CJTF-OIR, Fort Bragg, North Carolina; Wargame Operations Director, Department of Strategic Wargaming, US Army War College, Carlisle, Pennsylvania. COL Beaty served as the Brigade Commander and Senior OC/T for 177th Armored Brigade, First Army Division East at Camp Shelby, Mississippi for 25 months. He currently serves as the Director of the Command Assessment Program Directorate at Fort Leavenworth, Kansas. He has served in multiple operational and combat deployments worldwide to include Egypt, Iraq (3 tours), and Afghanistan (2 tours).

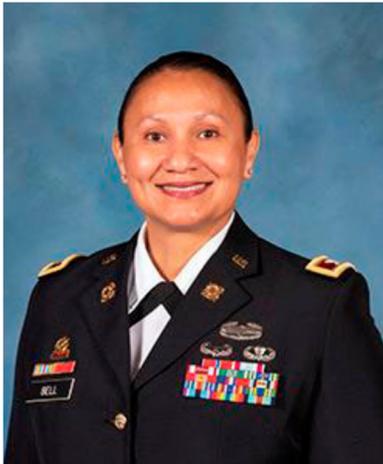
COL Beaty's awards and decorations include the Joint Meritorious Unit Award (1OLC), Army Meritorious Unit Award (2OLC), Army Superior Unit Award, Legion of Merit, Bronze Star Medal (2OLC), Defense Meritorious Service Medal, Meritorious Service Medal (7OLC), Joint Service Commendation Medal, and Army Commendation Medal (with 1 V-Device and 2OLC). He has also earned the Combat Infantryman's Badge, the Expert Infantryman's Badge, Ranger Tab, Master Parachutist Badge, and Air Assault Badge. COL Beaty has also been inducted into the Infantry Order of St. Maurice and awarded the Canadian and Ukrainian Parachutist Badges.

COL Beaty has been married for over 22 years to the former Sonya Carney of Waynesburg, Pennsylvania. They have three children – Logan, Erin, and Ian.

COL Julia Bell

Director

Army Credentialing and Continuing Education Services for Soldiers, Army University



COL Julia Bell is from Salina, KS. She attended the United States Military Army Preparatory School, followed by attending the United States Military Academy at West Point. She graduated and was commissioned in the U.S. Army Transportation Corps 01 June 1996.

MILITARY AND CIVILIAN EDUCATION: COL Bell is a 2019 U.S. Army War College graduate earning a Master’s Degree in Strategic Studies. She earned a Bachelor of Science Degree in General Law from the U.S. Military Academy at West Point, NY, and a Master of Science in Logistics Management from Florida Institute of Technology at Melbourne, FL. She also graduated from the Transportation Officer Basic Course, Fort Eustis, VA; Combined Logistics Officers Advance Course, Fort Lee, VA; Combined Arms Service Staff School, Fort Leavenworth, KS; Intermediate Level Education, Fort Leavenworth, KS; and the Joint and Combined Warfighting School, Norfolk, VA.

AWARDS AND DECORATIONS: COL Bell’s military awards and decorations include the Bronze Star Medal, Defense Meritorious Service Medal, Meritorious Service Medal with 2 OLCs, Army Commendation Medal with Silver (6th award) OLC, Army Achievement Medal with 2 OLCs, National Defense Service Medal with Bronze Star Device, Kosovo Campaign Medal, Iraqi Campaign Medal 2 Campaign Stars, Global War On Terrorism Expeditionary Medal, Global War On Terrorism Service Medal, Korean Defense Service Medal, Humanitarian Service Medal, Army Service Ribbon, Overseas Service Ribbon Numeral 5, Joint Meritorious Unit Award, Meritorious Unit Commendation, Combat Action Badge, Parachutist Badge, Air Assault Badge.

Mr. Stan Bennett

Program Manager, Institutionally Delivered Credentialing Program (IDC)

Army Credentialing and Continuing Education Services for Soldiers, Army University



Mr. Bennett is a credentialing program officer for Army University ACCESS at Ft. Leavenworth, Kansas. In this role, he is responsible for coordinating and executing policies, procedures, and regulations of the Army’s Institutionally Delivered Professional/Technical Credentialing Program. Mr. Bennett provides customer service to all TRADOC and non-TRADOC Schools for credentialing and provides monthly updates to senior stakeholders in eight key policy areas. He also coordinates with the Program Manager for Army Credentialing Opportunities Online (COOL) to ensure alignment of MOS and credentialing opportunities are consistent with Army Institutional priorities. For ten years, Mr. Bennett was a project manager for various defense contract companies and led a six-person writing team in the production of the Training and Doctrine Regulation titled “Army Learning Policy and Systems”. Mr. Bennett has presented training and education topics at the Military Operations Research Society and Symposium (MORSS), and is a member of the Institute for Credentialing

Excellence. Mr. Bennett is a military veteran with over 20 years as a combat arms officer and holds a Master’s degree in Management and Leadership from Webster University.

Mr. Mounir Bouchareb
Training Specialist and Analyst
Center for Army Profession and Leadership



Mr. Mounir Bouchareb is a training specialist and analyst at the Center for the Army Profession and Leadership (CAPL) at Fort Leavenworth. He has an extensive career in military intelligence (MI) spanning 22 years. He is engaged in all aspects and phases of development for leadership training and education materials and conceptualizes, creates, and delivers products that shape U.S. Army leaders at all levels of career development. He has also served as a master instructor and developer at both the U.S. Army Human Intelligence Course and the Army Culture Center at the US Army Intelligence Center of Excellence (USAICoE), Fort Huachuca. He completed a Bachelor of Arts in education and a Master of Arts in political science. Mounir served multiple tours as a senior interrogator during Operation Iraqi Freedom (OIF), leading source operations and counterintelligence operations. His previous publications include the following article, *Human Intelligence Trainees and the Struggle to Acculturate*, MI Professional Bulletin (Jan-Mar 2018).

Dr. Matthew (Matt) Broaddus
Assistant Professor, Department of Command and Leadership
Command and General Staff College



Dr. Matthew (Matt) Broaddus is a retired US Army officer and has served in the Department of Command and Leadership (DCL) for more than 16 years. He is the Command and General Staff College's Major General Fox Conner Chair for Leadership Studies. Dr. Broaddus is a leadership lesson and course author, Art of War Scholars leadership professor, and Institutional Review Board member. He is also responsible for onboarding and developing all new DCL instructors. Of note, Dr. Broaddus represented college by traveling to the Belgrade to brief members of the Republic of Serbia Ministry of Defense on CGSC curriculum and to Rustamiyah, Iraq to assist in the development of leadership curriculum for the newly reestablished Iraqi Military Academy. Matt and his wife Angela have two grown children and live on a small hobby farm near Fort Leavenworth, KS.

Mr. Scot Brownrigg
Assistant Director, Curriculum and Testing Administrator
Kansas Law Enforcement Training Center, University of Kansas



Mr. Scot Brownrigg is the Assistant Director, Curriculum and Testing Administrator, Kansas Law Enforcement Training Center, a division of the University of Kansas. Scot joined KLETC in July 2011 after serving over six years as the Anderson County Sheriff. He began his law enforcement career in 1995 as an Anderson County deputy sheriff. Following his employment with Anderson County, Mr. Brownrigg worked for the Louisburg Police Department. In a brief absence from law enforcement, he entered the classroom as a high school teacher in USD 365. He holds a Bachelor of Science degree in education and a master's degree, both from Emporia State University.

Dr. Michele A. Calton
Health Scientist Administrator - Scientific Review Officer
Department of Health and Human Services



Michele's background has been very diverse. First, she served six years on active duty in the U.S. Air Force as a aircraft equipment mechanic following high school. During her enlistment, Michele deployed twice in support of Operation Iraqi Freedom and the Global War on Terrorism and assisted with training members of the then newly-formed Iraqi Air Force. Early in her military career Michele met and married her husband who recently retired from the U.S. Air Force and works for the U.S. Department of Justice. Together they have two remarkable children and two spunky boxers.

Following completion of her enlistment, Michele went on to earn her B.A. in Psychology with a concentration in Behavioral Neuroscience at The University of Memphis. Her undergraduate Honor's Thesis examining *Cocaine-seeking Tendencies in Rats Developmentally Exposed to Polychlorinated Biphenyls (PCBs)* was supported by a competitive two-year Memphis STEM Research Fellowship. Continuing at The University of Memphis Michele then earned her M.S. and Ph.D. in Experimental Psychology, while also receiving the Program Director's Award for Excellence in Experimental Psychology. Michele's graduate work primarily focused on identifying developmental risk factors for sudden unexplained death using murine models of Autism Spectrum Disorders. She has taught Research Methods and Statistics II at the University of Memphis, in-person and online, for nearly 10 years. Michele has also lectured in Drugs, Alcohol, and Behavior on the topics of *Tranquilizers, Sedatives, and Hypnotics* and also on *The History of Alcohol and its Chronic and Acute Effects on Behavior*.

Following graduate school, Michele accepted a post-doctoral position with the Consortium of Universities of the Washington DC Metropolitan Area and began working with the Army Research Institute's Fort Leavenworth Research Unit to examine the shared understanding of learning organizations in the U.S. Army. Following completion of this research, it was evident there was much to learn. Michele then accepted a position as a Research Psychologist with ARI and went on to conduct five years of cumulative research on what learning organizations in the U.S. Army look like, what they do, how to assess them, and how to build and maintain them. Her work in this field has earned her the reputation of an expert on learning organizations in the military.

Recently, Michele has accepted a position as a health scientist administrator with AHRQ that has challenged her in new and interesting ways to further expand her knowledge and skill sets. In her new position, Michele is responsible for recruiting, managing, and training a rotating team of recognized experts in all facets of healthcare to review grant applications in the area of healthcare effectiveness and outcomes research in accordance with rigorous scientific standards. Her understanding of the behaviors inherent to learning organizations in the military continue to influence her actions aimed at always improving her workspace. Michele is a life-long learner with deep respect for our military and insatiable curiosity about the world around her that continuously drives her motivation for learning.

Ms. Kerri Conning Chik
Industrial Organizational Scientist - Senior Solutions Consultant
TiER1 Performance



Kerri Conning Chik is an Industrial Organizational Scientist and Senior Solutions Consultant at TiER1 Performance Solutions. She specializes in areas of leadership and team development, performance measurement, data analysis, and instructional strategy. She has applied this expertise to the optimization of training programs and the assessment of human performance. Ms. Chik has also been involved in developing performance measures, conducting training content analyses, identifying training gaps, and evaluating the effectiveness of training for various military and commercial organizations. In addition, her recent work includes various efforts supporting instructor development for the Maneuver Captains Career Course (MCCC) at Fort Benning, building a knowledge elicitation tool to help facilitate agent development, and identifying Garrison leadership competencies. Ms. Chik has also led international organizations with executive team analysis, workshop creation, facilitation, and leadership and team development and is facilitator certified through DDI and Achieve. Ms. Chik holds a M.A. in Industrial and Organizational Psychology from East Carolina University and a B.S. in Psychology and Sociology from James Madison University. She is a member of the Society for Industrial and Organizational Psychology, the American Psychological Association, the Human Capital Institute, and the Association for Talent Development. She also holds an adjunct professor position at North Carolina Wesleyan College and previously held the Deputy Chair on the training subcommittee for The Interservice/Industry Training, Simulation and Education Conference, a subcommittee member for the SIOP Education and Training Subcommittee and was the Training and Education Community of Practice Chair/Special Events Chair for the MODSIM World Conference.

Mr. Steve Clair
Chief, Credentialing Division
Army Credentialing and Continuing Education Services for Soldiers, Army University



Mr. Clair currently serves as the Credentialing Division Chief for the Army Credentialing and Continuing Education Services for Soldiers (ACCESS) Directorate, Army University (ArmyU) at Fort Knox, Kentucky. He is responsible for the management, execution, and evaluation of the Army's Institutionally Delivered Credentialing (IDC) Program, the Credentialing Assistance (CA) Program and the United Services Military Apprenticeship Program (USMAP).

Mr. Clair is a retired combat veteran (MSG RET) with 20 years of active duty as a reconnaissance specialist with multiple assignments across the United States and overseas. He began his Civil Service career in 2015 as the Operations Officer for the Human Resources Command Center of Excellence (HRC) - Army Continuing Education Division (ACED). In 2016, he transitioned to serve as the ACED Branch Chief for Education Incentives, Post 9-11 GI Bill Transfer of Education Benefits Program. In 2017, he served as the ACED Programs and Policy Branch Chief, and also served as the ACED Deputy Director until the organization realigned underneath TRADOC that established ACCESS ArmyU in 2019. He holds an Associate of Arts degree in General Studies and a Bachelor of Science degree in Organizational Leadership, Learning, and Development from the University of Louisville.

Mr. Ian Cooley
User Experience Designer - Senior Consultant
TiER1 Performance



Ian Cooley is a User Experience Designer and Senior Consultant at TiER1 Performance Solutions. He specializes in areas of software and website design, information architecture, user interface design, user testing, and design research. Mr. Cooley has applied his expertise by designing websites, intranets, mobile apps, and web applications for both commercial and government clients. In addition, his recent work includes the design of a Learning Ecosystem to support knowledge management for the Maneuver Captains Career Course (MCCC) at Fort Benning. As both a practitioner and leader, Mr. Cooley has managed creative and technical teams through all phases of product development. Mr. Cooley holds an M.F.A. in Interaction Design from California College of the Arts and a B.A. in Philosophy from Whitworth University.

Dr. Thomas Creviston
Director of Curriculum Management Branch, Faculty and Staff Development Division
Vice Provost Academic Affairs, Army University



Dr. Tomm Creviston is a retired US Army Lieutenant Colonel. During his military career he served in a variety of command and staff positions from company through Corps level. Following his retirement from the Army, he became an Assistant Professor at the US Army Command and General Staff College (CGSC), teaching in the Department of Logistics and Resource Operations (DLRO). Following his tenure in teaching he became the CGSC Registrar. He currently serves as the Director of Curriculum Management Branch, Faculty and Staff Development Division, Army University. Dr Creviston holds a Bachelor's Degree in Criminal Justice from South West Texas State University, a Masters of Administration from Central Michigan University and a Doctorate in Education from Northcentral University.

Mr. Daniel Dail
Army Training Support Center
Combined Arms Center



Daniel H. Dail is a Department of the Army civilian at the Training Support Analysis and Integration Directorate of the Army Training Support Center at Fort Eustis, Virginia. He serves in the Science and Technology Office of the Training Modernization Division. His principal duty during the past two years was lead author of the Army Training Concept 2030.

Dan retired from the U. S. Army Reserve as a lieutenant colonel in 2008 following 23 years of active and inactive service. He deployed to Bosnia in 1999 where he was the chief of the civil affairs team working with the Russian Separate Airborne Brigade. Post 9/11, he was mobilized and served on the implementation planning team for U.S. Northern Command and in 2006 he deployed to Afghanistan as part of the Joint Center for Operational Analysis looking at border security from an interagency and multinational perspective. In addition to concept development, Dan has experience with

exercise/experiment planning and control and analysis of training requirements for new and improved systems during acquisition and fielding.

Dan holds a B.A. degree from the University of Virginia, a Master of Public Administration from California State University – Long Beach and a Postgraduate Certificate in Social Science Research from Aston University, U.K.

Dr. Brian Davidson
President
MindVue



Dr. Brian Davidson is the founder and president of MindVue, an organization dedicated to helping individuals, teams, and organizations proactively enhance mental wellness and optimize performance. As chief architect of the MindVue Profile assessment and MindVue Learning Platform, Dr. Davidson applies his work in measuring and developing mindsets to support educational institutions, healthcare organizations, sports teams, businesses, and the military in maximizing human performance. Driven to build hope, grit, and resilience across the globe, he has had the privilege to work with leading organizations such as Johnson & Johnson, the San Antonio Spurs, Workday, and the University of Kansas. As a passionate educator, he has helped teach people the importance of mindset skills and has guest lectured at the United States Military Academy (West Point), University of Pennsylvania, University of Florida, the United States Olympic and Paralympic Training Center, in addition to helping tens of thousands of students in New Delhi, India.

Dr. Davidson is a frequent writer on the topics of mindsets, mental wellness, and performance optimization and is a contributing author for Routledge’s forthcoming *Multidisciplinary Handbook of Character Development*. Dr. Davidson graduated Phi Beta Kappa from the University of Iowa with High Distinction and Honors, earning a degree in psychology and a teaching endorsement in secondary education. He holds a master’s degree in counseling psychology and a doctorate (with Honors) in educational leadership and policy studies, both from the University of Kansas, where he has also served as a senior research consultant and adjunct professor.

Ms. Rita Detrick
Senior Analyst - Team Lead
Solutions for Information Design (SOLID)



Rita Detrick, Senior Analyst and Team Lead, serves as the project owner for MilGears, an application that provides Service members and Veterans with interactive tools that help connect them with occupational and credentialing pathways. She has been working with SOLID for over four years since completing a Master of Social Science degree from Troy University. Since joining the team, she has contributed to research and analysis, product design, and content-creation for a variety of projects including the various services’ COOL sites, the Navy College Program site, and the Army’s Decision Support Tool (DST) website.

Dr. Jaqueline K. Deuling
Research Psychologist
US Army Research Institute for the Behavioral and Social Sciences



Dr. Jacqueline K. Deuling is a Research Psychologist at the US Army Research Institute for the Behavioral and Social Sciences in Ft. Leavenworth, KS. Dr. Deuling has over 25 peer-reviewed research publications and over 50 national/international conference presentations. Specific areas of research expertise include competency assessment, diversity and inclusion (D&I), and leadership and team effectiveness. Her experience includes coaching high potential employees, designing innovative personnel research and training programs, and consulting with organizations ranging from start-ups to large corporations. After receiving her Ph.D. in Industrial Organizational Psychology from Wayne State University, Dr. Deuling was a professor at both Auburn University and Roosevelt University.

Dr. Jaclyn Dudek
Assistant Researcher
Center for Certification and Competency Based Education, University of Kansas



Dr. Dudek is an Assistant Professor in the Department of Curriculum and Instruction in the School of Education and Human Sciences at the University of Kansas as well as an Assistant Researcher with C3Be. She received her Ph.D. in Learning, Design, and Technology from Penn State. Dr. Dudek has worked as an instructional designer for Penn State and the University of Alabama. She has worked with the Air University's e-School and had the pleasure of recently working with educators at KLETC on their curriculum project. Her research includes place-based learning, learning design, and design as pedagogy.

Mr. Ian D. Ederly
Senior Regional Expertise and Culture Instructor
1st Special Forces Command (A), US Army Special Operations Command



Ian Ederly is the Senior Regional Expertise and Culture (REC) Instructor for the US Army's 1st Special Forces Command (A). In his role he manages and directs the 1st SFC (A) REC initiative which includes programs and instructors at each Special Forces Group, Civil Affairs, and Psychological Operations. He is himself a prior PSYOP officer having served within their AFRICOM-oriented regional battalion. His academic focus orients his efforts towards understanding underlying drivers of extremism, nationalism and its foundations, drivers of conflict and war, geostrategy/security, and international relations writ large. Although an Africanist by trade, he endeavors to apply the methodologies and theories utilized in the interests above towards any global or state context. He has publications ranging from nationalism as a driver of conflict in the Sahel to national trauma as a foundation for geopolitical statecraft. His works feature in Small Wars Journal, e-International Relations, international policy digest, and various symposia. He is currently a doctoral candidate in the field of Conflict and

Peace Studies at Nova Southeastern University.

Dr. Angus Fletcher
Professor
Ohio State University (OSU)



Dr. Angus Fletcher, Professor, The Ohio State University. a Professor of Story Science at Ohio State's Project Narrative, the world's leading academic think-tank for the study of how stories work. His research and teaching incorporate neuroscience, literature, computer science and AI. He's worked and taught at University of Michigan, Yale, and Stanford, and collaborated with Pixar, The Great Courses, Hollywood movie studios and DARPA. His current research teases out the brain secrets of how history's greatest creative thinkers—from da Vinci to Einstein to Maya Angelou—worked their imaginative magic. His recent books include: "Wonderworks: The 25 Most Powerful Inventions in the History of Literature" and "Creative thinking: A Field-Guide to Building Your Strategic Core".

MAJ Elvin Fortuna
Instructional Designer, Instructional Design Division
Vice Provost Academic Affairs, Army University



MAJ Fortuna is an instructional designer in Army University. He is the module author for the Operations Process module of the Captains Career Course common core, where he focuses on the Military Decisionmaking Process and command post and staff organization and functions. He is currently a doctoral student in Michigan State University's Educational Psychology and Educational Technology (EPET) program where he studies the intersection of military education, cognitive flexibility, and complexity theory.

MAJ Fortuna is a Logistics (LG) Officer with fifteen years of service in the United States Army. He graduated from the University of Maryland, College Park in 2007, where he earned his commission in the Quartermaster Corps through the ROTC program. After supporting the Leadership Development and Assessment Course (LDAC) at JBLM, WA he completed the Basic Officer Leader Course Phase II at Fort Benning, Georgia and Phase III at Fort Lee, Virginia. He reported to the 3rd Stryker Brigade Combat Team, 2nd Infantry Division at Joint Base Lewis McChord, WA, and subsequently deployed twice with the "Arrowhead Brigade."

After initial assignments as fuel and water platoon leader and logistics support team leader, MAJ Fortuna deployed in support of Operation Iraqi Freedom (OIF) in 2009-2010 as the Battle Captain for Task Force Frontline (296th Brigade Support Battalion) in Diyala Province, Iraq. After redeployment, CPT Fortuna served as a Support Operations Planner for the 296th Brigade Support Battalion and then its Logistics Officer (S4). CPT Fortuna deployed again with the 2nd Battalion, 3rd Infantry Regiment from 2011 to 2012 as the Deputy Director – Village Stability Coordination Center in Ghazni Province, Afghanistan, in support of Operation Enduring Freedom (OEF).

MAJ Fortuna has since completed a variety of assignments: he completed the Combined Logistics Captain's Career Course (CLC3) and served as the Logistics Officer (S4) for the 508th Brigade Special Troops Battalion (Airborne), 4th Brigade Combat Team, 82nd Airborne Division. He commanded Juliet Company, 1st Battalion, 508th Parachute Infantry Regiment (Airborne), 3rd Brigade Combat Team, 82nd Airborne Division at Fort Bragg, North Carolina.

After command, MAJ Fortuna taught military science at Gonzaga University as an Assistant Professor of Military Science between 2015-2018. He completed Intermediate Level Education then served as the Support Operations Officer, then Executive Officer, for the 3rd Group Support Battalion at Fort Bragg, NC from 2018-2020, with work supporting Special Operations Command – Africa. He then served a planner in the XVIII Airborne Corps G-5 from 2020-2021 in support of deployment operations and Warfighter 21-04.

MAJ Fortuna holds a M.S. in Management from the University of Maryland University College and a M.A. in Higher Education Administration through the University of Louisville. MAJ Fortuna is a graduate of the Advanced Airborne Course (Jumpmaster), Basic Airborne Course, Combined Logistics Captain's Career Course (CLC3), the Cadre Faculty Development Course, and the Foundational Instructor/Facilitator Course. He is a Demonstrated Master Logistician (DML) through the International Society of Logistics (SOLE).

MAJ Fortuna's awards and decorations include the Meritorious Service Medal (two awards), the Army Commendation Medal (five awards), the Army Achievement Medal (seven awards), the Armed Forces Service Medal, the Parachutist Badge, the Iraq Campaign Medal, and the Afghanistan Campaign Medal.

CW5 Joseph D. Giusto, Sr.
Chief - Academic Instruction Division
US Army Warrant Officer Career College



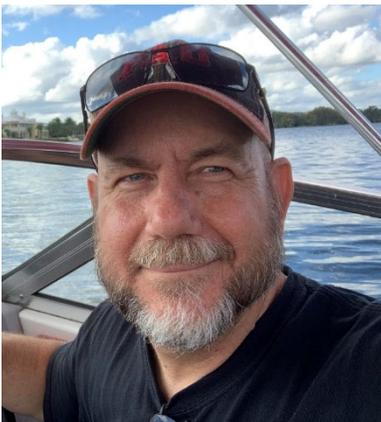
CW5 Joseph D. Giusto, SR. is currently serving as the Academic Instruction Division Chief for the United States Army Warrant Officer Career College. CW5 Giusto has served 34 years on active duty and 25 plus years as an Ordnance Warrant Officer. He has served in an array Army units at all levels including tours in Germany, Korea, Alaska, Hawaii and numerous CONUS assignments across the United States. He also has multiple deployments in Afghanistan, Iraq and Bosnia. His recent TRADOC assignments include CASCOM Capabilities Developer in the Future Systems Integration Branch and Dean for the Technical Logistics College in the Army Logistics University. CW5 Giusto has completed all levels of Warrant Officer Professional Military Education. He holds a Bachelor's Degree in Liberal Studies with Excelsior College and holds a professional certification as a Demonstrated Master Logistician from the International Society of Logistics.

Dr. Benjamin S. Goldberg
Senior Scientist, Simulation and Training Technology Center
US Army DEVCOM Soldier Center



Dr. Benjamin Goldberg is a Senior Scientist at the U.S. Army Combat Capabilities Development Command (DEVCOM) Soldier Center, Simulation and Training Technology Center (STTC) in Orlando, FL. He has been conducting research in the Modeling & Simulation community for the past thirteen-years with a focus on deliberate competency development, adaptive experiential learning in simulation-based environments, and how to leverage AI tools and methods to create personalized learning experiences. Currently, he is the lead scientist on a research program developing adaptive training and intelligent tutoring solutions in support of the Synthetic Training Environment. Dr. Goldberg is co-creator of the Generalized Intelligent Framework for Tutoring (GIFT) and holds a PHD from the University of Central Florida in the program of Modeling & Simulation.

Dr. Gregory A. Goodwin
Senior Research Scientist – Team Lead
US Army DEVCOM Soldier Center



Dr. Gregory A. Goodwin is a Team Leader and Senior Research Scientist at the Combat Capabilities Development Command – Soldier Center in Orlando, FL. For the last seventeen years he has worked for the Army researching ways to improve training methods and technologies. He holds a Ph.D. in Psychology from Binghamton University and an M.A. in Psychology from Wake Forest University.

Dr. Christopher (Chris) R. Hardy
Director, Strategic Planning and Program Evaluation, Office of the President
Defense Acquisition University



Christopher R. Hardy, Ph.D., is the Director, Strategic Planning and Program Evaluation, Office of the President. Co-author “Leading a Learning Revolution: The Story Behind DAU’s Reinvention of Training,” Pfeiffer, 2008. Since then, he has continuously provided the road map for DAU’s rapid rise to preeminence as an award-winning corporate university that has repeatedly been recognized as one of the best throughout the public and private sectors. Dr. Hardy has a Ph.D. from Virginia Polytechnic Institute and State University.

Dr. Bernard Harris
Instructional Systems Specialist
Center for Army Profession and Leadership



Bernard Harris, Ph.D., is an adult education historian serving as an Instructional Systems Specialist (Quality Assurance) at the Center for the Army Profession and Leadership (CAPL) at Fort Leavenworth. His dissertation reflects his research interests in adult education and history titled *The Education and Training of Seven African American U.S. Army Officers for World War I and its Aftermath*. Additional examples of his work can be found in the *Ethnic and Racial Minorities in the U.S. Military: An Encyclopedia*; a co-authored book titled *Savannah 1779*; and in adult education articles focused on flipped classrooms, accreditation, and assessments, published by the Association for Business Simulation and Experiential Learning (ABSEL).

Ms. Janetta Harris
Instructional Systems Specialist
Center for Army Profession and Leadership



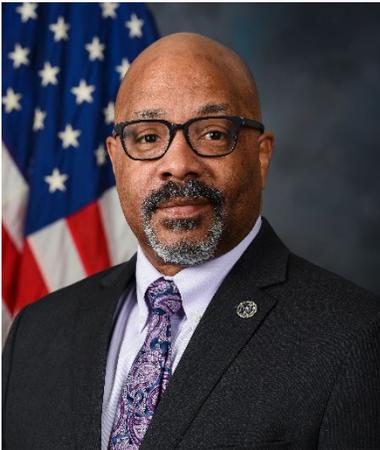
Ms. Janetta Harris has been an Army Civilian for over 16 years. She served as a member of the staff for the Command and General Staff School (CGSS) 2007-2017 and developed resident, Total Army School System (TASS), and distributed learning (DL) curricula while working with all six CGSS instructional departments. She currently works with the Center for the Army Profession and Leadership (CAPL) where she has performed the duties of quality assurance officer (QAO) for accreditation and lead curriculum developer. She liaises with multiple organizations across the Combined Arms Center (CAC) to include the SHARP Academy, Army Management Staff College (AMSC), Mission Command Center of Excellence (MCCoE) Directorate of Training (DOT), and Army University (ArmyU). Jan has a Master of Education; she has presented and published with the Association for Business Simulation and Experiential Learning (ABSEL).

LTC Matthew Hinze
Chief, Professional Military Education Team, Instructional Design Division
Vice Provost Academic Affairs, Army University



LTC Hinze is the Chief of the Professional Military Education Team for the Army University Office of the Vice Provost of Academic Affairs at Ft. Leavenworth, Kansas. In this role, he is responsible for developing, analyzing, and maintaining a foundational framework of Army Learning Areas (ALAs) and General Learning Outcomes (GLOs) across the Army. Additionally, he is responsible for providing continuing education for mid-grade leaders (1LT through CPT (P) and WO1 through CW3) throughout the Mid-grade Learning Continuum (MLC) for active and reserve component officers. LTC Hinze has served as the senior intelligence officer at the battalion and brigade levels and also as the senior intelligence officer for a one-star headquarters forward in Afghanistan. He holds Bachelor of Science degrees in history and political science from Elmhurst College and a Master of Arts in Military History from Norwich University.

Mr. Michael R. Holt
Director, The Army Distributed Learning Program
Directorate of Distributed Learning, Army University



Mr. Michael R. Holt began his federal service in 2010 at the HQ Distribution Defense Logistics Agency (DLA) as a Distribution Training Specialist and Management Analyst. Following his service at DLA, he served as the Director, Non-Nuclear Training at Norfolk Naval Shipyard, Norfolk, VA, until December 2016. Afterwards he served as Chief, Training Management and Certification at the DoD Consolidated Adjudication Facility (DODCAF), Ft. Meade MD, until August 2018. He also served as the Change Management Officer, Defense Counterintelligence & Security Agency, also located at Ft. Meade, MD. Prior to accepting his position as Director, The Army Distributed Learning Program (TADLP), he served as the Director of Certification and Training at the Office of the Naval Inspector General where his main focus was bringing online new and innovative training for the Naval Inspector General enterprise.

Mr. Holt earned a Master's Degree in Business Administration from the University of Phoenix, Tempe AZ as well as a Bachelor's of Science degree in Occupational Education from Wayland Baptist University, Plainview, TX.

Mr. Holt also earned an Associate of Applied Science degrees from the Community College of the USAF in Allied Health Sciences and Instructor of Technology and Military Science.

Mr. Holt is a retired 20-year USAF veteran. He attained "Master Instructor" at the School of Health Care Sciences, Sheppard AFB, TX. As medical aircrew, he served as an Aeromedical Evacuation Technician aboard C-9, C-130, C-141 and C-17 aircraft. He deployed in support of Enduring Freedom and Iraqi Freedom where he directed the efforts of 157 personnel in 40 different aeromedical evacuation (AE) units, deployed to 7 locations in South West Asia including Iraq, Qatar, Bahrain, Afghanistan, Uzbekistan, Djibouti and Kyrgyzstan. He executed over 300 aeromedical evacuation movements, treating and transporting over 763 Urgent/Priority and 620 battle injured.

Mr. Holt's awards and decorations include the Meritorious Service Medal w/1 OLC, Commendation Medal w/3 OLC, Achievement Medal, Armed Forces Expeditionary Medal, Combat Readiness Medal, National Service Defense Medal, GWOT Expeditionary Service Medal, GWOT Expeditionary Medal, and GWOT Service Medal. Mr. Holt also holds a CTM rating with Toastmasters International and has publications with Aviation Space Environmental Medicine as well as with Defense Technical Information Center as an OTE Test Director.

Mr. Holt was born on Langley AFB and is relocating from Columbia, MD with wife Hazel.

MG (R) Chris Hughes
Head of Military Affairs
AstrumU



Major General (R) Hughes and his wife, Marguerite, recently retired from the U.S. Army in July of 2018, after 35 years of active duty. They have created NWC-M&C, LLC and are working with multiple clients in academia and the defense industry. They have three children and five grandchildren.

EDUCATION: Mr. Hughes has Master's Degrees in Business Management & National Security Strategies and is the award-winning author of *War on Two Fronts: An Infantry Commander's War in Iraq and the Pentagon*. He is also a 2008 recipient of the Army Historical Foundation's Distinguished Writing Award for Excellence in U.S. Army History Writing.

MILITARY SERVICE: Mr. Hughes brings 35 years' leadership experience, from platoon to Two Star Command. Having served in both Iraq and Afghanistan. Mr. Hughes' most recent military service includes his appointment as the Commanding General United States Army Cadet Command and Fort Knox where he oversaw the Army's largest officer commissioning program, the Reserve Officers Training Corps. He has also served as Chief of Staff of the United States Army Pacific Command and is the co-founder and first Provost of the Army University.

Over the course of his career, Mr. Hughes has served as the Executive Officer to the Secretary of the Army and the Army Senior Liaison to the U.S. House of Representatives in Washington D.C. He gained national recognition while commanding an Infantry Battalion from the 101st Airborne Division during the invasion of Iraq in 2003. Moreover, Mr. Hughes has assisted in the creation of five major organizations within the Department of Defense and served as an investigator on the USS Cole Commission in 2000.

MEMBERSHIPS AND OTHER AFFILIATIONS MILITARY: Civilian Aide to the Secretary of the Army (CASA) for Iowa, Distinguished Member and Honorary Colonel of the 327th Parachute Infantry Regiment, life member of ROCKS and AUSA, and 2017 ROCK of the Year. **CIVIC:** 2016 National Merit Award Winner Phi Sigma Kappa, 2017 Citizen of the Year National Association of Black Broadcasters of America and the 2013 Northwest Missouri State University Distinguished Alumni of the year.

AWARDS AND RECOGNITIONS: He was awarded an Honorary Doctorate in Laws from Northwest Missouri State University, the Distinguished Service Medal (OLC), Defense Superior Service Medal, Legion of Merit (2 OLC's), Bronze Star (OLC), Defense Meritorious Service Medal, Meritorious Service Medal (6 OLC's), Combat Infantryman's Badge, Ranger Tab, Master Airborne and Air Assault wings and multiple sets of foreign jump wings.

Dr. Angela Karrasch
Associate Research Professor
Center for Certification and Competency Based Education, University of Kansas



Dr. Angela Karrasch is an Associate Research Professor at the University of Kansas within the Center for Certification and Competency Based Education. She was a Supervisory Research Psychologist, (GS15) for the U.S. Army Research Institute for Behavioral and Social Sciences. She worked for the Department of the Army for approximately 22 years. Dr. Karrasch led programs of research in the areas of: Strategic Thinking for Command, Learning Organizations, Diversity and Inclusion, Cross-cultural competence, and Influence. Prior to working for ARI, she worked at the Center for Army Leadership (CAL), where she helped write leadership doctrine, conducted research to establish an empirical basis for policy decisions on an Army wide leader development program, and represented the Combined Arms Center for the Human Dimension. On a more personal note - Dr. Karrasch has been married for 31 years and has two sons.

Dr. Jack D. Kem
Dean of Academics - Command and General Staff College
Chief Academic Officer - Army University



Dr. Jack D. Kem serves as the Dean of Academics and Professor at the US Army Command and General Staff College, and concurrently as the Chief Academic Officer for the Army University. He additionally serves as an Adjunct Scholar for the Modern Warfare Institute at West Point. Prior to his current position, Dr. Kem served as the Associate Dean for the Command and General Staff College from 2017-2021, and previously served as a Supervisory Professor in the Department of Joint, Interagency, and Multinational Operations, and Teaching Team Leader for the Command and General Staff School.

Mr. William Kuchinski
Chief, Faculty and Staff Development Division
Vice Provost Academic Affairs, Army University



Mr. William Kuchinski is the Chief of the Faculty and Staff Development Division. His office is the proponent for the Army's Faculty and Staff Development Program (FSDP). Mr. Kuchinski holds a B.S. in Chemistry from the United States Military Academy and a M.E. in Chemical Engineering from Rensselaer Polytechnic Institute (RPI). He has over 20 years of classroom teaching experience including assignments at the United States Military Academy, Lehigh University, and the U.S. Army's Command and General Staff College. Currently, he is a doctoral candidate at Kansas State University's Department of Adult Education and Leadership with a research focus on academic mentoring and transformative learning.

Dr. Shanda Lauer
Research Psychologist, Institutional Research and Assessment Division
Vice Provost Academic Affairs, Army University



Dr. Shanda Lauer is a Research Psychologist, working in the Institutional Research and Assessment Division, Vice Provost of Academic Affairs, at the Army University. She holds a Master's Degree in STEM Education, a Certification in College Science Teaching, and a PhD in Psychology with a Neuroscience emphasis. She is the current manager of the Army University Research Program. Over the past four years, she has developed a program of research focusing on improving communication in the Army and enhancing education through technology use and the application of best practices.

Ms. Beth Leeder
Director of the Directorate of Training and Doctrine
Intelligence Center of Excellence



Beth is currently serving as the Director of the Directorate of Training and Doctrine (DOTD), United States Army Intelligence Center of Excellence (USAICoE). Her primary responsibilities include managing the Analysis, Design, and Development of institutional training for approximately 16,000 Active and Reserve MI Soldiers annually. Leads a directorate of 198 personnel in developing training within the institutional training domain and training support to the Operational forces. Responsible for the staff and faculty training of USAICoE instructors and training developers. Leads the, Learning Innovation Branch, MI Library, Fort Huachuca Museums, MI Soldier Heritage Learning Center and Training Aids Devices Simulators and Simulations efforts. Leads integration and training of new MI Systems and Doctrine. Ms. Leeder joined federal service as a GG11 in 2006 and was promoted to GG15 in March 2020. Her career highlights include merging two separate divisions resulting in improved productivity, collaboratively creating the first training

development SOP for USAICoE, and modernizing the USAICoE staff and faculty development program. She has been married for 37 years; has a son in the Army currently on recruiting duty; and a daughter who served in the Army from 2008-2012 and now teaches high school science.

CAREER CHRONOLOGY: Department of the Army Civilian 2006-present; Public school teacher, high school 1989-2005

COLLEGE: MA, Strategic Studies, US Army War College, 2020; MA, Educational Technology, University of Arizona, 2008; BA, Secondary Teaching, Northwestern State University of Louisiana, 1989

SIGNIFICANT TRAINING: Civilian Education System Advanced Course, 2017; Kirkpatrick's Four-Level Training Evaluation Model, 2013

AWARDS AND HONORS: Commanders Award for Civilian Service, 2014; Knowlton Award, 2014; Commanders Award for Civilian Service, 2009; Arizona Education Association Blue Ribbon Partner, 1994

PROFESSIONAL MEMBERSHIPS AND ASSOCIATIONS: President, Fort Huachuca Accommodation School District; Arizona School Boards Association; Army War College Alumni Association

Dr. Autumn Leveridge
Associate Professor of Practice
Texas A&M Civil Engineering, Construction Management & Estimating



Dr. Autumn Leveridge is an associate professor of practice, Texas A&M Civil Engineering, Construction Management & Estimating. She was commissioned in the Medical Service Corps and served 22 years in a variety of command and staff positions. Her research interests include: Critical and Creative Thinking with the engineering profession, and practical relevant experiential learning.

Dr. Ava Loer
Research Psychologist
US Army Research Institute for the Behavioral and Social Sciences



Dr. Ava Loer is a Research Psychologist at the U.S. Army Research Institute (ARI), Fort Leavenworth Research Unit. She earned her Ph.D. in psychology from Emory University in Atlanta, GA. She completed her graduate work in Emory's Cognition & Development program, where she conducted research on concepts and categories. After earning her Ph.D., Ava joined the Department of Psychology faculty at Fort Lewis College in Durango, CO, as the department cognitive psychologist. She taught Introduction to Psychology, Elementary Statistics, Research Methods, History of Psychology, Cognition, and the capstone course for psychology majors. She served on the college's Honors Program, Institutional Review Board, Academic Standards Committee, faculty search committees, and tenure & promotion committees. She published and presented research on embodied cognition, situated simulation, categorization, and memory.

Ava's interest in applied research led her to join ARI. Her research primarily focuses on how Army leaders can develop their complex cognitive skills in preparation for senior leader roles and to effectively make decisions in volatile, uncertain, complex, and ambiguous environments. Her projects include developing assessments for strategic thinking and systems thinking, developing practical exercises to enhance strategic thinking and sociocultural systems thinking, and surveying Soldiers' knowledge of the Individual Ready Reserve (IRR) to provide recommendations on how IRR muster rates can be improved. Ava is also a graduate of the 2019 University of Foreign Military and Cultural Studies Special Operations Campaign Artistry Program (SOCAP) Red Team Leaders course.

Dr. Ken Long
Associate Professor of Sustainment and Change Management
Command and General Staff College



Dr. Ken Long is a retired Army officer (24 years) serving as an Associate Professor of Sustainment and Change Management at CGSC (22 years). His research interests include systems thinking, narrative inquiry and organizational storytelling.

Ms. Christine Loving
Senior Analyst
Solutions for Information Design (SOLID)



Christine Loving serves as the lead analyst for Army COOL. She has a Master's Degree in Public Administration and over a decade of experience in researching, analyzing and interpreting forms of prior learning, including education and training, for traditional, non-traditional, and military students. Christine has been a member of the SOLID team for over 7 years and provide support to all of the services' COOL programs as well as MilGears, an application that provides Service members and Veterans with interactive tools that help connect them with occupational and credentialing pathways.

Mr. Matthew C. MacLaughlin
Chief, Mobile Division
Directorate of Distributed Learning, Army University



Matthew C. MacLaughlin, Jr. is the Chief of the Mobile Division (MobDiv) at the Directorate Distributed Learning Program. His office oversees the Army's approved mobile process and developed in-house products for mobile delivery.

Mr. MacLaughlin began his federal career as a CP-17 intern. He then went on to become course director for the Defense Regional Interservice Agreements and Introduction to Army Logistics courses at the Army Logistics Management College (ALMC) on Fort Lee. These courses were the first two fully online offerings for students provided by the college. From ALMC, he moved to Chief of the Technology Integration Branch under the G3 at CASCOM where he built and solidified their mobile, gaming, and virtual capabilities which still thrives today.

Mr. MacLaughlin holds a Master's Degree in Instructional Design Technology from East Carolina University, a Master's Degree in English Language and Literature from Virginia Tech, and a Bachelor of Arts in Language and Literature with an Art History Minor from Virginia Tech.

Dr. James (Jim) Martin
Advisor for Military Affairs
AstrumU



Dr. James Martin (Jim) is an academic leader with 31 years' experience in higher learning institutions at all levels and many types of institutions. He is the Dean Emeritus of the U.S. Army's Command and General Staff College, which he led for the last five years. During his 16-year leadership tenure at the Staff College he served as the Associate Dean, Dean of Academics, and the Chief Academic Officer of Army University. He previously served in leadership positions at private four-year liberal arts universities for eight years and was on the faculty at the United States Military Academy. He is an experienced academic administrator and has extensive expertise in professional military education, adult education, academic assessment, and accreditation. Dr. Martin has taught undergraduate and graduate courses in American and Military History, Leadership, and Adult Education. He has served as a member of the Higher Learning Commission's peer corps for the past 20 years and has been a member of the Institutional Actions Committee for the past 7 years. He spent over 10

years serving as a member of the Department of Defense's Joint Staff accrediting teams for institutions throughout the Joint Professional Military Education community. Prior to entering the academic world, he spent 22 years as an Army officer to include service in the first Gulf War.

Dr. Martin holds an undergraduate degree from the University of Kentucky in political science, along with both a masters and a doctoral degree in American History from The University of Texas at Austin.

Dr. Martin is well published in both the history and education disciplines with two books, multiple book chapters, and several articles spanning both areas. He has spoken widely to audiences about both military and adult education and has significant experience working overseas with partner nations in Europe, Asia, Africa, and the Middle East.

Dr. Martin has received a variety of awards and honors during his career, including the Association of the United States Army's Joseph P. Cribbins Medal as the Outstanding Department of the Army Civilian for 2021 and induction into the Noncommissioned Officer Leadership Center of Excellence Hall of Honor. Upon retirement he was awarded the Army's Distinguished Civilian Service Medal, the highest honor the Department of Army bestows on civilian employees.

Dr. Martin enjoys gardening and is an avid soccer fan and follower of Sporting Kansas City. Along with his gardening partner and wife, Dr. Royce Ann Collins, he lives in the Kansas City area.

Dr. James (JJ) Martin
Chief, Plans & Policy
Directorate of Distributed Learning, Army University



JJ joined the U.S. Army in 1990 and retired in 2009. He was a Blackhawk Instructor Pilot and served throughout the World, including, Germany, Alaska, and Iraq. JJ has four combat tours in support of Operation Desert Shield/Storm and Operation Iraqi Freedom.

JJ worked for the Directorate of Training and Doctrine (DOTD), United States Army Aviation Center (USAACE) and served as the Chief of Aviation Technology, overseeing all Distributed Learning (DL), education contracts, and Interactive Multimedia Instruction (IMI) development. During his tenure as the Technology Chief, he instituted in-house development of training products, reducing contract costs by over \$2 million per year. He also assisted with the source selection panel for the Army Virtual Learning Environment (AVLE) contract. JJ's leadership further resulted in his team winning an Army-wide mobile application production on Active Shooter training.

JJ continued with DOTD as the Aviation acquisitions Branch Chief, overseeing all the materiel and non-materiel products introduced into Army Aviation, ranging from Unmanned Aerial Systems (UAS), software, and future aircraft. During his tenure, he streamlined the verification and validation of regulatory requirements for integration of new equipment into training across the Aviation Enterprise. He instituted a rigorous training program to reduce time required for new personnel to learn the processes of their position from 12-18 months to no more than three months.

JJ's last position with DOTD was the Chief of Enlisted Training. He managed over 28 Programs of instruction (POIs) for 19 Aviation Military Occupational Specialties (MOSs), Professional Military Education, and Functional courses. JJ built effective teams to enhance the development of lessons and ensuring resourcing was accurate and effectively managed through each 3-5-year resourcing cycle.

JJ worked for the Department of State from January 2021 to Mar 2022, where he was in charge of all the training systems, DL, and drone operations. He was responsible for all the Distributed Learning and Unmanned Aerial Systems operations. He managed a team of 30 talented personnel in multimedia fields, ranging from Producers, Editors, Graphic Artists, Copywriters, Programmers, System Administrators, and Instructional Designers. He was responsible for \$19 million multimedia budget. JJ pioneered the only media center in the Department of State and it was an asset throughout the world to educate Foreign Service Officers.

JJ is currently the Chief of Plans & Policy, Directorate of Distributed Learning, Army University (ArmyU) and evaluates future environmental variables from a national and international perspective in both civilian and military sectors in the areas of threat, demographics, economics, industrial base, and emerging hard and soft technologies in order to determine their impact on strategic plans for the Army's future training base. JJ also works closely with counterparts on the HQ staffs of the Army, Navy, Air Force, and Marine Corps Training Commands, to include NATO Training Commands, to exchange scientific information on the potential impacts of integrating training technology currently being researched.

Education: Doctor of Philosophy, Adult Education and Technology, Auburn University; Masters of Arts, Operational Science, Command and General Staff College, United States Army; Masters of Science, Project Management, Embry-Riddle Aeronautical University; Bachelor of Science, Professional Aeronautics, Embry-Riddle Aeronautical University

Ms. Kelly Matthews
Independent Researcher



Kelly Matthews, B.A. is an independent civilian researcher from Wicksburg, Alabama. Kelly holds a Bachelor of Arts in Psychology from Southern New Hampshire University. She maintained an immaculate 4.0 GPA while studying at SNHU and was promptly accepted into another degree program. Kelly is now pursuing a Bachelor of Science in Computer Science.

Dr. Kate Drezek McConnell
Vice President for Curricular and Pedagogical Innovation and Executive Director of VALUE
American Association of Colleges & Universities (AAC&U)



Kate Drezek McConnell, PhD, is Vice President for Curricular and Pedagogical Innovation and Executive Director of [VALUE](#) (Valid Assessment of Learning in Undergraduate Education), AAC&U's signature approach to measuring student learning. Prior to taking on this role, Dr. McConnell served as AAC&U's Assistant Vice President for Research and Assessment and Director of the [VALUE Scoring Collaborative](#) (formerly the VALUE Institute). The VALUE Scoring Collaborative provides a resource for higher education programs, states, and institutions to document, report, and use evidence on learning outcomes to improve student success. AAC&U invites higher education organizations to support the Collaborative by collecting samples of student work, transferring these artifacts and assignments to the digital depository, and having VALUE Scoring Collaborative experts score them using the VALUE rubrics.

An educational psychologist by training, Dr. McConnell has written extensively on the reliability and validity of the VALUE approach to assessment. Her other research and campus consultations focus on using course-embedded assessment to improve teaching and learning while also addressing accountability and accreditation requirements; course-embedded assessment; aligning pedagogy with assessment efforts; faculty development; and leveraging the learning sciences in teaching, assessment, and evaluation.

Dr. Rich McConnell
Associate Professor of Tactics
Command and General Staff College



Rich is a retired Army Officer currently serving as an Associate Professor of Tactics at CGSC, Department of Tactics, and is the Principal Investigator on the CGSC Creativity Study. His research interests include: Visualization, critical and creative thinking for military decision-makers, and the role of exceptional information in decision making.

CW5 Dr. Leonard Momeny
Researcher and Educational Advisor
US Army Warrant Officer Career College



Leonard S. Momeny, Ed.D. U.S. Army, is a Chief Warrant Officer 5 at the Warrant Officer Career College, Fort Rucker, Alabama. Dr. Momeny currently serves as a Researcher and Educational Advisor. Leonard holds degrees from Central Texas College, Southwestern College Kansas, American Military University, and Liberty University. Leonard completed his doctorate with Liberty University. Leonard has served as adjunct faculty for Liberty University since 2021.

Mr. Shawn Morrissey

**Program Manager, United Services Military Apprenticeship Program (USMAP) and Army’s Institutionally Delivered Professional/Technical Credentialing Program
Credit for Military Learning Division
Army Credentialing and Continuing Education Services for Soldiers, Army University**



Mr. Morrissey is the apprenticeship program manager for Army University at Fort Leavenworth, Kansas, responsible for coordinating and executing policies, procedures, and regulations of the Army’s USMAP, while also guiding the Army’s Institutionally Delivered Professional/Technical Credentialing Program and managing the budgets for the programs. He understands the importance of efficient and effective communication serving as a liaison to all TRADOC and non-TRADOC Schools for apprenticeships and credentialing to report monthly updates to senior stakeholders in eight key policy areas. He also coordinates with key government service agencies across the DoD spectrum to ensure continuity of the programs are consistent with Army and TRADOC Institutional priorities.

He has devoted his life serving our country, having a positive impact through personal growth, stewardship, and humanitarian efforts focusing on veteran and Soldier growth.

As a military Veteran with over 34 years of enlisted years of continued service, he is currently the Kansas Senior Retention Counselor for the Army Reserves. He led several project management positions, both as a civilian and Soldier, has been nationally recognized as a distinguished Art Director and remains a plank holder for three standup government organizations.

He earned a bachelor’s degree in Leadership and Management. He also holds an Associate’s degree in Marketing, Branding, and Advertising. As an Army Reservist and Civilian, he has presented credentialing training and education topics to Army Reserve leadership and TRADOC proponents. He was recently awarded the Civilian Service Achievement Medal from the Department of the Army for outstanding performance in Credentialing.

Dr. Christina Parker

**Chief, Education and Technology Branch
US Army Aviation Center of Excellence**



Christina K. Parker, Ed.D. U.S. Army, is a Department of the Army civilian at the Directorate of Training and Doctrine at the United States Army Aviation Center of Excellence, Fort Rucker, Alabama. Dr. Parker serves as Chief of the Education and Technology Branch. Christina holds degrees from University of South Alabama and her doctorate from Indiana University. Christina has served as an adjunct professor for Southern Illinois University for 14 years and with Indiana University since 2020.

Mr. Ujash Patel
Product Team Manager
AstrumU



Ujash currently serves as the Product Team Manager for AstrumU. He works with the data science, engineering, and design teams to assist in creating the AstrumU's ML-powered apps. Previous to joining AstrumU, Ujash worked in many disciplines across higher education ranging from Leadership Development, Enrollment Management, and Athletics.

Mr. Kaj Pedersen
CTO
AstrumU



Kaj Pedersen currently serves as CTO of AstrumU, a Seattle-based data services firm that is pioneering the use of machine learning to forecast the value of educational experiences in the labor market. Kaj's career spans more than 20 years in the venture creation space where he has played an integral role in launching and developing companies in FinTech, MedTech, EdTech, Search and Investment Management sectors. Kaj's work has led him to develop solutions for complex business and societal challenges.

As CTO of Pharmacy OneSource, Kaj built cloud-based software to alert clinicians of adverse drug reactions in over 30% of all US hospitals in less than three seconds. Previously Kaj was CTO for Bill Gates Investments where he rebuilt the investment management systems and technology organization. As VP Engineering at Quote.com, Kaj oversaw a 75-person team that grew the business 20X in 3 years before being acquired by Lycos, where Kaj became GM of Finance where he led the team to becoming one of the most profitable verticals in the company. In addition, Kaj has served as part of leadership for funding initiatives that secured \$32M in total investments and named inventor for three patents. Kaj holds an MBA in Global Management and a BSc (Hons) in Computer Science.

Dr. John M. Persyn
Chief, Instructional Design Division
Vice Provost Academic Affairs, Army University



Dr. Persyn is the Chief of the Instructional Design Division for the Army University Office of the Vice Provost of Academic Affairs at Ft. Leavenworth, Kansas. In this role, he is responsible for the staff management and academic oversight of the Army's Professional Military Education (PME) systems and for development and implementation of common core curriculum for Captain Career Courses (CCC). Currently, his team is completing a comprehensive modernization of the CCC to incorporate the latest educational theory and technology to create a more effective, efficient, flexible, and tailorable educational experience for Army Captains. Dr. Persyn has extensive teaching experience in national strategy, joint operations, and homeland security for the U.S. Army Command and General Staff College, and in faculty development for the Army University. He has also taught in public education at the secondary level and in higher education at the graduate level. Dr. Persyn is a retired U.S. Naval Officer. He holds a Bachelor's degree in electrical engineering from the University of Kansas, a master's degree in

national security and strategic studies from the U.S. Naval War College and master's and doctoral degrees in adult education from Kansas State University. He has published articles related to homeland security and adult education, and has presented at national conferences on homeland security, experiential learning, and critical thinking topics.

Dr. Rebecca (Becky) L. Robinson
Research Psychologist, Institutional Research and Assessment Division
Vice Provost Academic Affairs, Army University



Dr. Becky Robinson is a Research Psychologist with the Institutional Research and Assessment Division (IRAD), Vice Provost of Academic Affairs (VPAA), at the Army University. She holds a PhD in Experimental Psychology from the University of Texas at Arlington where she conducted studies in social influence and behavior, attitudes, decision-making, personality/individual differences, and survey/scale development and psychometrics. Prior to joining ArmyU in 2020, she was a contractor with the Finance Division of the Bureau of Safety and Environmental Enforcement, Department of the Interior.

COL Samuel Saine
Director
Center for Army Profession and Leadership



COL Sam Saine is the Director, Center of the Army Profession and Leadership (CAPL). He received his commission from the United States Military Academy and is a career field artillery officer. He has been stationed in the Pacific and many posts across the United States including assignments as an exchange officer to Australia and as a Special Operations Plans and Joint Fires Observer Trainer. His last assignment was as the Field Artillery Assistant Commandant at Fort Sill, Oklahoma. COL Saine has four tours in the Middle East including Iraq, Afghanistan, Kuwait and Qatar. He commanded a 2d Battalion, 18th Field Artillery (MLRS) at Fort Sill, Oklahoma and the 4th Battlefield Coordination Detachment at Shaw Air Force Base, South Carolina, and Al Udeid Air Base, Qatar. COL Saine attended the Command and General Staff Officer Course, the Naval War College and was the Army chief of staff's Senior Fellow to Harvard.

MAJ Angela B. Samosorn
Chief, Clinical Research Support
US Army Institute of Surgical Research



MAJ Angela Samosorn. Currently assigned as Chief, Clinical Research Support at the US Army Institute of Surgical Research. She received a Bachelor's and Master's in Nursing, Master of Military Art & Science, and a Ph.D. in Education. Her research interests include cognitive readiness, creativity, and new media technologies (AR/VR, video games, the synthetic learning environments). She is currently researching: Augmented/virtual reality use as clinical decision support tools; Creative development in Professional Military Education, and Capability development (prolonged care, burn resuscitation).

Dr. Alicia Sanchez
Director of Innovation, User Experience Directorate
Defense Acquisition University



Dr. Alicia Sanchez, a graduate of the University of Central Florida's Modeling and Simulation Program, serves as DAU's Director of Innovation within the User Experience Directorate. Alicia spearheaded DAU's experiential learning initiative at DAU for over 15 years and has recently been instrumental in DAU's transformation initiatives.

Dr. Meredith Shafto
Research Psychologist, Institutional Research and Assessment Division
Vice Provost Academic Affairs, Army University



Dr. Meredith Shafto is a Research Psychologist at the Institutional Research and Assessment Division (IRAD), Vice Provost of Academic Affairs, Army University. Dr Shafto joined IRAD in April 2022 and is new to ArmyU and to the Army in general. She has a PhD in Cognitive Psychology from the University of California, Los Angeles and before joining ArmyU spent 20 years researching topics in language, memory and cognitive aging at UCLA, University of Oxford, and University of Cambridge.

Dr. Anne M. Sinatra
Research Psychologist, Simulation and Training Technology Center
US Army DEVCOM Soldier Center



Dr. Anne M. Sinatra is a Research Psychologist at the U.S. Army Combat Capabilities Development Command (DEVCOM) Soldier Center, Simulation and Training Technology Center (STTC) in Orlando, FL. For the past 10 years she has conducted research in the areas of educational psychology and adaptive tutoring. She is currently the lead editor on the Design Recommendations for Intelligent Tutoring Systems book series, and a member of the Generalized Intelligent Framework for Tutoring (GIFT) team. Dr. Sinatra received her Ph.D. and M.A. in Applied Experimental and Human Factors Psychology, as well as her B.S. in Psychology from the University of Central Florida.

Ms. Michele Spires
Assistant Vice President, Learning Evaluation
American Council on Education



Michele Spires is the assistant vice president of ACE Learning Evaluations at the American Council on Education (ACE). Learning Evaluations is the national leader in recognizing and validating learning and competencies to connect learners, employers, training providers, and universities. In this role, Spires provides leadership to innovate new and transformational opportunities for ACE and its membership.

With close to 30 years of wide-ranging experience in post-traditional and workforce education, Spires is actively engaged in tackling critical topics such as the evaluation of educational experiences that occur outside the traditional classroom, credit for prior learning, military culture, transcripts, competencies, credentials, transfer credit, and trends related to workforce education and training. She is a coauthor of *Recognition of Learning Across Military and Corporate Settings: How ACE Blends Standard Processes, Disciplinary Expertise, and Context to Ensure Quality*. Spires serves on the steering committee for Digital Promise's Learning and Employment Records (LER) for

Equity project and a national higher education task force with the George W. Bush Institute. Connecting individuals to education and career pathways is her passion!

Spires holds a BA in French from the State University of New York College at Plattsburgh and an MS in educational leadership from Troy University. She has also completed postgraduate courses with a focus on adult education and curriculum at Nova Southeastern University. Spires is the proud spouse of a veteran who served 22 years in the United States Air Force.

CW5 (R) Mr. Jim Steddum
Training Instructor/Writer SME
US Army Warrant Officer Career College



Mr. Steddum is a certified Army Instructor for the Communications and Management Systems Department. Mr. Steddum has served over 32 years in various positions in Germany, Korea, Hawaii, Fort Campbell, Fort Hood, Fort Leavenworth, the Pentagon, and Fort Rucker; with two combat deployments supporting operations in Iraq and Afghanistan serving at all echelons and on the Joint Staff. He graduated from the Warrant Officer Senior Staff Course and has taught all levels of WO PME at USAWOCC and in the Judge Advocate General's Corps. He has served as a Force Developer, Knowledge Manager, and Career Manager on the Army Staff at the Pentagon. He holds a Master's in Business Management since 2007 and Bachelor's in Criminal Justice since 2003.

Dr. Abigail Stonerock
Professor of Executive Communication
US Army War College



Dr. Abigail Stonerock (Abby) joined the U.S. Army War College in August 2020 as a Professor of Executive Communication, having most recently served as Vice Chancellor of Academic and Student Affairs in the Louisiana community college system. She previously served as Director of Faculty Development for Virginia's community colleges, with oversight for the professional development of 11,000 faculty at 23 colleges and 40 campuses. Abby formerly served on the FBI Director's staff as a leadership professor and chief architect of the FBI's Leadership Development Program. In 10 years at Air University, she served in numerous strategic leadership positions, to include serving as the Executive Director of Communication Studies, and as the Chairman of the Department of Research at Air Command and Staff College, where she spearheaded Air University's premier student research program. This led to over 25 years in teaching, administration, research and service in civilian higher and professional military education. She has served as a Faculty Professor in Princeton

University's young statesman program; an Educational Liaison to the U.S. Embassy in Kuwait; as a tenured Professor, Department Chair, Dean, Director, Executive Director, and Vice Chancellor; and as a Fulbright Scholar and a Visiting Scholar at the US Air Force Academy, American University, and in the University of Texas system. She is married to Colonel [Ret] Kurt Stonerock, formerly of Troy, Ohio, who retired from active duty in May 2012 after 34 years of service.

Ms. Sophia Sweeney
Program Manager, Credentialing Assistance (CA) and Army Credentialing Opportunities On-Line (Army COOL)
Army Credentialing and Continuing Education Services for Soldiers, Army University



Sophia Sweeney is currently the Army Credentialing Assistance (CA) Program Manager and Army Credentialing Opportunities On-Line (COOL) Program Manager at Army Credentialing and Continuing Education Services for Soldiers, Army University (ACCESS, ArmyU), Fort Knox, Kentucky. Prior to this, she performed duties as the Functional Community 31 and Fellow Program Manager. As a contractor, she performed duties as the Comprehensive Soldier and Family Fitness Training Center Manager (now Ready and Resilient) on Fort Knox, which is most known for its Master Resilience Training. Ms. Sweeney has also performed duties as a Transition Education Counselor at the Fort Knox Education Center, where she counseled as well as facilitated the VOW Act Higher Education class monthly.

She was in the Active Duty Army for over 20 years serving throughout the United States, overseas and deployed as a 31B (MP) and retired from the Army in 2012 out of Joint Base Lewis-McChord, WA as a First Sergeant.

Ms. Sweeney holds an Associate of Arts degree in General Studies and a Bachelor of Arts degree in Criminal Justice from Columbia College, a Master of Arts Degree in Organizational Leadership from Brandman University, and a Certificate in College Counseling from UCLA-Extension. She is a certified Lean Six Sigma Green Belt, completed the Lean Six Sigma Black Belt coursework, and is a Certified Career Advisor with the International Association of Career Advisors, LTD (IACA).

CPT Stephen W. Terry
National Guard Integration Officer, Instructional Design Division
Vice Provost Academic Affairs, Army University



CPT Terry serves as the National Guard Integration Officer for Army University's Vice Provost of Academic Affairs (VPAA) at Ft. Leavenworth, Kansas. CPT Terry is responsible for advising the VPAA, and its three subordinate divisions (Instructional Design, Mid-grade Learning Continuum, and Army Professional Military Education) on all matters pertaining to the Army National Guard. CPT Terry facilitates and coordinates the integration of Reserve Component equities in direct support of the Instructional Design Division for common core curriculum development to ensure academic rigor and relevance. CPT Terry previously served as Dean of Enrollment and Student Success at Kansas City Kansas Community College (KCKCC) where he was responsible for strategic growth, implementation of student success initiatives, and co-curricular assessment. Prior to KCKCC, CPT Terry served in Dean and Director positions at Park University where he also served as Academic Program Coordinator. CPT Terry has taught at the secondary and graduate levels in public education. CPT Terry holds a bachelor's in communications from Northwest Missouri State University,

a master's degree in education from the Pennsylvania State University, an M.B.A. in finance from Park University, and a doctorate in education from the University of Kansas.

Ms. Alexis Thompson
Computer Scientist, Mobile Learning Division
Directorate of Distributed Learning, Army University



Alexis Thompson is the Computer Scientist for the Mobile Learning Division at the Directorate Distributed Learning Program. Alexis oversees the processing and publishing of all third-party mobile applications to the commercial marketplace and the TRADOC Application Gateway.

Before this position, Alexis began her federal service at the Naval Information Warfare Center Atlantic as the Lead Test Engineer. Alexis also worked in the private sector supporting the development and verification of software applications.

Alexis holds a Master's Degree in Computer Science with a Concentration in Information Assurance from Norfolk State University and a Bachelor of Science in Civil Engineering from Old Dominion University.

Dr. Abram Trosky
Professor of Communicative Arts
US Army War College



Dr. Abram Trosky is Professor of Communicative Arts at the U.S. Army War College where he teaches classes that help refine the verbal, nonverbal, visual, and written communication of students and faculty across the Residential, Distance, and Certificate Education Programs. He is creator and proponent of the Certificate Education Program's flagship course in the Art & Science of Effective Communication, and of a special program on social media literacy and short form publication for civilian and military professionals in the Resident Education Program. Before coming to Carlisle, Dr. Trosky was Lecturer in Politics and Public Law and Lead Humanities Tutor and Writing Coach in the Massachusetts state university system. He has served as Lecturer in Ethics and American Government at the U.S. Coast Guard Academy, Humanities Instructor at Massachusetts Institute of Technology, and was Presidential Fellow in Boston University's Department of Political Science, where he completed his doctorate in political theory and international relations. Dr. Trosky's research applies insights

from moral philosophy, political theory, and social psychology to better understand domestic and foreign policy formation in democracies, their ethical and legal implications, and how both are perceived by and communicated to various elite, military, media, and lay audiences. He is the author of a dozen publications, most recently a chapter in Lexington Books' Short Stories and Political Philosophy on fiction, censorship, and education in democracies, and co-author of an article on teaching civic republicanism in the Journal of Political Science Education.

Mr. Bill Weaver
TED Policy Analyst, Policy and Governance Division
Vice Provost Learning Systems, Army University



Mr. Bill Weaver has 21 years of experience, as an Army officer, leading and supervising operations for complex organizations from platoon to division level. During uniformed service, Mr. Weaver also taught critical thinking, writing, tactics, and leadership at the United States Military Academy and the Command and General Staff College -- totaling six years of experience with two academic promotions to Assistant Professor.

Since 2018, Mr. Weaver has served as an Army Civilian in the Policy and Governance Division of Army University, managing Training and Education Development processes, policy, and governance documents; including writing and development for TRADOC Regulation 350-70, Army Learning Policy and Systems, its nine supporting TRADOC Pamphlets, and distributing policy and guidance to the Army Learning Enterprise through the Policy and Guidance Oversight Committee—developing and recommending solutions for Army level learning requirements. For the last two years, Mr. Weaver also has served on the development and writing teams for The Army Learning Concept for 2030-2040.

Dr. Alexander Wind
Research Psychologist - Basic Research Team Lead
US Army Research Institute for the Behavioral and Social Sciences



Dr. Alexander Wind is a Research Psychologist and the Basic Research Team Lead with the U.S. Army Research Institute for the Behavioral and Social Sciences. He works in the Foundational Sciences Research Unit to develop fundamental theories and investigate new domain areas in behavioral and social sciences with high potential impact on Army issues related to personnel readiness. Dr. Wind has been with ARI since 2014 and was previously in the Selection and Assignment Research Unit where much of his work dealt with cyber-related positions in the Army. Dr. Wind has been presentment the Department of the Army Certificate of Achievement, and the Department of the Army Achievement Medal for Civilian Service for accomplishments at ARI. Dr. Wind is a member of the Society for Military Psychology and has chaired the Communications Committee and the Membership Committee and was awarded a Society Presidential Citation. Dr. Wind is from Buffalo, NY and received his PhD in Educational Psychology and Methodology from the State University of New York,

University at Albany. He lives in Northern Virginia with his wife, daughters, and an infinitely energetic puppy.

Dr. Michelle Wisecarver
Research Psychologist
Personnel Decisions Research Institutes



Dr. Wisecarver has over 25 years of experience leading and developing personnel and organizational solutions for the U.S. Army as a consultant and government civilian, joining PDRI in 2008 following a 15-year career with the U.S. Army Research Institute (ARI). She has a Ph.D. and M.A. in Industrial/Organizational Psychology from George Mason University and is a graduate of the Army Management Staff College Sustaining Base Leadership & Management program. She has conducted research across a variety of human domains in the Army, including individual assessment, organizational climate and cohesion, performance management, and leader development. Her recent research has focused on the development and validation of assessments for constructs such as problem solving, systems thinking, curiosity, cognitive flexibility, and many other constructs important for successful Army leaders and Soldiers in domains such as cyber.

Dr. Ashley H. Wittig
Research Psychologist
US Army Research Institute for the Behavioral and Social Sciences



Dr. Ashley H. Wittig is a Research Psychologist for the US Army Research Institute for the Behavioral and Social Sciences (ARI) at Fort Benning, GA. Dr. Wittig received her Ph.D. in Educational Psychology from Auburn University and started working for ARI upon graduation. Dr. Wittig specializes in instructor development and qualitative research methods. She has worked on numerous ARI research efforts supporting the assessment and development of leader competencies. Her work has primarily focused on utilizing science of learning principles to support instructor development, instructor certification, and the development of learning tools to aid instruction.

Ms. Kena Wolf
Chief Enrollment Management Officer
Park University



Kena Wolf was appointed chief enrollment management officer in January 2022. Prior to this appointment, she served as Park University's associate vice president of campus center and distance operations. In that role, Wolf provided strategic leadership to the 40 campus centers in Park's extended network as well as the undergraduate online and success teams.

Wolf began her career in education in 1995 as a high school teacher and debate coach. She has always had a passion for education and moved from teaching into higher education after five years in the classroom. Prior to joining Park in 2016, Wolf held a variety of higher education leadership positions in enrollment management, recruitment and operations. She has more than 15 years of innovative experience with multi-campus institutions.

Wolf earned a Master of Business Administration degree from Keller Graduate School of Management and a Bachelor of Arts degree in English and secondary education from Kansas State University.

Dr. Melissa R. Wolfe
Chief, Leadership, Research, Assessment and Doctrine Division
Center for Army Profession and Leadership



Melissa R. Wolfe is the Chief, Leadership, Research, Assessment, and Doctrine Division for the Center for the Army Profession and Leadership (CAPL) at Fort Leavenworth. Specializing in leadership and behavioral measurement, Dr. Wolfe is responsible for the research and quality assurance for Army leader assessment programs, for both development and talent management. Her team provides data-driven insights and custom leadership development solutions to drive operational readiness and mission accomplishment. Dr. Wolfe contributed her talent management expertise to the design and execution of the Army's Command Assessment Program (CAP) since the initial 2019 pilot, ensuring best practices and optimal data-driven approaches were leveraged to create a valid, fair, and reliable program. Dr. Wolfe is the scientific lead for the Army's Project Athena, overseeing the validation, implementation, and administration of leader assessments and associated developmental resources. She has significant experience in assessment development, leading the creation and validation of numerous Army-wide assessments for CAP as

well as Project Athena (such as Army Commander Evaluation Tool, Army Leader Assessment Tool, Commander 360, and Army Critical Thinking Test). In her decade working for the Army, Dr. Wolfe has led a broad scope of cutting-edge research on command responsibilities, counterproductive leadership, climate, and harmful behaviors. She serves as a key scientific advisor to the Army's senior leaders on all issues related to leadership, leader development, assessments, and talent management.

Prior to joining CAPL, Dr. Wolfe served as the Director of Assessment for the Air Force Culture and Language Center where she oversaw the design and implementation of the strategic assessment of cross cultural competence. As a center leader, she was directly involved in interpreting and developing cultural policy within the Department of Defense, reporting to the Air Force Senior Language Authority. Moreover, in this capacity she served a dual role as Assistant Professor of Leadership at the Air War College where she was responsible for developing residence curriculum within the Joint Strategic Leadership program.

Dr. Wolfe also has experience within the private sector as a strategic talent management consultant for Personnel Decisions International (currently Korn Ferry). Here she worked with multi-national organizations to implement programs on leadership development, behavioral assessment, multi-source feedback, and competency modeling. A seasoned and certified executive coach, she has considerable experience leveraging proactive and positive coaching techniques to drive behavioral change and growth for Fortune 500 executives. She served as adjunct faculty at DePaul University and the Chicago School of Professional Psychology teaching graduate courses on global leadership, assessment, and development. She holds Ph.D. and Master's degrees in Industrial and Organizational Psychology from Central Michigan University. She has presented at numerous academic conferences and government seminars and is a member of the Academy of Management and the Society of Industrial and Organizational Psychology.

Dr. Heather Wolters
Senior Research Scientist
Center for Naval Analysis



Dr. Heather Wolters is an industrial and organizational (I/O) psychologist working in the area of applied research and implementation. Dr. Wolters is a Senior Scientist with CNA and has extensive experience working in the US Department of Army. While at CNA, Dr. Wolters has led and substantially contributed to research projects identifying job roles and responsibilities for the highest-level enlisted service members across DOD, identifying the benefits and drawbacks of possible parental leave policies, and developing the foundation of a Marine Corps vocational interest inventory.

While working for the Army, she managed a multifaceted research program that developed and validated cognitive and non-cognitive assessments for enlisted Soldiers, as well as non-commissioned officers performing special assignment duties. Prior to that, Dr. Wolters was a Senior Researcher engaged in a program of research to identify and measure competencies at multiple levels of command (company, battalion, and brigade).

Results of Dr. Wolters's research frequently informed Army policy decisions regarding selection and assignment of Soldiers. Results of her research have been used to inform pre-command training courses. In addition, Dr. Wolters's research on strategic thinking and Army Design Methodology have been incorporated into an Army Civilian Education course. Dr. Wolters has a proven track record of conducting scientifically sound applied research, creating research products that are clear and concise, and communicating with stakeholders at all levels. She has multiple publications and presentations at professional conferences in areas ranging from individual difference assessment and validation, developing comprehensive selection and assignment systems, competency modeling, strategic thinking, and leader influence strategies. She has experience with the full range of the research life cycle, including problem identification, methodological design, data collection, data analysis, report writing, and implementation/transition.