



## 2024 Army University Learning Symposium Presenter Biographies

**Dr. Allison Abbe**

**Research Psychologist, Professor of Organizational Studies and the Matthew B. Ridgway Chair of Leadership Studies**

**U.S. Army War College**



Allison Abbe is Professor of Organizational Studies and the Matthew B. Ridgway Chair of Leadership Studies at the U.S. Army War College. She serves as course director for the strategic Leadership course and also teaches defense management, inclusive leadership, and leading in multinational organizations. Dr. Abbe's research interests apply behavioral science insights to strategic human capital management and leader development. In both her research and practitioner experiences, she has advanced how organizations assess and develop leadership, intercultural, and interpersonal skills in national security personnel.

She previously served as a program manager and research psychologist in defense and intelligence organizations, including the Office of the Director of National Intelligence, the U.S. Army Research Institute for the Behavioral and Social Sciences, and the interagency High-Value Detainee Interrogation Group. At the High-Value Detainee Interrogation Group, she translated research findings into evidence-based training and education for intelligence interviewing and interrogation. She has also been a research staff member with the Institute for Defense Analyses, conducting personnel and manpower studies for the Office of the Secretary of Defense, Air Force, and Army. Her research included the development of new methods for tracking joint experiences in Air Force officers.

Prior to re-entering government service, Dr. Abbe was a Visiting Assistant Professor at George Washington University. She has also taught at Marymount University, George Mason University, and the University of California, Riverside. She holds a PhD in Social and Personality Psychology from the University of California, Riverside, and bachelors degrees in Psychology and Political Science from the University of Southern Mississippi. While completing her high school and undergraduate studies, she was a GS-1 with the U.S. Army Corps of Engineers.

Dr. Abbe is a recipient of the Army's 2009 Research and Development Achievement Award for her work on cross-cultural competence and the Army War College's Excellence in Public Scholarship Award for her publications on gender and racial inclusion. Her work has appeared in *Joint Force Quarterly*, *Government Executive*, *War Room*, *Parameters*, *Military Review*,

the Journal of Investigative Psychology and Offender Profiling, and Police Practice and Research.

**Dr. Stephen J. Aguilar,**  
**Assistant Professor**  
**USC Rossier School of Education**



Dr. Stephen J. Aguilar is an Assistant Professor of Education in the Educational Psychology concentration at the USC Rossier School of Education. His research focuses on investigating how educational technologies—both emerging and established—influence teaching, learning, and motivation. To this end, Dr. Aguilar explores the impact of learning analytics, generative AI in educational settings, the digital equity gap, and gameful approaches to teaching and learning. Currently, he is co-leading USC’s new Center for Generative AI and Society’s efforts to understand when and how generative AI is used by students and instructors in post-secondary settings. His honors and awards include winning both the Wilbert J. McKeachie Early Career Award for Motivation in Education Research, and the AERA Division C Early Career Award. His work has been funded by the National Science Foundation, the American Educational Research Association (AERA), and the National Institutes of Health, among others. Dr. Aguilar’ has also given televised interviews on the digital equity gap in both English and Spanish, has been guest on NPR’s [AirTalk](#), and has been interviewed by the [Los Angeles Times](#), [USA Today](#), and [The Washington Post](#).

**Mandy J. Allen**  
**Branch Chief**  
**Officer Leader Development Branch at the United States Army Ordnance School**



In May 2023, Mandy assumed the role of Branch Chief for the Officer Leader Development Branch at the Army Ordnance School. In her capacity as a Senior Training Specialist, she shoulders the responsibility of supervising the Officer Leader Development Branch training team. Her role encompasses the development of unit, institutional, and extension training materials for noncommissioned officers (common core), warrant officers, and officer training programs.

Mandy's contributions extend to various facets of training, including Computer-Based Instruction, Soldier Training Products, Programs of Instruction, Mission Training Plans, multimedia training, and more. She adeptly assesses the need for organizational training based on turnover rates and estimates the influx of new staff, ensuring a strategic and adaptive approach to training initiatives.

**Prof. Jose-Luis Ambite,  
Research Associate Professor  
University of Southern California**



Dr. Ambite is a Research Associate Professor of Computer Science, and a Principal Scientist at the Information Sciences Institute, both at the University of Southern California. He is an expert in data integration, including query rewriting under constraints, learning schema mappings, entity linkage, and information extraction. He received the Best Research Paper award at the International Semantic Web Conference in 2012. In the “L2K2R2: Learn to Read to Know, Know to Learn to Read” project, funded under the DARPA Big Mechanism program, he developed neural entity extraction and normalization methods from biomedical literature. For the NIH Big Data to Knowledge (BD2K) Training Coordination Center, he developed information retrieval, natural language processing, and machine learning methods to automatically discover, model, and organize learning resources on the open web, which resulted in the creation of the educational resource discovery index, a compendium of ~12,000 data science training resources. His research interests include data integration, databases, knowledge representation, semantic web, semantic similarity, biomedical data science, and federated learning.

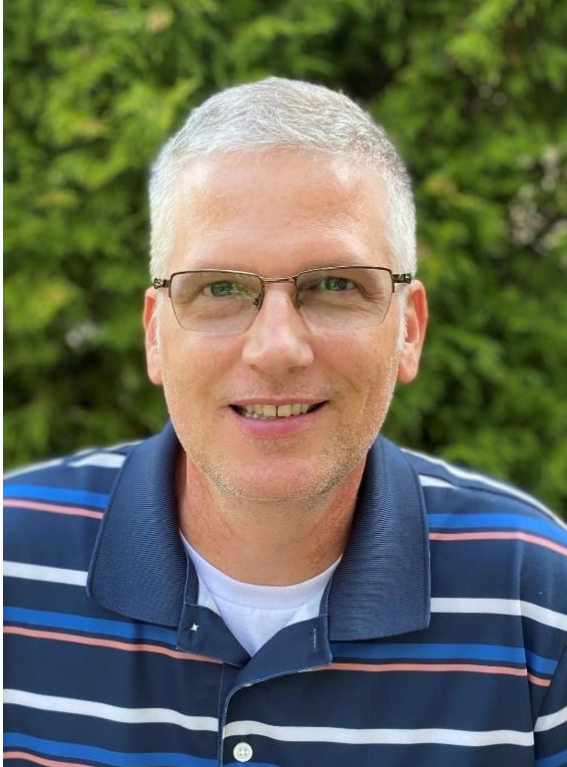
**Dr. Rachel Amey  
Research Psychologist  
Predictive Analytics and Modeling Research Unit, U.S. Army Research Institute for the Behavioral and Social Sciences**



Dr. Rachel Amey is a Research Psychologist for the Predictive Analytics and Modeling Research Unit in the U.S. Army Research Institute for the Behavioral and Social Sciences. She has her master’s degree in social psychology and her doctoral degree in psychological and brain sciences with a focus on quantitative analytic methods. Her research focuses on how we can maximize Army recruitment and retention in addition to how we can improve Soldier training and development through identity-based practices and reliable assessments.



**Dr. Robert Arp**  
**Instructor Army Management Staff College's (AMSC)**  
**Department of Academic Support and Distributed Learning (DAS-DL)**



Dr. Robert Arp is an instructor in Army Management Staff College's (AMSC) Department of Academic Support and Distributed Learning (DAS-DL). He holds a PhD in Philosophy from Saint Louis University, and an MA and BA in Philosophy from The Catholic University of America. Dr. Arp came to the college in 2021 with 25 years of total university teaching experience at the undergraduate and graduate level as well as having worked for 12 years in ontology development, data analysis, data modeling, and knowledge management first with the US Air Force in Washington, DC, then with TRADOC G2 Models & Simulations Directorate and Mission Command Capabilities Development Integration Directorate, both located at Fort Leavenworth.

Dr. Arp has authored and edited more than 40 books through presses such as MIT, Routledge, Oxford, Simon & Schuster, Wiley-Blackwell, McGraw-Hill, Palgrave-Macmillan, and Brill, and his articles have appeared in professional journals and newspapers such as Science, Journal of Mind and Behavior, Journal of the American Philosophical Association, The New York Times, and The Boston Globe. He has been interviewed on programs through the BBC, WNYC, Raidió Teilifís Éireann (Irish Public Radio), and Newsmax, and his academic-related awards include the Dr. Liston W. Bailey Civilian Instructor of the Year through TRADOC (2023), the Theodore B. Basselin Scholarship (1990-1993), Paul VI High School Teacher of the Year (1995-1996), Saint Louis University Dissertation Fellowship (2002) and Fontbonne College Professorship (2003), and nomination/inclusion in the Who's Who Among America's College and University Professors (2004). His scholarly work has focused on issues of creativity in cognitive science, ontologies, and the relationship of philosophy to popular culture. His current research focuses on leadership.

**Ms. Jessica Arriola (ABD)**  
**6-12 Social Studies Instructional Systems Specialist**  
**DoDEA's Southeast District**



Jessica Arriola (ABD) is the 6-12 Social Studies Instructional Systems Specialist for DoDEA's Southeast District. Her work focuses on curriculum, teacher learning, and providing professional development within secondary social studies throughout schools located in Kentucky, Tennessee, Georgia, Alabama, and South Carolina. Mrs. Arriola's research focuses on resolving group conflict through the understanding and evaluation of multiple perspectives. She has provided presentations and conducted workshops internationally to include Geneva, Switzerland and researching conflicts in Vilcabamba, Ecuador. Mrs. Arriola finishes her PhD in Conflict Analysis & Resolution in July 2024.

**Dr. Sun-Kwang Bae**  
**Associate Professor**  
**Defense Language Institute Foreign Language Center**



Sun-Kwang Bae (Ph.D., The Australian National University) is an Associate Professor at the Defense Language Institute Foreign Language Center in Monterey, California. He is currently the Online Diagnostic Assessment project manager in the Technology Integration Division and participated in the design of the ODA system. Prior to that, he worked on the Global Language Online Support System (GLOSS) project. He has contributed to several projects on language proficiency assessment, curriculum development, and web-based language learning and assessment.

**Mr. Jacob Benjamin**  
**ManTech Digital Transformation Consulting**



Jacob Benjamin is an accomplished software engineer, Scrum Master, and servant leader at ManTech. With dedication to delivering value through technical expertise and human-centered design thinking, Jacob has delivered several low-code/no-code case management systems for government agencies, including enters for Medicare & Medicaid Services (CMS), National Oceanic and Atmospheric Administration (NOAA), Department of Labor (DOL), and Department of Defense (DOD).

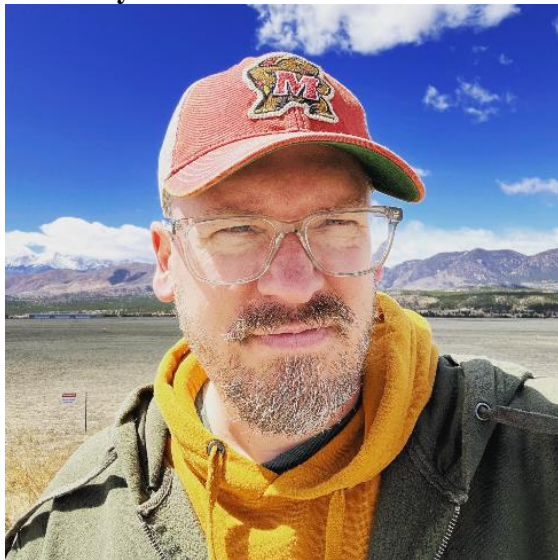
As a software engineer and deputy project manager at ManTech, Jacob draws upon his background in human-centered design, computer science, and systems engineering to continuously deliver value via Agile methodologies. His commitment to creating sustainable, value-driven software implementations has been instrumental in shaping his previous projects, including his current work at a DOD schoolhouse in their student information system (SIS) and enterprise resource planning (ERP) implementations. Beyond Jacob's work modernizing government systems, he has a B.S. in Psychology from Virginia Tech and a M.S. in Systems Engineering.

**Ms. Chaya R. Blackmon Cason**  
**Program Manager**  
**Army Civilian Career Management Activity**



Ms. Chaya R. Blackmon Cason serves as a Program Manager for the Army Civilian Career Management Activity, which is physically housed within G-3/5/7 at HQ, U.S. Army Training and Doctrine Command, Fort Eustis, Virginia. She is charged with supporting career and talent management through workforce assessments and collaborating with Department of Defense (DoD) and Department of Army (DA) agencies to provide opportunities to a workforce of 15,000 DA Civilians to mitigate skill and competency gaps. In this capacity, Ms. Blackmon Cason also manages major programs including all developmental assignments, enterprise leadership development programs, and historian, archivist, museum professional, and heraldic service professionals serving in the Education & Information Sciences Career Field. Additionally, she serves as the Contracting Officer's Representative (COR) for the ANSI National Accreditation Board (ANAB) Certificate Training Program of Training, Capability, Doctrine, and Warfighting Developers. Ms. Blackmon Cason holds a Bachelor of Science Degree from Hampton University, a Master of Business Administration, and a Master of Arts in Human Services. Lastly, she is a proud member of the first intercollegiate historically African American sorority, Alpha Kappa Alpha Sorority, Inc.

**Mr. Shelly Blake-Plock**  
**President and CEO**  
**Yet Analytics**



Shelly Blake-Plock is President and CEO at Yet Analytics, a small business specializing in open source products and services supporting the implementation of xAPI and the Total Learning Architecture. He served as principal investigator on the ADL-sponsored DATASIM project for synthetic xAPI data modeling and simulation and is active in the global standards community where he has served as an officer of the IEEE Learning Technology Standards Committee (LTSC) since 2018. He chairs the LTSC's Technical Advisory Group on xAPI as well as the working group on xAPI Cybersecurity. He is vice-chair of the working group on Enterprise Learner Records as well as the project on the Ethical Design of Artificial Intelligence for Adaptive Instructional Systems.



**COL James Bluman**  
**Academy Professor**  
**United States Military Academy at West Point**



Colonel James Bluman is an Academy Professor at the United States Military Academy at West Point. As the Research Program Director in the Department of Mathematical Sciences, he coordinates and resources the cadet and faculty research opportunities for 70 faculty and over 100 cadets. COL Bluman holds a B.S. in Mechanical Engineering (USMA, 1999), an M.S. in Aerospace Engineering (Penn State, 2008), and a Ph.D. in Mechanical Engineering (Univ of Alabama in Huntsville). His research interests are focused on robotics, flapping wing micro-air vehicles, and small unmanned aerial systems (UAS). COL Bluman is a senior Army Aviator and a member of the Army Acquisition Corps with a Level III DAWIA certification in Program Management. He is a registered Professional Engineer in the Commonwealth of Virginia, and a recipient of the American Society of Mechanical Engineering's Donald N. Zwiap Award for Innovation in Education. COL Bluman's research is published in numerous peer-reviewed journals, refereed conference proceedings, and technical reports. Additionally, he has given multiple invited lectures, featured presentations, and panel discussions. Prior to his assignment within the Math Department, COL Bluman served as an Associate Professor in the Department of Civil and Mechanical Engineering and directed the Center for Innovation and Engineering.

Prior to joining the USMA faculty, COL Bluman served in the operational Army as an Aviation Officer and as an Acquisition Corps officer. He holds ratings in the OH-58D helicopter and the C-12 fixed wing aircraft as well as FAA commercial, instrument, and rotorcraft ratings.

**Mr. Alan Bodle**  
**Deputy Vice Provost for Digital Education**  
**Army University/CAC**



Mr. Alan Bodle is the Deputy Vice Provost for Digital Education at Army University/CAC. Since arriving in August of 2023, he has been the driving force in the resurgence and integration of technology and Digital Education for the Army Learning Enterprise. He led the development of the plan to integrate Artificial Intelligence in Army Education and Training (DRAFT) and established a new ALCC Committee for Digital Education. Previously, Mr. Bodle served as Chief, Training Integration and Director of Quality Assurance for the CASCOM/SCoE. He oversaw the final development stages and launch of the NCO Common Core DL lesson transition. Mr. Bodle also served as the Chief, Faculty and Staff Development at Army Sustainment University. While there, he was chosen by the CG to lead the emergency response and transition to digital and virtual learning platforms during the COVID-19 pandemic. Mr. Bodle is a graduate of the TRADOC Intermediate Leader Development Program Cohort 18-20 and has twice served as a mentor in the FC-32 Mentorship Program. He is a certified Army Master Instructor and Navy Master Training Specialist. His Civilian awards include two Meritorious Civilian Service Awards, Four Civilian Commendation Awards, and two Civilian Achievement Awards. Mr. Bodle holds a BA in Psychology from Shippensburg University of PA (Magna Cum Laude), an MS in Psychology from Walden University (High Honors), MA in Adult Education from East Carolina University, a Certificate in Executive Leadership and Management from the Wharton School and a Certificate in Data Driven Leadership from Carnegie Mellon University.

**Mr. Vincent Boragina**  
**Salesforce Consulting Director**  
**Huron Consulting Services LLC**

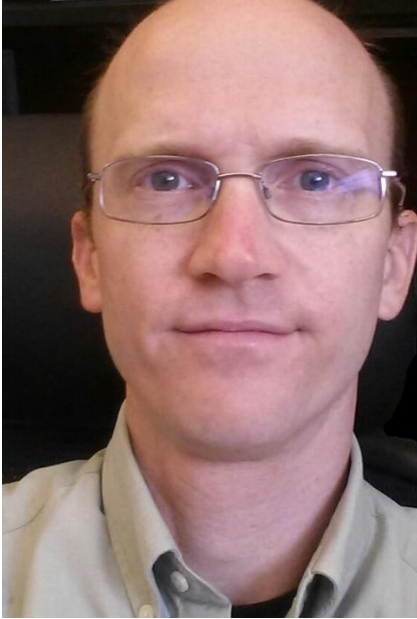


Vincent Boragina is a Salesforce consulting director at Huron. Vincent's focus is on providing data management, governance, risk and compliance frameworks and processes in enterprise Salesforce implementations. Prior to joining Huron, Vincent worked for Arizona State University leading the Identity and Access Management Team in the Governance, Policy and Information Security department. There, Vincent oversaw all governance, risk and compliance for ASU's Salesforce and ERP systems and developed the master data management (MDM) multi-org, multi-source, constituent data infrastructure. He has led large teams of IT staff across many disciplines and departments, in both college-specific areas and enterprise university IT. Vincent has 20+ years' experience in higher education IT including, customer relationship management (CRM) and ERP deployments, systems infrastructure, security, identity and access management, and data governance.



**Dr. Randy Brou**  
**Research Unit Chief**

**Fort Moore Research Unit of the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI)**



Dr. Randy Brou is the Research Unit Chief at the Fort Moore Research Unit of the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI). He has a Ph.D. in Applied Cognitive Science from Mississippi State University and has worked on DoD-related research for the past 24 years. His research has involved topics such as skill acquisition, team performance, cognitive modeling, spatial cognition, assessment design for selection and classification, and instructor development. He has led the development of interactive assessment tools that leverage natural language processing techniques to examine leader decision-making in ways that minimize response bias. Most recently, he has led a research program focusing on systematically developing leader competencies such as building trust and critical thinking. In this research, links between the demands imposed by contextual features of challenging leadership situations and the facets of relevant leader competencies are being used to guide the development of assessment and feedback tools that aim to improve leader performance across both routine and novel contexts.

**Ms. Clarissa Bruton**  
**Research Manager of Law & Policy in the College of Education and Human Development**  
**University of Louisville**



Clarissa Bruton is a doctoral student, a Research Manager of Law & Policy in the College of Education and Human Development at the University of Louisville, and the program manager for the Advanced Instructor Course partnership between UofL and the U.S. Army Recruiting Command's Recruiting and Retention College (RRC) at Ft. Knox, Kentucky.

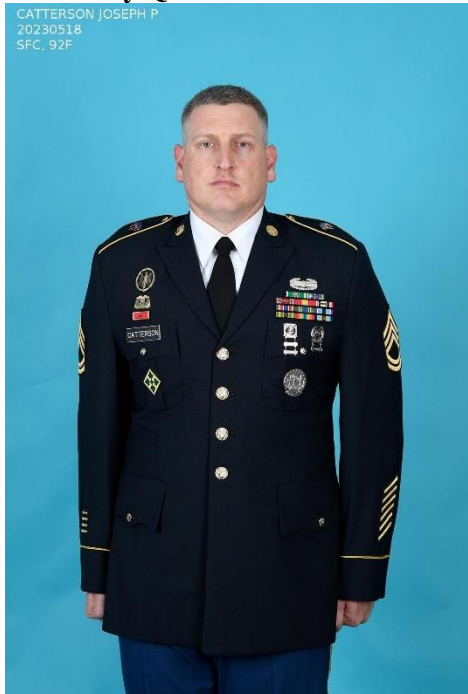
**Dr. Michele Calton**  
**Health Scientist Administrator – Scientific Review Officer**  
**Agency for Healthcare Research and Quality**  
**Department of Health and Human Services**



Michele is a Veteran of the U.S. Air Force and the Spouse of a retired U.S. Air Force Veteran. After her military service she received her Ph.D. in Experimental Psychology with a concentration in Behavioral Neuroscience where she deeply studied the biological bases for behavior. She used this knowledge of behavior and applied it towards understanding military problems during the six years she spent as a Research Psychologist with the Army Research Institute for the Behavioral and Social Sciences (ARI) at the Fort Leavenworth Leader Development Research Unit (FLRU). During her tenure at ARI Michele established herself as an expert on Army Learning Organizations (LOs) and led multiple research projects aimed at understanding Army LOs, improving leader creativity, and evaluating the relationships between Army diversity, equity, and inclusion (DEI) policies and practices. Her seminal work at ARI was collectively referred to as the Army Learning Organization Capability that houses a U.S. Army specific definition, a model, an assessment, a report, and a leader’s guide to building LOs in the U.S. Army. This work was socialized and met with great enthusiasm at multiple events including at a small learning event with the father of LOs, Peter Senge, during presentations and data collection opportunities at U.S. Army institutions world-wide, and with global military leaders at a conference for the International Military Testing Association. Excitingly, pieces of this work have been integrated into the recently published Army Learning Concept for 2030-2040. Michele took her love of learning into her current position where she is responsible for developing and managing a team who are responsible for reviewing some of the nation’s most important scientific research. Michele is also an Adjunct Professor at the University of Memphis where she has taught Research Methods and Statistics II for over a decade. In her downtime, Michele loves spending time with her family and friends—bike riding, cooking/baking/smoking, working on carpentry projects, gardening, and more.

**SFC Joseph Catterson**  
**Petroleum and Water Department**  
**U.S. Army Quartermaster School**

CATTERSON JOSEPH P  
20230518  
SFC, 92F



Sergeant First Catterson, was born in Chittenango, NY. He entered the Army July 2004 and completed Basic Combat Training at Fort Jackson, SC. He completed Advance Individual Training at Fort Lee, VA as a Petroleum Supply Specialist.

Sergeant First Catterson's, previous assignments include; A CO, 204th FSC in Fort Hood, TX and at Fort Carson, CO; 551 Inland Cargo Transfer Company (ICTC) in Camp Carrol, South Korea; Regiment Headquarters and Headquarters Troop (RHHT), and HHT 2nd Armored Cavalry Squadron, 11th ACR in Fort Irwin, CA; D CO, 225 Brigade Support Battalion (BSB)/2-14 Cavalry Squadron in Schofield Barracks, HI; A CO, 46th Aviation Support Battalion (ASB) & E CO, 1-229th Attack Reconnaissance Battalion (ARB) in Joint Base Lewis McCord, WA. SFC Catterson, also served 2 combat tours in Iraq. He is currently assigned as an Instructor at the Petroleum & Water Department, Fort Lee, VA.

Sergeant First Catterson's, military education includes Petroleum Supply Specialist Course, Basic Leaders Course, Advance Leaders Course, Senior Leadership Course, Army Basic Instructor Course, Cadre Trainer Course, SHARP, and Master Resilience Training. His military training includes Combat Lifesaver Course, Fuel Handler Course, CREW Systems Operator Course, Unit Armorers Course, Master Driver Course, Equal Opportunity Leaders Course, and several others.

Sergeant First Catterson's, civilian education includes an Associates Degree from Central Texas Community College and continuing a Bachelors degree in Logistics.

Sergeant First Catterson's, awards and decorations include the Army Commendation Medal (1 SLC), the Army Achievement Medal (1SLC/3 OLC), Combat Action Badge (CAB), Basic Army Instructor Badge (BAIB), Iraq Campaign Medal (4th campaign star), Meritorious Unit Commendation (1 OLC), Global War on Terrorism Service Medal, NCO Professional Development Ribbon (Numeral 2), Army Service Ribbon, the Overseas Service Ribbon (Numeral 4), Drivers Badge Wheeled & Track Vehicles



**COL Katie B. Crombe**  
**Chief, Joint Operational War Plans Division**



Colonel Katie Crombe is an Army strategist currently serving as the Chief, Joint Operational War Plans Division, The Joint Staff, J5. Katie recently served at U.S. Special Operations Command Central as the Director of Strategy and Plans (J5) and prior to this, as the Director of the Commander's Action Group. Katie was born at Walter Reed Army Medical Center and grew up on numerous Army posts within the United States and Germany. She holds Bachelor's Degrees in English and Political Science from Lehigh University, where she was elected President of the Class of 2003. LTC Crombe holds a Master's Degree in International Affairs and National Security from the Institute of World Politics in Washington, DC (2011) and a Master's Degree in National Security Affairs from the U.S. Army War College (2023).

Katie was commissioned into the U.S. Army upon graduation from Lehigh University in 2003 and has gone on to serve in a myriad of staff and leadership positions throughout her career. Katie served from 2003-2006 in the 3d Armored Cavalry Regiment Support Squadron as a platoon leader, troop executive officer and squadron adjutant, deploying twice to Iraq—first to Al Asad and second to Tal Afar during Operation Restoring Rights. From 2006-2009 Katie served at the Army's Human Resources Command (HRC), first as an assignments officer and then as a strategic initiatives officer for the Army's Officer Personnel Management Task Force. From 2009-2010, Katie commanded Chosen Battery (a unit of 300 wounded soldiers undergoing rehabilitation) at Walter Reed Army Medical during the height of the restructuring of warrior care across the Army. Post command, Katie completed an 18-month graduate fellowship before moving to Amman, Jordan. In Amman, Katie worked for three years as a forward planner for U.S. Central Command (CENTCOM), overseeing bilateral, coalition and interagency plans, culminating as an adviser to the Jordanian Chief of Defense and staff for Syria planning and initial operations to combat ISIS along the Jordanian border. LTC Crombe then moved to London where she served as an exchange officer in the United Kingdom's Operational Headquarters, leading the development of the UK's strategy for the Middle East operations. Katie then moved to U.S. Central Command, where she joined the planning team for the Defeat ISIS plan within the strategy and plans directorate prior to being selected to serve as CENTCOM Commander, General Joseph Votel's, Aide-de-Camp from 2018-2019.

Katie is married to Retired Air Commodore Roddy Dennis, now a pilot for United Airlines. They have four children - Freya (21), Archie (19), Dylan (15), and Owen (11) and enjoy traveling and skiing.

**Dr. David T. Culkin**  
**Director of Operations, Plans, and Security**  
**Army Management Staff College**



David T. Culkin, Ph.D., is the Director of Operations, Plans, and Security for the Army Management Staff College at Fort Leavenworth, Kansas. He has served in numerous command and staff positions as an Army officer and as an Army Civilian over the past three decades. He serves as the principal investigator for the research project to explore the returns on investment and program evaluation of the Civilian Education System (CES). He teaches research methodology at Kansas State University.

Linked In: <http://www.linkedin.com/in/culkind>  
AMSC website: <https://armyuniversity.edu/amsc>

**Dr. Bill Davis**  
**U.S. Army Command and General Staff College, Ft. Belvoir Campus**



Dr. William J Davis, Jr. is currently a professor at the US Army Command and Staff College. He has been with the college since 2006. He has degrees from Harvard University, Marine Corps University and Old Dominion University. Bill is a combat experienced radar intercept officer who served in five F-14 squadrons from 1984 to 1997. From 1998-2006 he was the director of curriculum and the Navy Chair at the Joint Forces Staff College. He has numerous published articles and is author of “The Practitioner’s Handbook for Interagency Leadership.”

**Dr. Martha M. Day**  
**Professor of STEM Education**  
**Western Kentucky University**



Martha M. Day is Professor of STEM Education at Western Kentucky University. She serves as Co-Director of SKyTeach and Past President of the UTeach STEM Educators Association, programs that are part of a consortium led by the National Mathematics and Science Initiative to improve teacher quality in the STEM disciplines. Dr. Day is a frequent presenter at national conferences on topics related to inquiry-based instruction, project based learning, increasing cognitive complexity in assessments, learning technologies and content area literacy. She also trains school leaders and teachers in mentoring and coaching beginning teachers and military science instructors in research-based instructional techniques. Dr. Day has fifteen years of K-12 teaching and administrative experience in urban school settings. Her current research and writing focuses on 5E inquiry science activities for the STEM classroom.

**MSG Noel DeJesus**  
**United States Army's Sergeants Major Academy**



Master Sergeant Noel DeJesus is a native of the Bronx, New York and he is currently assigned as a student at the United States Army's Sergeants Major Academy, Class 74. Master Sergeant DeJesus is a proud member of the Signal Corps with previous assignments as a First Sergeant at Fort Detrick, Maryland, and Joint Base Lewis McCord, Washington. He holds a Master of Arts in Administrative Leadership from the University of Oklahoma. He is married to his spouse Sophia DeJesus and they have two children, Aubrey and Kayla.

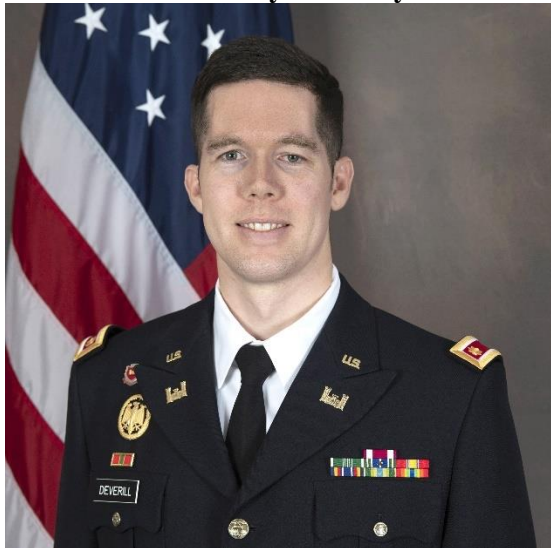
**Ms. Rita Detrick**  
**Solutions for Information Design, LLC. (SOLID)**



Rita Detrick is an innovative strategist at SOLID, where she leverages over six years of experience in research roles focusing on military credentialing and workforce development. Holding a Master's degree in Social Sciences from Troy University, Rita combines her academic background with a deep personal connection to the military community, being a wife, daughter, and granddaughter of military veterans. She is currently pursuing a Ph.D. in Educational Psychology and Program Evaluation at Old Dominion University, exploring the impact of AI and technology-enhanced learning, particularly for nontraditional students and lifelong learners. Rita's work at SOLID and her academic research are driven by a passion to create innovative, evidence-based solutions that support education and training within the military-connected community and beyond..



**MAJ Hayden Deverill**  
**Instructor in the Department of Mathematical Sciences**  
**United States Military Academy**



MAJ Hayden Deverill is an active-duty Army Engineer officer currently serving as an instructor in the Department of Mathematical Sciences at the United States Military Academy. He has a B.S. and M.S. in Systems Engineering from the United States Military Academy and the University of Virginia, respectively. MAJ Deverill has served in a variety of Army Engineer units including a heavy construction unit at Fort Cavazos, TX and a combat engineer training unit at Fort Leonard Wood, MO.

**Mr. Jayson Dodge**  
**Program Manager of the Military Training Evaluation Program (MTEP) and the Joint Services Transcript (JST)**  
**Army Credentialing and Continuing Education Services for Soldiers (ACCESS) Directorate, Army University**



Mr. Jayson Dodge is currently serving as the interim Basic Skills Education Program (BSEP) Program Manager, but primarily serves as the Program Manager of the Military Training Evaluation Program (MTEP) and the Joint Services Transcript (JST) for Army Credentialing and Continuing Education Services for Soldiers (ACCESS) Directorate, Army University (ArmyU) at Fort Leavenworth, Kansas. Before entering civil service in 2017, Jayson served 20 years as a Field Artillery Officer.

**Dr. Glen R. Downing**  
**Assistant Professor**  
**Joint, Interagency, and Multinational Operations**  
**United States Army Command and General Staff College**



Dr. Glen R. Downing, Colonel, US Air Force, retired, is an Assistant Professor of Joint, Interagency, and Multinational Operations at the United States Army Command and General Staff College. His responsibilities include the instruction of curriculum educating mid-career leaders in the conduct of multidomain operations in complex and uncertain environments. Dr. Downing also supports unified action and whole of society partners through scholarship and service. His previous jobs include Interim Director of the Idaho Geological Survey, Director of Research Assurances for the University of Idaho, and a 28-year career as a US Air Force officer. Dr. Downing earned his Doctor of Education in higher education administration from the University of Southern Mississippi in 2023.

Dr. Downing has over 1800 flight hours as a C-130E navigator and EC-130H electronic warfare officer. He served in Operations Provide Promise, Southern Watch, Allied Force, and Enduring Freedom. Dr. Downing held multiple positions on the headquarters staff of Air Mobility Command and in the Office of the Secretary of the Air Force performing operations policy, public affairs, and defense acquisition duties. He served as vice commander of a wing, commander of a squadron and retired as the commander of Air Force Reserve Officer Training Corps Detachment 905, Washington State University.

**Dr. Ian Ederly**  
**Senior regional expertise and culture instructor**  
**1st Special Forces Command of the United States Army**



Dr. Ian Ederly is the senior regional expertise and culture instructor for the 1st Special Forces Command of the United States Army. In his duties he serves as the director for his program that academically supports all active US Army Special Forces Groups, Civil Affairs, and Psychological Operations units. His academic and research focus orients his efforts towards understanding the underlying drivers of conflict and war, drivers of extremism, nationalism and its foundations, 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. He earned his Ph.D. in the field of Conflict Analysis and Resolution from Nova Southeastern University.

**Dr. Kate Egerton**  
**Advanced Writing Coach and Writing Instructor**  
**Naval Postgraduate School**



Dr. Kate Egerton is an Advanced Writing Coach and Writing Instructor at the Naval Postgraduate School (NPS), Monterey, CA, with over 20 years of experience teaching English at the collegiate level. She teaches Research and Writing in National Security Affairs and Technical Writing for Defense Analysis, as well as designs and offers journal-article writing groups for faculty and students. She earned her doctorate in English from the University of North Carolina at Chapel Hill. DoD Affiliation: DoD Contractor. Email: keegerto@nps.edu.

**Dr. Kingsley Ejiogu**  
**Team Leader and Research Psychologist**  
**U.S. Army Research Institute for the Behavioral and Social Sciences**



Dr. KC Ejiogu is a team leader and research psychologist at the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI), Fort Leavenworth Research Unit. At ARI, Dr. Ejiogu leads a team of behavioral research scientists to apply research to address Army needs. Dr. Ejiogu's team focuses on the assessment and development of complex cognitive skills in developing forward-thinking military leaders to achieve breakthrough problem-solving and decision-making across the range of future operational environments. Dr. Ejiogu and his research team work to contribute research outcomes that help the Army to develop officers who effectively apply strategic thinking skills to situations, and who productively tackle problems under conditions of uncertainty, complexity, and ambiguity. Prior to joining ARI, Dr. Ejiogu was a research psychologist at the Leadership Research, Assessments, and Doctrine Division of the Center for Army Leadership. Dr. Ejiogu has more than 20 years of post-PhD professional experience variously in leader assessment, leader development programs, human resources management consulting, and test development and validation. Dr. Ejiogu earned his PhD in Industrial-Organizational (I-O) Psychology from the University of Houston, where he was also a Fulbright Research Scholar. He is a member of the Society for Industrial and Organizational Psychology (SIOP). He has served in such SIOP committees as International Affairs, Local I-O Group Relations, Program, and Visibility. Dr. Ejiogu was a founding member of the San Antonio Area Industrial and Organizational Psychology. He



also served as President and Board Chair of the Houston Association for Industrial and Organizational Psychology.

**Ms. Kate Elliot**  
**Diplomatic Studies Foundation**



Katie Elliott is a Vice President and founding member of the U.S. Diplomatic Studies Foundation (DSF). Ms. Elliott specializes in developing programs that foster interagency collaboration and public-private exchanges. She is the leader of DSF's premiere initiative, the Peace Game, which is a series of wargame-inspired exercises that bring together defense, diplomatic, development, and intelligence officers who simulate a country team and work to mitigate pressing challenges. Ms. Elliott also manages eight DSF partnerships with U.S. government entities, nonprofits, and academic institutions. Prior to joining the foundation, she worked at the Atlantic Council's Scowcroft Center for Strategy and Security, where she led the center's government modernization portfolio and conducted research on countering violent extremism. She holds a B.A. in political science from the University of Notre Dame and an M.A. in security studies from Georgetown University.

**Dr. Wade Elmore**  
**Cognitive Sciences and Applications Team**  
**Combat Capability Development Command–Soldier Center**



Wade R. Elmore at the U.S. Army Combat Capabilities Development Soldier Center at Natick, Massachusetts. In his ten years working for the U.S. Army, has worked at the Center for Army Leadership, The Army University, and in 2021 joined the Cognitive Sciences and Applications Team of Combat Capability Development Command–Soldier Center. He has contributed to the enterprise level understanding of Army leadership and Army professional military education using Army-wide surveys. Currently, He is engaged in research examining the use of learning sciences best practices on military education and training, and the efficacy of applying these best practices in classroom instruction and through distributed asynchronous training and education platform, characterizing soldier-relevant cognitive and physical traits, and characterizing tactical performance during sustained live-fire exercises.

**Dr. Marcus Fagan**  
**Army Research Institute for the Behavioral and Social Sciences**



Dr. Marcus A. Fagan earned his Ph.D. in Educational Psychology with a concentration in research methodology, psychometrics, and statistics from the University of North Texas in 2020. His dissertation was a simulation study examining the accuracy of factor retention methods in exploratory factor analysis with ordinal variables. Next, Marcus worked at Texas Woman’s University in the Center for Research Design and Analysis from 2020 until he joined ARI in 2023.

Marcus’ scholarship lies at the nexus of quantitative methodology, advanced statistical analyses (e.g., multilevel modeling), psychometrics, and program evaluation. While a graduate student, he designed and implemented multiyear, countrywide experimental and quasi-experimental designs in the Caribbean, requiring leveraging psychometric techniques, such as item response theory and measurement invariance, to validate measures with rarely studied Caribbean populations. Substantively, Marcus has looked at relational development ranging from 6 month old children and their mothers, adolescent youth in the Caribbean, to father-mother co-parenting relationships. This includes creating measures to identify potentially at-risk mother-infant dyads to implement emotional connection interventions to reduce externalizing behavior problems when the child is three years old.

Currently, Marcus is applying his methodological, psychometric, and statistical ability to modeling competency growth and development as Army leaders transition from tactical to organizational leadership in future operating environments.

**LTC Elvin Fortuna**  
**Instructional Designer**  
**Vice Provost for Academic Affairs, Army University**



LTC Elvin J. Fortuna, U.S. Army, is an instructional designer in the Office of the Vice Provost for Academic Affairs at Army University. Since July 2021 he has contributed to the Army’s Captains Career Course modernization effort to transition towards a blended learning model. He is a doctoral student in Michigan State University’s Educational Psychology and Educational Technology program. He holds a BA in philosophy from the University of Maryland, College Park, an MS in management from the University of Maryland, University College, and an MA in higher education administration from the University of Louisville. LTC Fortuna is a demonstrated master logistician who has deployed in support of Operations Iraqi Freedom and Enduring Freedom.

**Jon French**  
**Learning Architect**  
**Air University**



Jon French is a retired Air Force Lt Col who flew a variety of air refueling and airlift aircraft before coming to Air University in 2005. He has served as the academic curriculum director for distance learning, a Course Director, and is currently a Learning Architect and the Deputy Director for Design and Development at the Global College.

**Dr. Sena Garven**  
**Chief of the Institutional Research and Assessment Division (IRAD)**  
**Office of the Vice Provost of Academic Affairs, Army University**



Dr. Sena Garven has been the Chief of the Institutional Research and Assessment Division (IRAD), Office of the Vice Provost of Academic Affairs, of Army University for 7 years. She was previously with the Army Research Institute conducting research on a diverse range of topics within the field of leadership. She also has over 15 years of experience in the human protections realm, ensuring research is conducted ethically and in compliance with relevant regulations and Army policies. She got her PhD in Social Psychology from the University of Nebraska, Lincoln and is on the editorial boards of Military Psychology and the Journal of Military Learning.



**Mr. Jim Goodell Director of Innovation Quality Information Partners**



Jim Goodell is editor and co-author of Learning Engineering Toolkit, co-author of “Student-Centered Learning: Functional Requirements for Integrated Systems to Optimize Learning” and a thought leader in the world of learning engineering and data standards. He is Director of Innovation at Quality Information Partners where he helps lead development of the US Department of Education sponsored Common Education Data Standards and co-facilitates the US Chamber of Commerce Foundation’s T3 Innovation Network and leads Architecture and Development for the Jobs and Employment Data Exchange (JEDx). He co-led development of the Learning and Employment Record (LER) Wrapper Specification. He is also founder of INFERable, a Public Benefit Corporation. Prior to QIP he was Executive Vice President at the Center for Educational Leadership and Technology where he led the development of interactive learning technologies and provided information-driven process improvement solutions to state education agencies and school districts throughout the United States. Mr. Goodell is Chair of the IEEE Learning Technology Standards Committee, the IEEE Adaptive Instructional Systems Interoperability Workgroup, and the Sharable Competency Definitions Workgroup. He serves on the ICICLE Consortium on Learning Engineering Steering Committee and the Learning Economy Foundation Steering Committee. Jim holds a BS in Management from Worcester Polytechnic Institute. He has held an elementary-level teacher license and served on a school board. Jim is active in his church and family life with three children.

**Mr. Russell M. Gray Credentialing Program Coordinator-Vendor Relations Army Credentialing and Continuing Education Services For Soldiers (ACCESS) Army University**



Mr. Gray is currently the Credentialing Program Coordinator-Vendor Relations for the U.S. Army, Army University, ACCESS, Army Credentialing Assistance program in Leavenworth, Kansas. Mr. Gray is responsible for coordinating all processes regarding vetting potential vendor applications, conducting web-based training seminars, and ensuring that approved vendors remain in compliance with White House, Department of Defense (DoD), and U.S. Army rules and regulations. The Army Credentialing Assistance Program provides clear pathways for enlisted, warrant officer, and officers the opportunity to obtain over 1900 civilian recognized credentials and licensures which include, but are not limited to CompTIA, Microsoft, Project Management, and Private Pilot certifications. Currently, Mr. Gray oversees 460 approved vendors, and is working to onboard and additional 1700. Prior to his current position, Mr. Gray was the Director of Air Force Credentialing Opportunities On-Line (AF COOL) for the Community College of the Air Force (CCAF), Maxwell AFB, Gunter Annex, AL. He was responsible for overseeing and directing the independent work of a wide variety of functions of the AF COOL Program, which enhance the Department of the Air Force's goals and initiatives pertaining to force readiness, professional development, retention, and transition of Air Force members. Mr. Gray, who served as a Technical Sargent in the United States Air Force, along with his wife Susie, and his three boys, Christian (University of Saint Mary), Jayson (United States Navy, Yokuska, Japan), and Adrian (Junior, Lansing High School) currently resides in Leavenworth, KS.

**Dr. Robert Henry Chief, Programs and Policy Division Army Credentialing and Continuing Education Services For Soldiers (ACCESS) Army University**



Currently serving as the Chief of Programs and Policy Division, Army Credentialing and Continuing Education Services for Soldiers (ACCESS), Army University, Ft. Leavenworth, Kansas. Dr. Henry oversees several of the Army's Voluntary Education Programs. His oversight responsibilities include Voluntary Education Policy, Voluntary Education Counseling, Army Functional Academic Skills Training, Army Personnel Testing, Military Training Evaluation Program, and the Joint Service Transcript. Dr. Henry has been involved in Army Training and Education since 1997 and has performed in various positions from teaching, curriculum development, course management, and administrative management. Dr. Henry is an Army veteran with over 23 years of active-duty service and over 40 years as a federal Soldier for Life. Dr. Henry holds a Bachelor of Science in Information Technology Management from American Military University, a Master of Science in Adult Education Instructional Technology from East Carolina University, and a Doctor of Philosophy in Education with eLearning specialization from Northcentral University.

**CPT Charles Holbrook Assistant Professor of Military Science University of Wisconsin-Eau Claire**



Captain Holbrook is a native of El Reno, Oklahoma. He was commissioned from Cameron University in Lawton Ok where he earned an undergraduate degree in Psychology and foreign languages. Captain Holbrook spent four years serving as an Infantry Officer in positions such as Platoon leader, Executive Officer, and Company Commander. Captain Holbrook attended the Adjutant General's Captain's Career Course in Ft. Jackson, SC and completed a Master of Arts in Human Resource Management. Following CCC Captain Holbrook was assigned to Ft. Sill, Ok where he served as a Battalion S1, Battery Commander, and Battalion S3. Captain Holbrook's current assignment is at the University of Wisconsin-Eau Claire, where he serves as an Assistant Professor of Military Science.

**Dr. Stephanie Hostetter Learning Architect Global College of Professional Military Education Air University**





Dr. Stephanie Hostetter is a Learning Architect at Air University's Global College of Professional Military Education. She has experience developing educational experiences for a range of educational levels and environments, including middle school classrooms, museums, and online graduate seminars. Her research interests include instructional design and technology, quality assurance in online education, and online professional development.

**Ms. Aileen Houston Deputy Director of the Graduate Writing Center Naval Postgraduate School**



Aileen Houston is the Deputy Director of the Graduate Writing Center at NPS. Her master's in rhetoric, writing, and digital media studies culminated in a study on teaching about attribution. She designs writing-related curricula for departments across NPS and for the writing center. DoD Affiliation: DoD Civilian. Email: [abhousto@nps.edu](mailto:abhousto@nps.edu).

**LTC Isaac Howard Instructor US Army Command and General Staff School**



LTC Isaac Howard is currently an instructor at the Command and General Staff School. He has been with the institution since 2021. He graduated from the United States Military Academy at West Point in 2005 and has attended the Air Command and Staff College and the School of Advanced Air and Space Studies. He is an armor officer who has deployed to Iraq, Afghanistan, and Kosovo.

**Kevin L. Hudie Assistant Professor US Army Command and General Staff College**



Kevin L. Hudie is an Assistant Professor of strategic studies at the US Army Command and General Staff College. He has degrees from Michigan State University, Central Michigan University and the US Army Command and General Staff College. He has held leadership positions from Battalion to Division Staff and has 30 years of strategic and operational planning experience which includes both Joint Operations, and Divisional Size planning continent-wide plans in Iraq and Afghanistan. He has taught leadership and Joint Planning for Departments of State, Homeland Security and FEMA.

**Dr. Gregory Hughes U.S. Army Combat Capabilities Development Soldier Center**



Gregory Hughes is a research psychologist at the U.S. Army Combat Capabilities Development Soldier Center at Natick, Massachusetts. Dr. Hughes obtained a PhD in experimental psychology from Tufts University and has been conducting Army research for eight years. His main research efforts focus on optimizing the acquisition and retention of new knowledge and complex skills.

**Dr. Victor Ingurgio Army Research Institute for the Behavioral and Social Sciences**



Current research involves developing training aids, devices, simulators and simulation tools for military training, including UAS operations and repair courses, and MUM-T communication dynamics and complexity. For a number of years, I have supported AEWE (Army Expeditionary Warrior Experiment) with regard to the assessment of training new technologies. Past research dealt with human factors engineering and applied aspects of performance enhancement and workload measures. Provide human factors engineering support in areas such as man-machine interface and procedure validation, system prototyping/requirements development, situational awareness, ergonomics, anthropometrics, biomechanics, kinematics, communications, and human-in-the-loop simulations. Among other interests is how social psychological and cognitive processes (i.e.; the anxiety-performance relationship, motivation, social facilitation, aggression) influence expert users' cognitive and perceptual processes, especially with regard to unmanned systems and robotics.

**SSG Michael Jackson Instructor U.S. Army Quartermaster School, Petroleum and Water Department**



Staff Sergeant Jackson, was born in Eureka, CA. He entered the Army August 2007 and completed Basic Combat Training at Fort Jackson, SC. He completed Advance Individual Training at Fort Gregg-Adams, VA as a Petroleum Supply Specialist. Staff Sergeant Jackson's, previous assignments include PWB, HHC, 21st TSC in Kaiserslautern, DE; S&D, GSB, 1SFG(A), in Joint Base Lewis McChord, WA; HHC 407th BSB, in Fort Liberty, NC. SSG Jackson, also served one tour in Afghanistan. He is currently assigned as an Instructor at the Petroleum & Water Department, Fort Gregg-Adams, VA. Staff Sergeant Jackson's, military education includes Petroleum Supply Specialist Course, Basic Leaders Course, Advance Leaders Course, Senior Leadership Course, Army Basic Instructor Course, Cadre Trainer Course. His military training includes Combat Lifesaver Course, Fuel Handler Course, Master Driver Course, Equal Opportunity Leaders Course, and several others. Staff Sergeant Jackson's, awards and decorations include the Parachutist Badge, Meritorious Service Medal, Army Commendation Medal (2 OLC), the Army Achievement Medal (2SLC), Afghanistan Campaign Medal, NATO Service Medal, Armed Forces Service Medal, Humanitarian Service Medal, Korea Defense Service Medal, Global War on Terrorism Service Medal, NCO Professional Development Ribbon (Numeral 2), Army Service Ribbon, the Overseas Service Ribbon (Numeral 2).

**Jeffrey R. Jones Deputy to the Commanding General at the U.S. Army Cyber Command**





Jeffrey R. Jones has served as the Deputy to the Commanding General, U.S. Army Cyber Command since November 2023. In this capacity, he manages and provides strategic direction for all aspects of ARCYBER operations, including planning, coordinating, integrating, synchronizing and supervising organization efforts for the conduct of full-spectrum offensive and defensive cyberspace and DoD Information Network (DODIN) operations. Jones serves as a senior advisor, providing authoritative expert advice on all aspects of cyberspace operations, force structure and organizational concepts, and oversees strategic support planning and resourcing strategy to enable the Army to achieve and maintain the right mix of cyber capabilities. Immediately prior to arriving at ARCYBER, Jones was Executive Vice President for By Light Professional IT Services, responsible for integrating the company's strategic and tactical DoD, federal, and commercial initiatives. During his DoD career he has also served in the Senior Executive Service as Vice Director, Command, Control, Communications, and Computers (C4)/Cyber and Deputy Chief Information Officer, Joint Chiefs of Staff/J6; and as Executive Director, Joint Force Headquarters – DODIN. Jones served with ARCYBER on two previous occasions. From July 2016 to February 2019, he was the Chief of Staff for the Army Cyber Command's Joint Force Headquarters – Cyber (Army), and from May 2011 to July 2014, he served as ARCYBER's Chief of Operational Capabilities and Requirements for US Army Cyber Command. Jones is also a retired U.S. Army Reserve Intelligence/Signal officer who served with the 10th Special Forces Group (Airborne), as well as the Special Operations Joint Task Force – Operation Inherent Resolve in Baghdad. He has earned masters' degrees in Strategic Studies from the U.S. Army War College and in Computer Science from James Madison University, and a bachelor's degree in Computer Science from Texas A&M University – Corpus Christi.

**SGT George E. Joseph G1, MPD Essential Personnel Services NCOIC U.S. Army Cadet Command**



Sergeant First Class George E. Joseph, a native of San Francisco, California, enlisted in the Army in 2011 as a Human Resources Specialist. He completed Basic Training and Advanced Individual Training at Fort Jackson, South Carolina. His key assignments include:

- Human Resources Specialist, 4th Squadron, 3d Cavalry Regiment, Fort Hood (known as Fort Cavazos since 2023), Texas.
- Human Resources Sergeant, 709th Military Police Battalion, 18th Military Brigade, Grafenwoehr, Germany.
- Senior Human Resources Sergeant, 2-2 Assault Helicopter Battalion, 2nd Combat Aviation Brigade, 2nd Infantry Division, K-16 Air Base, Seoul, South Korea.
- Recruiter, Fort McCoy Recruiting Company, Sparta, Wisconsin.
- Operations and Training NCO, U.S. Army Cadet Command, Fort Knox, Kentucky.
- Executive Administrative Assistant, U.S. Army Cadet Command, Fort Knox, Kentucky.
- Senior Human Resources Sergeant, U.S. Army Cadet Command, Fort Knox, Kentucky.

Sergeant First Class Joseph holds an Associate of Arts in Human Resources Management from American Military University, Associate Professional in Human Resources Certificate from HRCI, and is currently pursuing a Bachelor of Arts in Organizational Leadership from Western Kentucky University. His military education includes Master Educator Course, Senior Leaders Course, Battle Staff NonCommissioned Officer Course, and the Recruiting and Retention College. His military awards and decorations include the Meritorious Service Medal, Army Commendation Medal, the Army Achievement Medal, the Adjutant General's Corps Regimental Association (AGCRA) Col. Robert L. Manning Achievement Medal, and the MG Horatio Gates Bronze Medal.

**Mr. Alan Kang Dept of Information Science University of Arizona**



Alan Kang is a Ph.D. student in Information Science at the University of Arizona and a Sergeant in the Army Reserve currently serving with the U.S. Army Civil Affairs and Psychological Operations Command (Airborne). He studies how technology, policy, processes, and people interact in support of talent management and workforce development initiatives. His current focus is the diffusion and adoption of AI. He is researching the use of AI-accelerated workflows, the effects of AI on the structure of teams, and the upskilling and reskilling of an AI-ready workforce. He received an M.S. in Data Science from the University of Arizona and a B.A. in Economics from the University of California, Irvine.

**Dr. Erica Kessler Research Psychologist U.S. Army Research Institute for the Behavioral and Social Sciences**



Dr. Erica D. Kessler is a Research Psychologist at the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI), Fort Leavenworth Research Unit. Erica earned her Ph.D. in Experimental Psychology from the University of Memphis in 2022. She received extensive training in Cognitive Psychology during her graduate career, focusing her research efforts on understanding multiple text processing, overcoming misinformation, and the role that source evaluation and influence plays in constructing comprehension models. She also received her Cognitive Science (CogSci) certification from the FedEx Institute of Technology after completing additional coursework and research for the Institute for Intelligent Systems (IIS) focusing on Cognitive Psychology, Cognitive Science, and Artificial Intelligence. Erica joined ARI in 2023 as a contracted Postdoctoral Research Fellow, transitioning to a DA Civilian Research Psychologist at the Fort Leavenworth Research Unit in the same year. Her research currently focuses on better understanding how personal epistemology contributes to an Army leader's competency development throughout their career. Additionally, she works to better understand the applications of metacognitive strategies, artificial intelligence, and assessment adaptation in terms of officer competency development. Personally, Erica is enjoying adjusting to Midwestern life. She recently relocated to the Kansas City, KS area with her husband, Cory, two kids, Charlotte and Titus.

**Dr. Jinhee Kim Assistant Professor in the Instructional Design and Technology Old Dominion University**





Dr. Jinhee Kim is an Assistant Professor in the Instructional Design and Technology (IDT) program at the Darden College of Education and Professional Studies. Before joining the faculty of ODU, she worked as a faculty at the Xi'an Jiaotong-Liverpool University in China, a consultant at the UNESCO International Bureau of Education in Switzerland, a program specialist at the APEC e-Learning training center in South Korea and Central American Bank for Economic Integration in Honduras. Dr. Kim has research interests intersecting the field of Learning Sciences, Human-Computer Interaction in Education, Instructional design, and Education for International Development, focusing on how to facilitate meaningful learning with advanced technologies. She is particularly interested in four research areas: (1) AI in Education, (2) Learning and teaching analytics, (3) Student-centered learning, and (4) Technology for Education and Development. Recently, a substantial portion of her work has been involved in Human-AI Interaction and Collaboration in Education, Learning models for future education, and Educational innovation.

**Dr. Sarah A. Kruger Postdoctoral Research Fellow Consortium of Universities of the Washington Metropolitan Area**



Sarah earned her B.A. in psychology from the University of Nebraska-Lincoln in 2017, then moved west to complete her M.A. (2019) and Ph.D. (2023) in social psychology at the University of Nevada, Reno. Throughout her academic training, Sarah worked in labs focused on the intersection of psychology and the law. Her research included projects on eyewitness identification, interrogation tactics and confessions, jury selection, policy attitudes, consent searches, and wrongful convictions. Her dissertation examined factors that influence attorney and defendant plea decision-making. Sarah also worked at an applied research center as a graduate researcher, conducting experiments, interviews, focus groups, employee satisfaction surveys, needs assessments, climate surveys, program evaluations, and feasibility studies. Sarah continued her interest in applied psychology research in different settings, which led her to a contractor position with the Consortium Research Fellows Program (CRFP). The CRFP matched her with the Army Research Institute (ARI) at Fort Leavenworth in 2022. While finishing her graduate work, Sarah worked as a contracted CRFP doctoral research fellow at ARI. After defending her dissertation in 2023, Sarah transitioned to a CRFP postdoctoral research fellow position, continuing her work with ARI Fort Leavenworth, where she is part of a team focused on identifying, tracking, and developing competencies of leader development across the career lifespan of Army officers. Her postdoctoral research examines goal selection and competency change (selection, deselection, and evolution) across Army leaders' careers.

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



Shanda Lauer is a research psychologist, working in the Institutional Research and Assessment Division, Vice Provost of Academic Affairs, at the Army University in Fort Leavenworth, Kansas. She holds a master's degree in biology focusing in discipline-based education research and a PhD in psychology with a neuroscience emphasis. She previously managed the Army University Research program, and coordinated the Learning Sciences Committee, both of which seek to promulgate emerging research within the learning sciences throughout the Army Learning Enterprise. She has developed her own program of research the past five years focusing on improving communication in the Army and enhancing education through technology use and the application of best practices.

**Dr. Sandra Leavitt Director Graduate Writing Center Naval Postgraduate School**



Dr. Sandra Leavitt is the Director and Founder of the Graduate Writing Center at NPS, Director of the Thesis Processing Office, Chair of the Generative AI Task Force, and Associate Chair of the Writing Center Consortium for Graduate-level PME. She is a Southeast Asia and comparative politics specialist. DoD Affiliation: DoD Civilian. Email: srleavit@nps.edu.

**Mr. John Lilygren Deputy Director Directorate of Leader Development and Education US Army Cadet Command at Fort Knox**



John Lilygren is the Deputy Director of the Directorate of Leader Development and Education, US Army Cadet Command at Fort Knox, Kentucky. Serves as the principal civilian advisor to the Commanding General, Deputy Commanding General, Chief of Staff and eight USACC Brigade Commanders for all Curriculum, Cadet, Cadre, and Staff education and training across the institutional, operational, and self-development domains of the Senior Reserve Officer Training Corps (SROTC) Program. John is a native of Andover, Minnesota. He has a Master of Human Resource Education from University of Louisville and a Bachelor of Science Degree in Occupational Training and Development (OTD) from University of Louisville. He has two adult daughters who currently live in Lyndon, KY. John Lilygren served in the United States Army for 20 years from 1982-2002. He was a 19D Cavalry Scout Noncommissioned Officer and served in CONUS and OCONUS during 3 tours in Germany in Infantry, Armor and Divisional Cavalry Squadron units. He also deployed to Bosnia and to Saudi Arabia/Iraq. His final duty station was Fort Knox, KY where he served as the Chief of Training at the NCO Academy, where he was introduced to the Army's learning enterprise as an instructor and middle manager. After his active duty service, he initially worked as a government contractor developing distance learning products for the Armor School at Fort Knox. John Lilygren then became a federal employee in 2003. He has served in the Armor School, Maneuver Center of Excellence, Accessions Command, and now Cadet Command (initially worked at JROTC and presently SROTC).

**CW4 Michael Lima Training Developer U.S. Army Ordnance School**





CW4 Michael Lima currently serves as the training developer with Ordnance Training Development Division. He is assigned to the Ordnance Corps and Ordnance School under Combined Arms Support Command at Fort Gregg–Adams, Virginia. He was a Training with Industry participant at Raytheon Missile Defense and an accountable officer for the Army ammunition supply point at Kadena Air Base, Okinawa, Japan. He holds a doctorate in business administration and a master’s degree from Baker College Center for Graduate Studies.

**Mr. Christopher Lind Vice President and Chief Learning Officer ChenMed,**



Christopher Lind is vice president and chief learning officer at ChenMed, where he leads enterprise learning strategy. He’s also the host of Learning Tech Talks, a podcast that explores the landscape of learning technology, an advisory board member of the CLO Exchange and the founder of Learning Sharks, which offers organizations comprehensive advisory on all things learning innovation and technology. Previously, Lind was head of global digital learning at GE Healthcare. He’s a tech analyst and Industry Advisor, a LinkedIn Top Voice, a Host of Future-Focused and a devoted husband and father of 7 under 12.

**Dr. Ken Long Associate Professor, Dept of Sustainment and Force Management US Army, Command & General Staff College**



Associate Professor, Dept of Sustainment and Force Management at US Army, Command & General Staff College. Doctorate in Management/Org Development (2011) from Colorado Tech Univ, specializing in change Mgt in Learning Organizations MS in Systems Mt (1993) Univ of Southern California, specializing in Systems Thinking. BA Asian History (1981) from Michigan State University, specializing in post-Imperial China (1880-1949) Research Fellow at ABSEL (Association for Business Simulation and Experiential Learning). CGSC Career highlights include 15 years as department Chief of Curriculum design, critical thinking committee (23 years) Member of the CGSC Innovations Working Group and the Foundations Block curriculum design team for critical and creative thinking Research interests: AI, Developing professional judgment, Decision-making under uncertainty, complexity, continuous improvement

**Dr. Marielle G. Machacek Research Psychologist Leadership, Research, Assessment, & Doctrine Division Center for Army Leadership**



Marielle G. Machacek is a Research Psychologist for the Leadership, Research, Assessment, and Doctrine Division for the Center for Army Leadership (CAL) at Fort Leavenworth. CAL provides data-driven insights and custom leadership development solutions to drive operational readiness and mission accomplishment. She serves as the secondary lead on CAL's Annual Study of Army Leadership (CASAL), which tracks trends on leader effectiveness, leader development, and the operating environment. Additionally, she is the primary lead on projects related leader development at the Army's Combat Training Centers and the development of operational assessments measuring team cohesion, resilience, and data literacy. She holds a Ph.D. in Social Psychology from Iowa State University and a Master's degree in Experimental Psychology from the University of South Florida.

**Dr. David M. Markowitz Army Chief Data Officer and Analytics Officer**



Selected to the Senior Executive Service in 2005, Dr. Markowitz assumed his present position as the United States Army's Chief Data Officer and Analytics Officer in October 2020. Dr. Markowitz's previous assignment was the Assistant Deputy Chief of Staff, G-8, May 2016-October 2020. His principal duties included responsibility for Army Programs, Force Development, Business Mission Area Data, Army Studies Management, and the Center for Army Analysis. In this capacity, he served as the principal advisor to the G-8 with responsibility for providing professional advice to the G-8 on key issues to include formulating plans and programs, acquiring resources, developing communication networks, executing operations, and evaluating results. Dr. Markowitz also served as the United States Army's Assistant Deputy Chief of Staff, G-3/5/7, June 2012-April 2016. His principal duties included operations and strategic planning functions of the Department of the Army; formulating and executing Army-wide operational policy; and providing strategic direction on Army strategy and plans, force management, current operations, and administration /resources/business transformation. Dr. Markowitz also served as Director, Capabilities Integration, Prioritization, and Analysis with the Deputy Chief of Staff, G-3/5/7. His principal duties were to validate, prioritize, analyze and integrate requirements to provide the current and future Army timely and decisive war fighting capabilities in order to achieve the National Military Strategy. Additionally, he served as the Technical Director of the Center for Army Analysis (CAA) with oversight responsibility for all CAA support to Headquarters, Department of the Army associated with the Quadrennial Defense Review (QDR), the analytic agenda, and the analysis of Irregular, Disruptive and Catastrophic challenges. He was also responsible for ensuring the quality of analysis performed by CAA's reach-back support to Operation Iraqi Freedom and Operation Enduring Freedom. Dr. Markowitz's previous positions prior to joining the Headquarters, Department of the Army staff included positions with U.S. Department of State Political-Military Bureau's Office of Weapons Proliferation, the U.S. Army Research, Development and Engineering Center at Natick Massachusetts, the Sloan School of Management at MIT, the faculty of George Washington University, the Logistics Management Institute, and the Office of the Secretary of Defense where he served as Director of the Simulation and Analysis Center in the Office of the Director, Program Analysis and Evaluation. Dr. David M. Markowitz is a native of Massachusetts, a Magna Cum Laude graduate of Harvard University with AB and AM degrees in mathematics, and holds a Doctorate of Operations Research from the Massachusetts Institute of Technology..

**Mr. David Martin Division Chief Training Directorate for the Deputy Chief of Staff of Operations, Plans, and Training Headquarters, US Army Training and Doctrine Command**





David Martin is an Army Civilian Professional in the Headquarters, US Army Training and Doctrine Command at Fort Eustis, Virginia, as a Division Chief in the Training Directorate for the Deputy Chief of Staff of Operations, Plans, and Training. His responsibilities include strategic level analysis, coordination, staffing, integration, and synchronization of solutions to joint and combined arms and institutional, collective, and individual training issues supporting Army readiness and modernization. A retired US Army military police officer, Mr. Martin served in various tactical and strategic roles and four operational deployments over his 22-year career. Among his various military awards and decorations, Mr. Martin earned the US Army Military Police Corps Regiment's prestigious Order of the Marechausee medal in recognition of his exceptional impact on the Military Police Corps in positions of increased responsibility over an extended military career. Mr. Martin is board-certified in Security Management as a Certified Protection Professional (CPP) from ASIS International, the world's largest association for security professionals. He currently holds a volunteer leadership position in ASIS as its Global Chair of the Military & Veterans Community Steering Committee, which informs, educates, and guides service members through their military-to-civilian transition into protection/security-focused careers at all levels and sectors of the industry. Mr. Martin holds a Bachelor of Science in Criminal Justice from Appalachian State University, a Master of Arts in Business and Organizational Security Management from Webster University (with honors), and he is currently pursuing his Doctor of Executive Leadership from the University of Charleston.

**Dr. Dick McCallum Division Chief Acquisition and Management Vice Provost of Digital Education**



Dr. Dick McCallum joined the VPDE Team at Fort Eustis, Virginia on 2 July 2023 as the Division Chief for Acquisition and Management. He transferred from Millington, Tennessee where he served as the Supervisor, Instructional Systems Specialist and Deputy Director of the Training Office at the Navy’s NAVMAC Headquarters. Prior to that assignment, he worked for the Defense Logistics Agency as a curriculum developer in Columbus, Ohio. With two graduate degrees in Adult Education from the University of Nebraska – Lincoln, Dr. McCallum’s career experience includes leadership assignments in both Higher Education and the defense community.

**Ms. Melora McVicker Director Credentialing for Force Education and Training Office of the Secretary of Defense**



Ms. McVicker serves as the Director, Credentialing for Force Education and Training in the Office of the Secretary of Defense. In this role, Ms. McVicker develops policy and strategy to support implementation and oversight of the Credentialing Program. Her work includes policy development, creation of strategic plans, program analysis, establishment of goals and measures, and program oversight to support Service members and their family members as they continue their training and education across their military life cycle and beyond. Previously, Ms. McVicker was the Director (Acting) for the Secretary Defense Executive Fellows Program and the OSD Program Manager for Skillbridge where she earned the OSD Award for Excellence. Ms. McVicker’s current portfolio includes Credentialing Programs Online (COOL), MilGears, and United Services Military Apprenticeship Program (USMAP). Ms. McVicker holds a B.A. Economics from the University of Michigan – Ann Arbor and a M.A. in Higher Education Leadership from Northcentral University. Ms. McVicker enjoys tennis and spending time with her family.

**Amb. (ret) David Miller President U.S. Diplomatic Studies Foundation**



Ambassador (ret.) David C. Miller, Jr. is the President of the U.S. Diplomatic Studies Foundation. He is also a partner and founding investor of Torch Hill Capital, LLC, a private equity firm. In his private sector career, he worked for a decade in international positions for the Westinghouse Electric Corp. In addition, he provided international business advisory services to a number of major US corporations and has managed investments for high-net-worth individuals in privately held companies. Ambassador Miller was Special Assistant to the President for National Security Affairs on the National Security Council (NSC) staff at the White House from January 23, 1989, to December 31, 1990. His NSC accounts included Africa as well as counterterrorism, counter-narcotics, and hostage rescue. He served as the United States ambassador to Tanzania from 1981 to 1984 and to Zimbabwe from 1984 to 1986. During his Zimbabwe tour, he was asked to run the South Africa Working Group in addition to his bilateral responsibilities in Harare. Following a year in Vietnam working on projects primarily for the Advanced Research Projects Agency, he was selected as a White House fellow for 1968–1969. He served as a fellow with the Attorney General and the following year became his confidential assistant. In 1970–1971, he was the Director of the President’s Commission on White House Fellows while also working with the Counsel to the President. He founded and serves as chairman emeritus of the Special Operations Fund, which provides scholarships for the widows and children of deceased members of special operations military units. He has lectured and written on foreign policy management, including chapters in three volumes on low-intensity conflict: *Low Intensity Conflict: Old Threats in a New World*; *Gray Area Phenomena: Confronting the New World Disorder*; and *Managing Contemporary Conflict: Pillars of Success*. Ambassador Miller also co-authored, with David Gordon and Howard Wolpe, *The United States and Africa: A Post-Cold War Perspective*, an American Assembly book published by W. W. Norton & Co. Ambassador Miller graduated with honors from Harvard College, received a JD from the University of Michigan Law School, and an honorary Doctor of Law from Lewis and Clark. He is a member of the Council on Foreign Relations and the District of Columbia Bar.

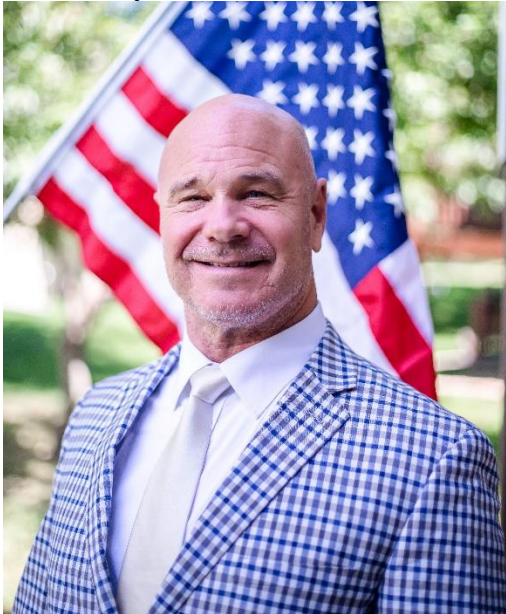
**Mr. Aaron Monson Quality Assurance Officer Army Management Staff College**





Aaron Monson is the Quality Assurance Officer of the Army Management Staff College (AMSC), Fort Leavenworth, Kansas. Aaron became an Army Civilian Professional through the CP-32 Pathway Internship Program at Fort Leonard Wood, MO. Upon completion of the program Aaron served in the Maneuver Support Center Of Excellence (MSCOE) in several positions including as a Master Instructor, and Chief of Civilian Training. In 2014 Aaron transferred to the US Army Prime Power School as Chief of Training, Development, and Evaluation where he served until joining the Army Management Staff College in September 2022. Aaron has a passion for learning, designing educational curriculum, and instructional methodologies. He is graduate of Utah State University where earned a Bachelor's degree in Business Information Systems and a Master of Science degree in Instructional Technology. Aaron holds professional certifications from Kirkpatrick Partners where he is a Gold Level Certified Professional and the Association of Talent Development in Knowledge Management, Designing Synchronous Training, and Advanced E-Learning.

**Dr. Rodney Morris Assistant Professor Distance Education Department Command & General Staff College**



Dr. Morris enlisted in the United States Army's Military Police Corp in 1980. He was commissioned a Second Lieutenant upon graduation from Officer's Candidate School in 1987, and retired from the Army as a Lieutenant Colonel after a 30-years of service in 2010. Dr. Morris serves as an Assistant Professor for the U.S. Army's Command & General Staff College Distance Education Department, and as Chairman for the College's Staff & Faculty Council. Dr. Morris is also an Adjunct Professor for New England College where he teaches in their Executive MBA Program. Dr. Morris holds a Master of Science degree in Administration Management from Central Michigan University, and a Doctorate Degree in Adult Education from Capella University. He is a graduate of the Infantry Officer Basic Course; the Military Police Officer Advanced Course; the Combined Arms Service Staff School; the Command & General Staff College; and the Army Airborne, Air Assault and Ranger Courses. Dr. Morris' most notable military assignments include serving as the Division Provost Marshal for the 1st Infantry Division in Tikrit, Iraq and service as the Deputy Commandant at the United States Disciplinary Barracks, the military's only maximum-security confinement facility. Dr. Morris is this year's Department of Distant Education's Civilian Instructor of the year and he is a past recipient of the General Douglas McArthur Leadership Award for outstanding military leadership. Dr. Morris is married to the lovely Melissa Kropf Morris and they have 6 children.

**Dr. Arjun Nagendran Co-founder of Relativ.ai**



Arjun Nagendran is one of the Founders of Relativ.ai, a company that uses Deep Learning, Linguistics, and Psychology to gain intelligent insights into any conversation. He is the recipient of multiple awards including a medal from the U.S. Navy for Technical Excellence. ). Dr. Nagendran’s research has been funded by the Bill & Melinda Gates Foundation, the National Science Foundation, the Office of Naval Research and others. He has previously built other startups including one in the area of Virtual Reality and Immersive Experiential Learning, based on his foundational research in the areas of AI and Cross-Reality (XR). Dr. Nagendran completed his Ph.D. in Robotics from the University of Manchester, UK, specializing in landing mechanisms for Unmanned Air Vehicles. Prior to 2015, he worked for several years as an academic researcher, contributing to several projects including the development of a robot to explore the Great Egyptian Pyramid, surveillance robots for the UK MOD, real-time robotic system control to catch fast-moving objects. He holds several patents and has won numerous awards for advances in technology. Arjun’s current portfolio includes coupling artificial intelligence, human psychology and learning sciences with technological innovations in generative AI, remote-operation, virtual and augmented reality, and control system theory to create high-impact real world applications.

**Mr. Layne Nelson Huron Consulting Services LLC**





Layne Nelson brings 25 years of experience solving and delivering complex digital transformation initiatives across industrial manufacturing, automotive, utilities, high-tech, and telecommunications industries. Certified in the latest Oracle CX Cloud, SFDC SaaS platforms, and PMP certified, Layne has deep experience successfully solutioning and delivering front- to back-office end-to-end solutions with geographically dispersed and virtual teams. He is passionate about providing personalized and differentiated digital transformation experiences to suppliers, partners, and customers across all channels. Layne specializes in defining and enabling CRM digital transformation for enterprises at scale, leveraging CRM technologies to accelerate benefits realization. Prior to joining Huron, he was an associate partner at IBM where he founded, built, and led the Oracle CX practice with responsibilities for the Americas. He grew this practice with repeatable successes and referenceable clients into a \$20M USD annual recurring revenue (ARR) business. Layne collaborated with his Europe, Middle East, Africa (EMEA), and Asia Pacific (APAC) counterparts to build sales and delivery capabilities to support cross-geography resourcing for the best talent and competitive cost management.

**Dr. Benjamin Nye Director of Learning Sciences Institute for Creative Technologies (ICT) University of Southern California**



Dr. Nye leads the Learning Sciences group at the University of Southern California Institute for Creative Technologies (ICT), an Army University-Affiliated Research Center (UARC). ICT's Learning Sciences group studies how to use AI to help people learn better and accomplish their goals. Dr. Nye leads multiple efforts to advance education using AI, including the AI Center of Research for Excellence in Education (AIRCOEE) with the Army and the AI for Brainstorming and Editing (ABE) writing tool for the USC Center for Generative AI and Society. His research has produced AI for Education frameworks such Personal Assistant for Life-Long Learning (PAL3) coach which has produced learning gains in domains ranging from electronics to leadership, the MentorPal virtual mentor framework and self-recording portal with over two dozen mentors (mentorpal.org), and the OpenTutor dialog-based intelligent tutoring framework where instructors can author their own tutoring activities. In addition to scaling up AI strategies for learning, he also explores emerging tools for social learning and augmented reality to bring learning out of classrooms and into the world. His research has been recognized for excellence in intelligent tutoring systems (I/TSEC 2021 Best Paper; ONR ITS STEM Grand Challenge Winner), virtual agents (AIED 2023 Best Paper Nominee; BRIMS 2012 Best Paper), and realistic behavior in training simulations (Federal Virtual Worlds Challenge). He received his Ph.D. in Systems Engineering from the University of Pennsylvania and his B.S. in Computer Engineering from Trinity College.

**Dr. James Nye Research Psychologist U.S. Army Research Institute for the Behavioral and Social Sciences**





James earned his Ph.D. in Experimental Psychology from the University of South Carolina in 2017. He received training in psycholinguistics and the study of deception, conducting basic research on language comprehension and applied research on detecting deception in forensic contexts. This initial experience with applied research motivated him to pursue a career with the Army Research Institute. He joined ARI in 2018 as a post-doctoral fellow, contributing to ARI's mission to study inclusive climates in the Army. He transitioned to a civilian position of Research Psychologist in 2020. He currently oversees projects examining the developmental changes that leaders must undergo to meet the professional challenges of increasing levels of career responsibility and complexity. These specific projects include competency development for leading creative teams, oral/written communication, and complex metacognitive skills. Outside of work, James is a transplant to Kansas from New Jersey. He is an amateur magician and a lifelong Buffalo Bills fan. He works very hard to be happy for his team-members as the Kansas City Chiefs beat the Bills seemingly every year.

**Ms. Karen O'Brien Modern Technology Solutions, Inc**



Karen O'Brien recently retired from a 20-year career as a Dept. of the Army civilian which started right after 9-11 as a terminal ballistics analyst at the Army Research Laboratory and culminated as the Deputy Chief Analytics Officer and GS-15 Analytics Division Chief at Headquarters, U.S. Army Materiel Command where she provided decision-support analytics at the 4-star level. Previously she was a Chief Evaluator for Reliability Growth and Data Science at the U.S. Army Test and Evaluation Command. While she was a physics and chemistry nerd as an undergrad, she now uses her M.S. in Predictive Analytics from Northwestern University to support diverse DoD agencies in launching their advanced analytics and AI/ML initiatives. As a Sr. Principal Data Scientist, she leads the AI/ML practice at Modern Technology Solutions, Inc, with a focus on Responsible AI and robust test and evaluation of AI-enabled systems. She lives in Huntsville, AL with her husband and small pack of rescued Australian Cattle Dogs (who might weigh in with an opinion during the presentation...) and volunteers as co-lead for the Huntsville chapter of Women in Data.

**Dr. Andrea Paganelli Associate Professor Libraries, Informatics and Technology in Education Western Kentucky University**



Andrea Paganelli is an associate professor at Western Kentucky University in the Libraries, Informatics and Technology in Education program and has experience as a school library media specialist. This 20 year of experience fuels her passion for education and libraries that is expressed through publication. Dr. Paganelli has authored the book *Power Up Your Read-Alouds: Building Reading Excitement Through Technology*, two book chapters and multiple articles. Her researched areas of interest include librarians' emotional response to change in the workplace, makerspaces, diversity in eBooks, educational technology, Breakouts for learning, gamification in the learning environment, children's literature, digital storytelling, digital read-aloud, personal embedded librarian, and learner agency.

**Mr. David Palmer National DoD Learning and Technology Consultant Anthology; Blackboard**



David Palmer serves as the National DoD Learning and Technology Consultant at Anthology, within Blackboard's Defense and Intelligence business. With a dedicated focus on military learners, David has been an integral part of Blackboard for the past 16 years. His expertise spans various military education domains, including PME, JPME, and Intel schools. Over the years, David has collaborated with key clients such as the US Army Training and Doctrine Command, Air University, and National Defense University. His remarkable contributions led to receiving the Army's Maverick Award in 2010 for outstanding leadership in the Army DL program. Notably, he played a crucial role in configuring Blackboard to support over 300,000 soldiers and civilians in the Army DL program at Fort Eustis. David's client engagement extends to Special Operations Forces schools, NATO, and numerous Intel institutions. He holds a Bachelor's degree in Telecommunications with a minor in Business Administration from the Pennsylvania State University. David Palmer's multifaceted contributions have significantly impacted the landscape of military distance learning and technology integration throughout DoD today.

**Ms. Deanna Parker Strategic Initiative Lead Solutions for Information Design, LLC. (SOLID)**



Deanna Parker serves as the Strategic Initiative Lead for Solutions for Information Design, LLC. (SOLID) where she manages all facets of SOLID's unique projects that fall outside of the company's regular business while also collaborating with the Innovation and Strategy team to create new lines of business that align with SOLID's strategic goals. Parker previously held the role of both Occupational Analyst and Marine Corps COOL Lead where she focused on research and analysis projects related to military and civilian occupations/credentialing. Prior to SOLID, Parker served as a program manager with the D'Aniello Institute for Veterans and Military Families for nearly 5 years on the entrepreneurship team and oversaw all facets of numerous national programs and conferences that train veterans and military spouses in business ownership. Parker is a Marine Corps veteran who served in various roles including legal chief and transportation dispatch chief before being honorably discharged as a Sergeant. She received more than a dozen honors and was deployed to Afghanistan and North Africa. Prior to her military service, Parker was a K-12 Health and Physical Education Teacher during the school year, and in the summers served as the Program Director for a youth camp where she planned and implemented all elements of the summer program for residential campers ages 8-18. Parker holds a B.S. (dual degree) in health and physical education K-12 and biblical theology from Clarks Summit University, PA, and an M.S. in criminal justice from Marywood University, PA.

**Dr. Christina K. Parker Chief Learning Officer Special Operations Command at Hurlburt Field AFB**



Christina K. Parker, Ed.D. U.S. Air Force, is a Department of the Air Force civilian since 2023 and serves at the Special Operations Command at Hurlburt Field AFB, FL as the Chief Learning Officer. Christina previously served as a Department of the Army civilian since 2003. She holds degrees from the University of South Alabama and her doctorate from Indiana University. She has served as an adjunct professor for Southern Illinois University for 14 years and with Indiana University since 2020.

**Dr. Cynthia Patterson Senior Supervisory Training Specialist Joint Counter-small Unmanned Aircraft System (C-sUAS) University Fires Center of Excellence**





Dr Patterson is a member of the U.S. Army Civilian Corp for the Fires Center of Excellence, Joint Counter-small Unmanned Aircraft System (C-sUAS) University as Senior Supervisory Training Specialist. Dr. Patterson a proud veteran of the US Navy, retiring in 2015 upon completion of 30 years of service. Prior to joining the University, she worked with FCOE, DOTD, FSDD as the Course Manager and Senior Instructor for the Common Faculty Development – Instructor Course (CFD-IC). She a certificated instructor for CDD-IC, CFDC- Developer Course, Advance Faculty Development Course, and Myers Brigg Facilitation. Additionally, Dr. Patterson certified as a Army University T3 Instructor Evaluator, Career Program 32 Level 1 & 2 Army Training and Education Systems, Kirkpatrick Evaluation Silver, Program Manager (PMP), and Senior Professional Human Resource (SPHR). Dr. Patterson has been awarded the Army Basic and Senior Instructor Badge. She is a native of Lake City, Florida and currently resides in Apache, Oklahoma with her wonderful husband Jim, a retired Navy Veteran and is happy to say her son Cameron currently serves in the Navy as a Chief Petty Officer.

**LTC Jonathan Paynter Deputy Head Department of Mathematical Sciences U.S. Military Academy at West Point**



Jon Paynter is the Deputy Head of the Department of Mathematical Sciences at West Point. LTC Paynter holds a B.S. in Mathematical Sciences (USMA, 2006), an S.M. in Operations Research and an S.M. in Technology and Policy (MIT, 2014), and a Ph.D. in Operations Research (MIT, 2022). His research interests include optimization and predictive analytics, with current application areas in military personnel planning and logistics. Prior to joining the USMA faculty, LTC Paynter served in the operational Army as an Armor officer with combat deployments to Iraq and Afghanistan, and as an Analyst (ORSA) in the Army personnel enterprise.

**Dr. Kelli Peck Parrott Clinical Full Professor, Assistant Director for the Master Educator Course University of Louisville**



Dr. Kelli Peck Parrott, Ph.D., is a seasoned educator and leader in higher education, with a diverse background spanning various institutions and roles. Holding a Ph. D. in Higher Education Administration, she has served as a faculty member at Grand Valley State University, Texas A&M University, the University of Florida, and presently at the University of Louisville. Dr. Peck Parrott's expertise lies in student affairs, educational leadership, teaching, and administration, honed through her work in such areas as student housing, conduct, disability services, accreditation, and leadership development. With international experience at the University of Edinburgh in Scotland and the National Academy for Education Administration in China, she brings an international perspective to her work. Dr. Peck Parrott has made contributions to the field through publications in academic journals and speaking engagements nationwide, focusing on effective practices in working with college students. Currently, as the Assistant Director for the Master Educator Course at the University of Louisville, she plays a significant role in preparing active-duty military personnel for leadership and teaching positions in senior ROTC programs across the United States. Dr. Peck Parrott's leadership roles, including directing master's programs and leading educational initiatives, underscore her commitment to advancing higher education and preparing future leaders for a rapidly changing world.

**Dr. Steven A. Petersen Chief of Academic Operations Army Management Staff College**



Dr. Steve Petersen is the Chief of Academic Operations at the Army Management Staff College (AMSC). He is a retired U.S. Army officer, has worked in public higher education administration, and taught graduate level courses in organization theory and leadership studies. Steve has also served as the editor-in-chief for the Journal of Military Learning. His research interests include change management, organizational behavior/culture, and leadership. Dr. Petersen holds an MBA and an EdD in higher education leadership.

**Dr. Rheanna Plemons Pedagogical Assistant Professor School of Leadership & Professional Studies Western Kentucky University**



Dr. Rheanna Plemons is a Pedagogical Assistant Professor in the School of Leadership and Professional Studies at Western Kentucky University. Dr. Plemons earned an undergraduate degree in English and Allied Arts with teacher certification, a graduate degree in Library Media Education with a concentration in Educational Technology, and a doctoral degree in Educational Leadership with a focus in Organizational Leadership. Dr. Plemons began her professional career as a high school English teacher and transitioned to administration in higher education. She served WKU as an assistant, associate, and interim Registrar before moving into Curriculum Development as a Special Assistant to the Provost. In 2021, Dr. Plemons transitioned to full-time faculty. She has served as President for the Kentucky Association of Collegiate Registrars and Admission Officers (KACRAO) and VP of Records and Registration for the Southern Association of Collegiate Registrars and Admission Officers (SACRAO). She regularly teaches leadership courses in WKU's Master Educator Course (MEC) that partners with Army Cadet Command to advance the teaching skills of ROTC instructors from across the nation. She also advises all MEC students enrolled in the program as they progress toward WKU undergraduate certificates in Organizational Leadership and Interactive Training and Leadership.

**Dr. Taylor L. Pratt Clinical Assistant Professor University of Louisville**



Dr. Taylor L. Pratt is a Clinical Assistant Professor at the University of Louisville. Her research focuses on supports for college students with disabilities, which includes inclusive and equitable teaching practices.

**Dr. David Quisenberry Director Department of Organizational Leadership Army Management Staff College**





Dr. Quisenberry holds an MBA from the University of Pennsylvania, and a PhD from the University of Nebraska with research in assessing leader development and the application of positive psychology. He serves on the Editorial Board for the Journal of Military Learning and as the Area Functional Community Manager (Education) on Fort Leavenworth.

**Dr. Becky Robinson Research Psychologist Vice Provost for Academic Affairs, Army University**



Dr. Becky. Robinson is a Research Psychologist at the Institutional Research and Assessment Division (IRAD), Vice Provost of Academic Affairs, Army University and the 2024 ArmyU Learning Symposium Program Committee Chair. She earned a PhD in Experimental Psychology at the University of Texas at Arlington, where she conducted studies in social influence and behavior, attitudes, decision-making, personality/individual differences, in addition to survey/scale development and psychometrics. Dr. Robinson's current efforts include assisting in the development of program evaluations and assessments, evaluating online learning tools, and improving self-regulated learning in early military education.

**Mr. Walter Rose Army Combat Capabilities Development Command E Armaments Center, Quality Engineering & System Assurance Division**



Mr. Rose is a physicist in the Evaluation Laboratory Division of Quality Engineering & System Assurance (QE&SA) at DEVCOM AC where he has been working since 2018. He has a B.S. in Physics and Mathematics (Honors) from Brandeis University and an M.S. in Applied Physics from Johns Hopkins University. He is currently pursuing doctorate work in Electrical Engineering at Columbia University focusing on Signal Processing and Information Theory. Mr. Rose is a member of the faculty at the Cooper Union for the Advancement of Science and Art. Mr. Rose leads research activities centered around sensor and sensor systems, track estimation techniques, image processing and artificial intelligence. Mr. Rose holds certifications compliant with the National Aerospace Standard (NAS) 410 in digital x-radiographic testing and neutron radiographic testing. In addition to research and development, Mr. Rose assists in matters concerning engineering support in production and performs in-house inspection on items relevant to the Department of Defense.

**Dr. April D. Sanders Supervisory Research Psychologist Leadership, Research, Assessment, and Doctrine Division Center for Army Leadership (CAL)**



April D. Sanders is a supervisory research psychologist at the Leadership, Research, Assessment, and Doctrine Division for the Center for Army Leadership (CAL) at Fort Leavenworth. She leads the research, insights, and products research team responsible for applying research to generate insights, and empirically validated products to support Army leader development, talent management, and Army leader programs. She is also the scientific lead for CAL's Annual Study on Army Leadership (CASAL) and serves as a key scientific advisor on all issues related to leadership, leader development, counseling, and communication skills. She is a licensed psychologist and holds a Ph.D. in Counseling Psychology from the University of Houston.

**Dr. Isabelle Poupard Santizo Technology Integration Division Defense Language Institute Foreign Language Center**



Since 2006, I have been serving the Defense Language Institute (DLI) teaching foreign language to military and intelligence members for different programs, locations and directorates. I have designed and taught French and Spanish basic courses for Special Forces (Navy SEALs) in Virginia Beach, advanced Portuguese programs for cryptolinguists (NCS) in San Antonio and managed a DLI language detachment with 12 instructors in Camp Lejeune (MARSOC), NC. In 2016, I joined the Technology Integration Division. I work remotely in the design of online lessons, I ensure software and browser functionality and work as a contract coordinator providing tech and academic support and orientation to DLI instructors and vendors. My current experience in the Technology Integration Division has undoubtedly improved my ability to use the latest technology and teaching techniques. I often support other DLI language programs remotely, teaching French to NPS students in Monterey, CA or Portuguese and Spanish to military members from USSOUTHCOM in Miami, FL. I have a bachelor's degree and a master's in Applied Foreign Languages and a PhD in Adult Education. I also have published 3 articles in the field of education in 2017, 2019, 2021.

**MAJ John (Jack) Scudder Department of Mathematical Sciences U.S. Military Academy at West Point**



MAJ John (Jack) Scudder is an Instructor in the Department of Mathematical Sciences. A 2012 graduate of USMA, MAJ Scudder received his commission as an Aviation Officer. After flight school, MAJ Scudder served as a platoon leader and battalion assistant operation officer in 1-214 General Support Aviation Battalion in Wiesbaden, Germany and Baghdad, Iraq. Following the Aviation Captain's Career Course, MAJ Scudder deployed with HHC, 3rd Infantry Division and served as the Assistant G3 Air. He subsequently commanded C Company, 4-3 Assault Helicopter Battalion and lead the company on deployment to Europe where his company supported Atlantic Resolve in Incirlik, Turkey and Powidz, Poland. MAJ Scudder holds a Master of Engineering degree in Computational Science and Engineering from Harvard University.

**Dr. Meredith Shafto Research Psychologist Institutional Research and Assessment Division, Vice Provost of 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. She has a PhD in Cognitive Psychology from the University of California, Los Angeles (UCLA). Prior to joining federal service in 2022 she researched topics in language, memory and cognitive aging at UCLA, University of Oxford, and University of Cambridge. As part of IRAD, she supports and facilitates learning innovation at Army University by acting as the program manager for the Learning Sciences Subcommittee, overseeing the Army University Research Program, organizing communities of interest relevant to learning sciences, and administering the IRAD Guided Research Program. As a researcher, Dr. Shafto uses evidence-based approaches to improve educational practices across the learning enterprise. Current projects include collaborative efforts with a range of organizations including Army University Schools and Centers of Excellence, the Vice Provost of Academic Affairs, the Center for Army Leadership, Army Management Staff College, and the Army Research Institute.

**Mr. Rodney C. Shelton Course Manager Water Training Specialist, Petroleum and Water Department U.S. Army Quartermaster School**



Mr. Rodney Shelton, a Department of the Army Civilian, has played a critical role in Advanced Individual Training (AIT) for the 92W10 Water Treatment Specialist Course as the Course Manager. His unparalleled expertise and unwavering dedication have been instrumental in integrating the Army Learning Model into the 92W10 course, significantly enhancing the training for numerous Soldiers. Mr. Shelton has supported the use of virtual learning tools and blended learning approaches into the 92W10 course, merging virtual learning tools with traditional classroom methods to create a learner-centric environment. This innovative strategy ensures flexible, accessible training that accommodates various learning methods. Additionally, Mr. Shelton has introduced a learning continuum, offering Soldiers in all three learning domains ongoing access to vital virtual refresher and sustainment training from enlistment to retirement, fostering continuous learning and skill enhancement throughout their careers. His efforts in operationalizing the Army Learning Model have equipped Soldiers with the essential skills and resources needed to excel as Water Treatment Specialists, preparing them effectively for challenges that they may face in the operational environment. Through his commitment to operationalizing the Army's learning model, Mr. Shelton has not only enhanced our training platform but also significantly contributed to the way we bridging the gaps between learning domains.

**Prof. Ying Shiroma Defense Language Institute**



- Born and raised in China, immigrated to the United States in 1995
- Have been teaching Chinese at the Defense Language Institute since 2002
- Have served as OPI Tester and Reviewer, Student Learning Specialist, Curriculum Development Specialist, Online Diagnostic Assessment Specialist
- Love teaching, reading, traveling, meditating and hiking

**CPT Chris Slininger Department of the Army HQ, Foreign Intelligence Directorate**



Chris Slininger, a transitioning Active-Duty Officer from the picturesque state of Maine, possesses a profound commitment to sharing, learning, and educating lessons garnered from a decade of military service. When not immersed in his military responsibilities, Chris finds solace in the beauty of Maine, exploring its landscapes through reading, hiking, and occasionally engaging in weightlifting, all while enjoying the companionship of his playful puppy and beautiful wife. Beyond his military duties, Chris actively contributes to the betterment of future leaders. Serving as the Coordinator for the Military Mentors eMMissary Fellowship, he orchestrates a comprehensive six-month leadership development program. Simultaneously, as the Chapter Mentorship Chair for Huachuca ROCKS Inc., Chris dedicates his efforts to a global mentorship initiative for military personnel and civilians, focusing on enhancing representation in the military intelligence community. Chris also showcases his passion for knowledge sharing through the written word. He has established himself as a published author in military journals, contributing articles on topics such as modernizing the Army experience and building readiness through stoic philosophy. This intersection of military leadership, mentorship, and a love for disseminating insights highlights Chris Slininger's multifaceted commitment to fostering continuous improvement, both within and beyond the military realm.

**Dr. Kyle Smith Dean of Academics, DOTD Fires Center of Excellence**



Early in my Army career, I developed a passion for training and leading Soldiers. This passion became a trademark earned during rifle company command. My reputation as an expert trainer and leader caught the attention of the Division Commander, where I served as his Aide-de-Camp. Soon, the Infantry Branch hand-picked me for a Project Warrior Program. I joined the Scorpion Team at the National Training Center, observing 31 rotations as a company team trainer and scout team trainer. Leveraging this new knowledge and application of warfighting skills, I was selected to join an elite team instructing the Captains Career Course. It was during this assignment that I taught myself how to facilitate learning in a time when viewgraphs and scripted lessons were the norm. I found myself intrigued with how students applied doctrine; and tactics, techniques, and procedures. My classroom instruction quickly shifted focal points from the platform and screens to walls of whiteboards filled with sketches, formulas, and narratives. My students became active participants in the learning process. Later, the Command and General Staff College (CGSC) allowed me an opportunity to enroll concurrently in an Adult Education Masters' program with Kansas State University. It was my Kansas State experience that caused me to explore how adults learn, improve knowledge, and understand the transfer of learning through observed, measurable performance. Over the last several years, I have shifted my focus from executing instruction to developing a framework measuring observed proficiency of skills and knowledge. The framework serves as a holistic program evaluation, validating performance of branch technical and tactical competencies. As the Academic Dean, Fires Center of Excellence (FCoE), Fort Sill, Oklahoma, I serve as the Senior Academic Advisor to the Deputy to the Commanding General. I exercise direct curriculum oversight spanning 178 instructional programs, and serving 14 occupational skills and two areas of concentration. I also serve as the FCoE's Career Field Command Representative (CFCR) for Functional Community (FC) 32 professionals (Training, Capability, Doctrine, Librarians and Warfighting Developers), a community of practice under the Education and Information Sciences Career Field, Army Civilian Career Management Activity.

**Michele Spires Assistant Vice President American Council on Education**





Michele Spires is a distinguished leader in higher education, bringing nearly three decades of expertise in post-traditional, workforce, and military education. As the Assistant Vice President (AVP) at the American Council on Education (ACE), she is dedicated to advancing initiatives related to credit for prior learning (CPL), program quality assurance, learner success, and institutional policy development. With a forward-thinking approach, Spires fosters collaboration between higher education institutions, employers, and independent learners. Her leadership reflects a commitment to ACE's vision, mission, and strategy, contributing to positive impacts on learners and the broader higher education community. Co-authoring the publication "Recognition of Learning Across Military and Corporate Settings," she actively participates in discussions on evaluating educational experiences beyond traditional classrooms. Spires holds a BA in French, an MS in educational leadership, and has pursued postgraduate courses in adult education and curriculum. Her personal connection as the spouse of an Air Force retiree adds a unique perspective to her work. Engaging in various boards, advisory roles, and leadership positions with organizations like the Council of College and Military Educators (CCME), PsychArmor, and the George W. Bush Institute's Stand-To Veteran Higher Education Task Force underscores her commitment to educational excellence. Recognized for her significant contributions and sought-after expertise in discussions on bridging the skills gap, Michele Spires embodies values such as quality, equity, economic mobility, and innovation. She stands as a notable figure, driving positive change in the credit for prior learning sector.

**Ms. Janet Spruill Executive Vice President of the Government Programs Group Aptima, Inc.**



Ms. Janet Spruill is Executive Vice President of the Government Programs Group at Aptima, Inc., a small human performance engineering firm. In her role, Ms. Spruill guides business strategy planning and execution and guides the successful transition of science and technology (S&T) research programs. She has deep expertise as a learning strategist, human performance technologist, and principal consultant developing and working with technology-based learning and readiness systems. Janet has particular expertise in operationalizing a range of AI-based learning solutions to provide time and cost efficiencies and to considerably accelerate time to competency for the federal and defense workforce. Ms. Spruill serves as the NTSA Scholarship Chair for the Interservice/Industry Training, Simulation and Education Conference (I/ITSEC), where she previously served as Conference Chair (2016). Janet currently serves on the Executive Committee for the National Center for Simulation (NCS) Board of Directors.

**Dr. Stefanie Stancato Research Psychologist U.S. Army Research Institute for the Behavioral and Social Sciences**



Dr. Stancato is a research psychologist at the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI), Fort Leavenworth Research Unit. She earned her Ph.D. in behavioral psychology from the University of Kansas in 2022. She completed her graduate work in the Department of Applied Behavioral Science where her research mainly focused on evaluating decision-making with both human and non-human animals when the outcomes were delayed and probabilistic. Her dissertation evaluated the behavioral mechanisms of delay and probability discounting with college students using a multilevel modeling analysis, which showed decisions with outcomes that are delayed and probabilistic are driven by what appears to be different behavioral mechanisms, such as the magnitude of the reinforcer and the framing of the outcome. As a graduate student, Stefanie started as a contracted research fellow at ARI through the Consortium of Universities Research Fellows Program, where she assisted research psychologists at ARI with their research looking at systems and strategic thinking, and Soldiers' knowledge about the Individual Ready Reserve. After earning her Ph.D., Stefanie became a post-doctoral fellow with ARI before joining the unit as a research psychologist. Stefanie's research at ARI seeks to evaluate decision-making with Army officers surrounding self-development, and identifying the competencies required for Army officers to implement the principles for Information Advantage. Her projects seek to develop tools that can increase officers' engagement in self-development opportunities to prepare them for higher ranks, and tools that can make Army officers less risk averse in their decision-making process. Stefanie is also a graduate of the 2023 Special Operations Campaign Artistry Program Red Team Leaders Course.

**Dr. Alexandra Stark Associate Policy Researcher RAND**



Dr. Alexandra Stark (she/her) is an associate policy researcher at RAND. She is a Fellow of the New America Future Security Program and was a 2023 Non-Resident Fellow with the Irregular Warfare Initiative. Her research has been published in *International Security and Security Studies*, and her commentary has appeared in *War on the Rocks*, *Lawfare*, *the Monkey Cage*, and other outlets. Prior to joining RAND, Alex was a Senior Researcher at New America, a predoctoral fellow at the Middle East Institute of the Belfer Center for Science and International Affairs, and Minerva/Jennings Randolph Peace Scholar at the United States Institute of Peace. She completed her PhD in the Government Department at Georgetown University in 2019 and holds an MSc in international relations from the London School of Economics and a BA from Wellesley College

**Mr. Jim Steddum Subject Matter Expert for the Leadership and Management Department Warrant Officer Career College**



Jim Steddum is the Subject Matter Expert for the Leadership and Management Department of the U.S. Army Warrant Officer Career College. He is the layout editor for *Strength in Knowledge: The Warrant Officer Journal*. He retired from the U.S. Army in 2019 after 30 years of service, culminating as the Chief Warrant Officer of The Judge Advocate General's Corps, earning a Distinguished Service Medal from Secretary Esper. He also served on the Joint Staff Knowledge Management Working Group while performing duties as the Chief Knowledge Officer of The Judge Advocate General's Corps. He has served at every echelon, from Battalion in Operation Desert Storm to Army Service Component Commands in the Pacific and the Theater headquarters in Operations Enduring Freedom and Inherent Resolve. Jim is a lifelong learner with a Master of Business Administration and an Army War College graduate certificate in National Security Studies. He completed all levels of Warrant Officer Professional Military Education and expects to complete the Civilian Intermediate Course in 2024 and a graduate certificate in Executive Leadership from the University of Alabama. Jim presented to the Army Learning Symposium in 2022 on a Capstone proposal for Warrant Officer PME. Jim serves his community in several elected or appointed volunteer roles in the Veterans of Foreign Wars, the Association of Military Legal Administrators, the American Legion, and the Disabled American Veterans. Jim is married to Katrina Steddum, his wife of 35 years. They have three adult children, six granddaughters, and a teen daughter at home.

**Ms. Davida W. Stevenson Program Manager, Career Field Education and Information Sciences Army Civilian Career Management Activity**





Ms. Stevenson is a Program Manager for Career Field Education and Information Sciences (US Army), located at Fort Eustis, Virginia. She is responsible for assisting the Career Field Director in the planning and oversight of life-cycle career and talent management of Education Services professionals, Training, Capability, and Doctrine Warfighting Developers, Librarians and Historian/Museum Professionals; a workforce of more than 15,000 Department of the Army Civilians. Ms. Stevenson also serves as liaison and Program Manager for the Career Field's Certificate Training Program which is nationally accredited by ANSI National Accreditation Board (ANAB). Ms. Stevenson began her career as a recent college graduate into the Department of the Army Intern (Fellow) Program at Fort Lee (now Fort Gregg-Adams), Virginia. Trained and educated as an Army Logistician, Davida's duty assignments have lead her to work at the US Army Tank and Automotive Command, Warren, Michigan, Headquarters Department of the Army, Fort Gregg-Adams, Virginia, Office of the Deputy Chief of Staff, US Army G-4, Pentagon, Army Logistics University (now Army Sustainment University), Fort Gregg-Adams, Virginia and the Army Civilian Career Management Activity, Fort Eustis, Virginia

**Dr. Jeffrey C. Sun Associate Dean for Innovation and Strategic Partnerships University of Louisville**



Jeffrey C. Sun, J.D., Ph.D., is professor of higher education and law, distinguished university scholar, and associate dean for innovation and strategic partnerships at the University of Louisville. He is also Counsel at Manley Burke. His research and practice areas focus on higher education law and professional/career education policies and practice – especially within technology and innovative practices. He has published approximately 100 scholarly works and is co-author of ten books including Law, policy, and higher education; Law and educational inequality: Removing barriers to educational opportunities; Student clashes on-campus: A leadership guide to free speech; Intellectual property in the information age: Knowledge as commodity & its legal implications for higher education, and Academic leadership and governance of higher education: A guide for trustees, leaders, and aspiring leaders of two- and four-year institutions. Dr. Sun received a BBA and MBA from Loyola Marymount University, a law degree (J.D.) from the Moritz College of Law at The Ohio State University, and an M.Phil. and a Ph.D. from Columbia University.

**MAJ Randy E. Swepston Army University, School of Advanced Military Studies**



MAJ Randy E. Swepston is a U.S. Army Reserve Infantry officer, currently serving as an Operational Plans Officer with U.S. Army Forces Command (FORSCOM) at Ft. Liberty, NC. In this capacity, he oversees global sourcing for service-retained Brigade Combat Teams and Division Headquarters, facilitating synchronization of Regionally Aligned Readiness and Modernization Model (ReARMM) alignment within the Army enterprise. MAJ Swepston commissioned through Federal Officer Candidate School and has multi-component experience, previously serving with the Illinois and Ohio Army National Guards. His past roles include commanding HHC 6-54th SFAB, serving as Operations Officer in the 644th DLD, and commanding C Co. 2-130 IN. Combat tours include Iraq in 2006 as an enlisted Soldier and Afghanistan as a Platoon Leader in 2012. MAJ Swepston recently completed the CGSOC distance learning curriculum and is scheduled to attend the Advanced Military Studies Program at the School of Advanced Military Studies this summer. He holds a Bachelor of Science in Education from Ohio University.

**CPT Zachary Szewczyk U.S. Army Pacific, 3rd Multi-Domain Task Force**



Captain Zachary Szewczyk commissioned into the Cyber Corps in 2018 after graduating from Youngstown State University with an undergraduate degree in computer science and information systems. He has supported or led defensive cyberspace operations from the tactical to the strategic level, including several high-level incident responses. He currently serves in the 3rd Multi-Domain Task Force.

**Dr. Juila Voight Professor Defense Language Institute Foreign Language Center**



Juila Voight is a professor at the Defense Language Institute Foreign Language Center (DLIFLC) in Monterey, specializing in e-Learning and Learner Autonomy in Foreign Language Education. With a background in instructional technology, Dr. Voight has contributed to the development and advancement of foreign language online learning and assessment tools such as Headstart, the Global Language Online Support System (GLOSS), and the Online Diagnostic Assessment (ODA). Additionally, she has taught Russian at the basic course at DLIFLC. Dr. Voight has published and spoken on topics related to e-Learning, language acquisition, and instructional technology. She holds a Bachelor of Science in Electronics Engineering Technology, a Master of Arts in Teaching English to Speakers of Other Languages (TESOL), and a Doctorate in Instructional Technology. Her teaching approach is rooted in her multidisciplinary background and dedication to innovative teaching methodologies.

**Mr. Travis Votaw Program Manager, Institutionally Delivered Credentialing Army Credentialing and Continuing Education Services for Soldiers Directorate**



Currently serves as the Institutionally Delivered Credentialing (IDC) program manager for Army Credentialing and Continuing Education Services for Soldiers (ACCESS) Directorate, Army University (ArmyU) at Fort Leavenworth, Kansas. Previously served 30 years in the Army as a reconnaissance specialist at multiple locations around the globe before beginning a civil service career in 2022. He holds a master's degree (MPS) in Legislative Affairs from George Washington University in Washington, DC.

**Dr. Ning Wang Research Associate Professor of Computer Science University of Southern California**





Ning Wang (PhD) is a research associate professor of computer science at USC. Her research focuses on technology-rich education with AI, including pedagogical agents, game-based learning, and intelligent tutoring systems. Her research has been applied in a wide range of educational contexts, including youth, military, and public AI education.

**Dr. William Weyhrauch Research Psychologist Army Research Institute**



Dr. Will Weyhrauch is a research psychologist and team leader with ARI. A 2016 graduate of Kansas State University with a Ph.D. in Industrial and Organizational Psychology, Will began work as a research fellow with ARI in 2009. After completing his doctoral research on strategic thinking mindset, he spent a year as a post-doctoral fellow and, in September 2017, joined ARI as a DA Civilian research psychologist at Fort Leavenworth. As a researcher with ARI, Will has studied a variety of leadership topics, including strategic thinking and systems thinking. Since being promoted to team leader in 2021, he has initiated a new research package focused on modeling the patterns of growth for leaders moving from direct-to organizational-level leadership. On a personal level, Will is a life-long Kansan. He lives with his wife, Kristin, and daughter, Joanna, in Lenexa and enjoys reading and singing in KC-area choral groups.

**Dr. Nathan White Professor Defense Language Institute Foreign Language Center**



Dr. Nathan H. White holds a Bachelor of Arts (BA) from Wheaton College, Wheaton, Illinois; a Master of Divinity (MDiv) from Samford University, Birmingham, Alabama; and a Doctor of Philosophy (PhD) from the University of Durham, Durham, United Kingdom. Dr. White has served in diverse positions within academic, not-for-profit, ministry, and military contexts. He is currently Associate Dean, Graduate School, US Army Institute for Religious Leadership (USA-IRL), Ft. Jackson, SC. His work has been published by Oxford University Press, UNC Press, and Routledge, among others, and his work featured in venues as diverse as *Psychology Today* and the *Journal of Military Learning*. He presented at conferences in the US, Italy, Germany, and the UK. He has held positions as a US Army Officer, both Active Duty and Reserve Component. He currently serves as a Reservist at the rank of Lieutenant Colonel at Headquarters, Training and Doctrine Command (TRADOC), Ft Eustis, VA. Previous assignments include: Headquarters, Department of the Army, Washington, DC; 7th Mission Support Command, Kaiserslautern, GE; 101st Airborne Division (Air Assault), Ft. Campbell, KY; 1st Infantry Division, Ft. Riley, KS. His deployments include in support of Operation Iraqi Freedom and Operation Enduring Freedom. Dr. White is a graduate of multiple Professional Military Education and Functional courses. He has a Level 2 Certificate in Army Training and Education Systems. His military awards and decorations include the Bronze Star Medal, Purple Heart, Meritorious Service Medal (2OLC), Combat Action Badge, Air Assault Badge, Basic Army Instructor Badge, and numerous other awards.

**Prof. Nicole Winget Interim Dean for Adult and Online Education Campbell University**



Nicole M. Winget is the interim dean for Adult and Online Education. She is also an instructor in the Homeland Security and Criminal Justice programs at Campbell University. Since joining Campbell in the spring of 2015, she has been an active member of the Campbell family and serves in additional roles such as mock trial coach and fitness instructor. She is on the boards of the Fayetteville Military Affairs Council, the Council for Military and College Educators, and the National Association of Institutions for Military Education Services. She graduated from Ohio Northern University College of Law in 2009 and practiced law in Ohio, focusing on Criminal Defense and Trial Advocacy. While a lawyer, Nicole also taught at Ohio Northern University, Ohio State University, and Rhodes State College. She is active as a mock trial coach, coaching both high school and college-level mock trial teams, and currently leads the Campbell University and Unity mock trial teams. Nicole has been a member of the United States Navy for twenty years (and counting). She started as an Enlisted Information Technology Specialist and has completed tours in Kuwait and Afghanistan. She is now a Lieutenant Commander, assigned to NORTHCOM. Her awards include the Joint Service Commendation Medal and the Navy Commendation Medal. Outside of work, she is the VP of Communications for the Veterans Organization Operation Enduring Warrior, on the International Executive Board of Phi Alpha Delta, and is an endurance event competitor.

**Ms. Chloe Woida Advanced Writing Coach at the Graduate Writing Center Naval Postgraduate School**



Chloe Woida is an Advanced Writing Coach at the Graduate Writing Center and a leader in NPS's Generative AI Task Force. She has taught Research and Writing in National Security Affairs, offers workshops on technical and academic writing, and has designed various multimodal resources to support learning, writing, and research. Research interests include adult learners in higher education and graduate PME. DoD Affiliation: DoD Contractor. Email: [cdwoida@nps.edu](mailto:cdwoida@nps.edu).

**Dr. Ondrea Wolf Director of Quality Enhancement Plan (QEP) and Assessment El Paso Community College**





Dr. Ondrea Wolf is the Director of Quality Enhancement Plan (QEP) and Assessment at the El Paso Community College (EPCC). She holds an undergraduate degree in Communication and a Master's in English, both from Florida State University. Her Ph.D. is in Curriculum and Instruction, with an emphasis in Instructional Technology, from the University of Texas at Austin. Dr. Wolf has been an instructor in higher ed, curriculum designer and administrator for 28 years. As a former Army wife, she had the opportunity to teach English courses at different collegiate institutions across the southern states. For the past 10 years, she has managed EPCC's past QEP and directed the development and management of EPCC's current QEP. She also manages an outreach program to encourage students to participate in their community.