



DEPARTMENT OF THE ARMY
U.S. ARMY COMMAND AND GENERAL STAFF COLLEGE
100 STIMSON AVENUE
FORT LEAVENWORTH, KS 66027-2300

ATZL-LS

29 May 2024

MEMORANDUM FOR Deputy Commanding General, United States Army Combined Arms Center, 100 Stimson Ave, Fort Leavenworth, KS, 66027-2300

SUBJECT: Approval Request for Publication of research report for the Program Evaluation of the Command and General Staff College C150 Critical and Creative thinking lesson block

1. REFERENCES:

a. CGSC Bulletin No. 931, Data Collection in CGSC, 09 December 2020

b. DOD INSTRUCTION 3216.02, PROTECTION OF HUMAN SUBJECTS AND ADHERENCE TO ETHICAL STANDARDS IN DOD-CONDUCTED AND -SUPPORTED RESEARCH, 15 April 2020

2. PURPOSE. To request approval to publish the research report of the program evaluation of the Command and General Staff College (CGSC) C150 Critical and Creative Thinking Lesson Block.

3. BACKGROUND. The creativity study was conducted at CGSC In 2022 and the resulting research report was published in March 2023 in the Association for Business Simulations and Experiential Learning (ABSEL) annual conference proceedings¹. The findings reported that the test outperformed the control using an experimental two-hour lesson equivalent to a 15-point increase in effective IQ at solving complex open-ended problems under a time constraint. Guidance from LTG Beagle issued in March 2024 directed that 6 more hours of creativity instruction be added to the C100 lesson block for execution in academic year (AY) 2025. A collaboration between CGSC, Ohio State University, and University of Pennsylvania Psychology Department was proposed to evaluate the level to which this new curriculum improves creativity among CGSC students. This Program Evaluation is like previously published program evaluations on teaching ethics using games and improving diagnosing and treating at risk writers^{2 3}— both of which made significant contributions to the body of knowledge. Leadership at CGSC has been consistent in supporting the creativity study and the resulting publications. This program evaluation is the natural continuation of this vital work.

¹ Creativity Study: [Improving Creative Thinking through Narrative Practice | Developments in Business Simulation and Experiential Learning: Proceedings of the Annual ABSEL conference \(tdl.org\)](#)

² The Ethics Game: [The Ethics Game: A Mixed Methods Examination of Learning Outcomes Using Games | Developments in Business Simulation and Experiential Learning: Proceedings of the Annual ABSEL conference \(tdl.org\)](#)

³ The Writing Study: [Improving Writing Skills Through Diagnosing and Treating At-Risk Writers | Developments in Business Simulation and Experiential Learning: Proceedings of the Annual ABSEL conference \(tdl.org\)](#)

ATZL-LS

SUBJECT: Approval Request for Program Evaluation of the Command and General Staff College Pre-CGSC Writing Program

4. RESEARCH TIMELINE. In March 2024, Dr. McConnell, Dr. Fletcher, and LTC Gaines spoke with LTG Beagle who directed the increase of hours on creativity to CGSC curriculum for execution in AY 2025. March 27, Dr. McConnell began a dialog with Devon Tomasulo of the University of Pennsylvania Psychology Department on how to develop an effective and efficient way of testing creativity levels for use in conducting the program evaluation of C150 at CGSC during AY 2025. C150 is scheduled to commence in August 2024. Data analysis can be conducted in the Fall of 2024 and a research report written for submission to ABSEL for publication in their March 2025 conference proceedings.

5. RESEARCH DESIGN. The Principal Investigator in this study will lead an effort to analyze student creativity levels post participation in the newly added 6 hours of creativity curriculum. The intent is to determine if this program evaluation can achieve similar results as the original creativity study or the two follow on studies that replicated the findings of the original study.

6. INTENT. To determine if there is significant evidence to support the belief that the C150 is working to improve student creativity, and to what extent.

7. REQUEST FOR APPROVAL. This study meets the criteria of a program evaluation as defined by CGSC Bulletin No. 931, *Data Collection in CGSC*. The leadership of CGSC has supported this research throughout its conduct. Several significant discoveries have been made during this research which would contribute to the body of knowledge. The Principal Investigator (Dr. McConnell) requests to release the program evaluation's results for publication outside of the organization to share creativity improvement strategies across the Department of Defense and academia. This approval is contingent upon approval from the Public Affairs Office, Operational Security Office, and Judge Advocate General Office.

8. The point of contact for this memorandum is the undersigned at richard.a.mcconnell4.civ@army.mil or at (913) 684-3452 (913) 680-7178.

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RICHARD A. MCCONNELL
Professor
Principal Investigator, Creativity Study

- 1 Encls
- 1. Program Evaluation Brief
- 2. EXSUM

DECISION OFFICE:
Deputy Commanding General, CAC

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Date: 2024.05.30 09:31:22 -0500
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DAVID C. FOLEY
Brigadier General, U.S. Army
Deputy Commanding General, CAC

FOLEY.DAVID.CLIFFO
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Date: 2024.05.30 09:31:22 -0500

APPROVED
APPROVED AS MODIFIED
DISAPPROVED
SEE ME

Initials _____ Date _____