

# EVALUATION & MODELING OF PERSONNEL DECISIONS

Capturing personnel policies and procedures, SWAN staff has designed several computerized and paper-and-pencil models for describing and evaluating management decisions related to areas as diversified as troop distribution and movement, career counseling, and recruitment. These efforts required extensive analyses of personnel policies and decisions, specification of factors relevant to these decisions, and model design and validation. Sample modeling projects include:

- Development of an Integrated Human Resource Planning Model (Federal Aviation Administration)
- Design of model representing the adjudication decision-making process within 19 DOD agencies and departments (Defense Personnel Security Research Center)
- Design and implementation of computerized models of military personnel policies (US Army Research Institute)
- Development of an integrated recruitment program for Air Traffic Control Specialists, Aviation Safety Inspectors, and Electronic Technicians (Federal Aviation Administration)
- Facilitation of workshops with subject matter experts to identify criteria for automating the adjudication decision-making process (Defense Personnel Security Research Center)
- Design of methodology for entering information relevant to adjudication decisions into the Joint Personnel Adjudicators System (JPAS) and for writing a Statement of Reason (SOR) informing applicant of denial of security clearance (Defense Personnel Security Research Center)