

PERSONNEL SECURITY RESEARCH AND DEVELOPMENT

SWAN staff has worked effectively with the Department of Defense (DoD) Personnel Security Research Center (PERSEREC) to clearly define the needs of personnel security agencies and personnel and to develop research methodologies for addressing these needs. These studies include focused qualitative analyses, job/task analysis, evaluation and modeling of personnel decisions, training evaluation, and surveys. In conducting this research, SWAN's staff interviewed, surveyed, and conducted focus groups with senior incumbents and managers in numerous DOD agencies/departments. Sample personnel security research includes:

- Development of skill standards and training gap analysis as basis for DoD Adjudicator Certification Program (in progress)
- Design of methodology for entering information relevant to adjudication decisions into the Joint Personnel Adjudication System (JPAS) and for writing Statements of Reason (SOR)
- Facilitation of workshops with subject matter experts to identify criteria for automating the adjudication decision-making process
- Evaluation of efficiency and effectiveness of federal government adjudicative guidelines and investigative standards in making personnel security determinations within DoD agencies
- Evaluation of issues and alternative strategies for consolidating DOD adjudicative agencies/departments
- Design of model representing the adjudication decision-making process within DOD agencies and departments
- Analysis of DOD adjudicative positions and their training needs across DOD adjudicative agencies/departments