

DO NOT USE FOR PROPOSALS

LAWRENCE MORLEY HANSER

EDUCATION

Ph.D. Psychology, 1977, Iowa State University

M.S. Psychology, 1975, Iowa State University

B.A. Psychology, 1972, Marquette University

PROFESSIONAL EXPERIENCE

1989-Present — Senior Behavioral Scientist, RAND Corporation, Santa Monica, California.

2008-Present—Member of the RAND Human Subjects Protection Committee.

2005-2008 — Associate Program Director, Manpower, Personnel, and Training Program, RAND Project Air Force.

1985-1989 — Chief, Selection and Classification Technical Area, Manpower and Personnel Research Laboratory, U.S. Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia.

1983-1985 — Team Leader, Technical Advisory Service Team, Selection and Classification Technical Area, Manpower and Personnel Research Laboratory, U.S. Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia.

1981-1983 — Research Psychologist, Selection and Classification Technical Area, Manpower and Personnel Research Laboratory, U.S. Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia.

1977-1981 — Assistant Professor of Psychology, Western Kentucky University, Bowling Green, Kentucky.

RESEARCH AREAS

Manpower, personnel, and training. Primary interest areas and experience are in developing and evaluating workforce requirements, evaluating training efficacy in organizations, designing and evaluating personnel selection and performance appraisal systems, evaluating workforce diversity and developing strategies for increasing diversity, and designing organizations and evaluating organizational effectiveness.

PROFESSIONAL ORGANIZATIONS

American Educational Research Association
American Psychological Association
Association for Psychological Science, Fellow
Society for Industrial and Organizational Psychology

AWARDS AND PROFESSIONAL RECOGNITION

Scholarly Achievement Award, Academy of Management, 1991
Fellow, Association for Psychological Science, 2016

PUBLICATIONS

RAND REPORTS

Career Paths in the Army Civilian Workforce: Identifying Common Patterns Based on Statistical Clustering, RAND, RR-2280-A, 2018 (Coauthored).

A Wargame Method for Assessing Risk and Resilience of Military Command-and-Control Organizations, RAND, TL-291-AF, 2018 (Coauthored).

Command and Control of Joint Air Operations in the Pacific: Methods for Comparing and Contrasting Alternative Concepts, RAND, RR-1865-AF, 2018 (Coauthored).

Recruiting Policies and Practices for Women in the Military: Views from the Field, RAND, RR-1538-OSD, 2017 (Coauthored).

Enhancing Professionalism in the U.S. Air Force, RAND, RR-1721-AF, 2017 (Coauthored).

How Effective Are Military Academy Admission Standards?, RAND, RB-9905-OSD, 2016 (Coauthored).

United States Service Academy Admissions: Selecting for Success at the Air Force Academy and as an Officer, RAND, RR-744-OSD, 2016 (Coauthored).

Leveraging the Past to Prepare for the Future of Air Force Intelligence Analysis, RAND, RR-1330-AF, 2016 (Coauthored).

Improving Development Teams to Support Deliberate Development of Air Force Officers, RAND, RR-1010-AF, 2015 (Coauthored).

United States Service Academy Admissions: Selecting for Success at the Military Academy/West Point and as an Officer, RAND, RR-723-OSD, 2015 (Coauthored).

The Future of the Army's Civilian Workforce: Comparing Projected Inventory with Anticipated Requirements and Estimating Cost Under Different Personnel Policies, RAND, RR-576-A, 2014 (Coauthored).

Improving Demographic Diversity in the U.S. Air Force Officer Corps, RAND, RR-495-AF, 2014 (Coauthored).

Elements of Success: How Type of Secondary Education Credential Helps Predict Enlistee Attrition, RAND, RR-374-OSD, 2014 (Coauthored).

Year of the Air Force Family: 2009 Survey of Active-Duty Spouses, RAND, TR-879-AF, 2011 (Coauthored).

Final Report of the Panel on the Department of Defense Human Capital Strategy, RAND, TR-610, 2008 (Coauthored).

Evaluation of the New York City Police Department Firearm Training and Firearm-Discharge Review Process, RAND, MG-717-NYPD, 2008 (Coauthored).

Cost-Benefit Analysis of the 2006 Air Force Materiel Command Test and Evaluation Proposal, RAND, MG-619-AF, 2008 (Coauthored).

Is the Navy Developing Flag Officers with the Expertise They Need?, RAND, RB-9297-NAVY, 2008 (Coauthored).

Developing Senior Navy Leaders: Requirements for Flag Officer Expertise Today and in the Future, RAND, MG-618-Navy, 2008 (Coauthored).

Absorbing and Developing Qualified Fighter Pilots: The Role of the Advanced Simulator, RAND, MG-597-AF, 2007 (Coauthored).

Integrated Planning for the Air Force Senior Leader Workforce: Background and Methods, RAND, TR-175, 2005 (Coauthored).

New Approaches to Developing the Air Force's Senior Leader Workforce, RAND, RB-147-AF, 2005 (Coauthored).

The Role of Deployments in Competency Development: Experience from Prince Sultan Air Base (PSAB) and Eskan Village in Saudi Arabia, RAND, DB-435, 2004 (Coauthored).

Do Air Force Personnel Broaden Their Skills During Deployments?, RAND, RB-135-AF, 2004 (Coauthored).

What is the Required Level of Non-Contingency Temporary Duty for Air Force Personnel?, RAND, DB-367, August 2003 (Coauthored).

Military Recruiting: Trends, Outlooks, and Implications, RAND, RB-7530, 2001 (Coauthored).

Changing the Policy Toward Homosexuals in the U.S. Military, RAND, RB-7537, 2000 (Coauthored).

Evidence of Positive Student Outcomes in JROTC Career Academies, RAND, MR-1200-OSD, June 2000 (Coauthored).

The Warfighting Capacity of Air Combat Command's Numbered Air Forces, RAND, DB-297-AF, April 2000 (Coauthored).

Implementing High School JROTC Career Academies, RAND, MR-741-OSD, September 1999 (Coauthored).

How Much Work Should the NAFs Do? And How Much Work Can the NAFs Do? RAND, AB-240-AF, August 1998 (Coauthored).

Estimating AFQT Scores for National Educational Longitudinal Study (NELS) Respondents, RAND, MR-818-OSD/A, 1998 (Coauthored).

Lessons for the National Assessment of Educational Progress from Military Standard Setting, RAND, RP-709, 1998.

What Helps and What Hurts: How 10 Activities Affect Readiness and Quality of Life at Three 8AF Wings, RAND, DB-223-AF, June 1997 (Coauthored).

Traditional and Cognitive Job Analyses as Tools for Understanding the Skills Gap, National Center for Research in Vocational Education, MDS-1027, November 1996.

Accountability in Workforce Training, RAND, IP-150, 1995 (Coauthored).

A Framework for Improved Characterization of Military Unit Training Status, RAND, MR-261-OSD, 1995 (coauthored).

JROTC Career Academies' Guidebook, RAND, MR-573-OSD, 1995 (coauthored).

Improving Perkins II Performance Measures and Standards: Lessons Learned from Early Implementers in Four States, RAND, MR-526-NCRVE/UCB, 1994 (coauthored).

Sexual Orientation and U.S. Military Personnel Policy: Options and Assessment, RAND, MR-323-OSD, 1993 (Coauthored).

Local Accountability in Vocational Education: A Theoretical Model and Its Limitations in Practice, RAND, N-3561-NCRVE/UCB, 1992 (coauthored).

Beyond Vocational Education Standards and Measures: Strengthening Local Accountability Systems for Program Improvement, RAND, R-4282-NCRVE/UCB, 1993 (coauthored).

Who Should Train? Substituting Civilian-Provided Training for Military Training, RAND, R-4119-FMP, 1991 (coauthored).

PUBLISHED ARTICLES

"Career Academies: Additional Evidence of Positive Student Outcomes," *Journal of Education for Students Placed At Risk*, 2001, Vol. 6(4).

"Lessons for the National Assessment of Educational Progress from Military Standard Setting," *Applied Measurement in Education*, 1998, Vol. 11, p. 81-96.

"Criterion Development in Project A," in R. Dillon (ed.) *The Handbook on Testing*, Greenwood Publishing, 1997.

"A Paradigm Shift," in J.P. Campbell and D.J. Knapp (eds.) *Exploring the Limits in Personnel Selection and Classification*, Lawrence Erlbaum Associates, New Jersey, 2001 (coauthored).

"Designing, Planning, and Selling Project A," *Personnel Psychology*, 1990, Vol. 43, p. 241-245 (coauthored).

"Validating Selection Tests against Job Performance," in J. Zeidner (ed.) *Human Productivity Enhancement*, Praeger, New York, 1987 (coauthored).

"The Development of a Model of the Project A Criterion Space," *Proceedings of the 28th Annual Conference of the Military Testing Association*, Mystic, CT., 1986 (coauthored).

Reevaluating the Army's Manpower Quality Accession Goals, U.S. Army Research Institute for the Behavioral and Social Sciences, Selection and Classification Technical Area Working Paper RS-WP-86-03, 1986 (coauthored).

"Multi-dimensional Performance Measurement," *Proceedings of the 27th Annual Conference of the Military Testing Association*, San Diego, California, 1985 (coauthored).

"Estimating the Army's Manpower Quality Requirements: Some Answers and Even More Questions," *Proceedings of the Twenty-Fourth US Army Operations Research Symposium*, Fort Lee, Virginia, 1985 (coauthored).

"Development of a Model of Soldier Effectiveness," in Newell K. Eaton, Marvin H. Goer, James H. Harris, and Lola M. Zook (eds.), *Improving the Selection, Classification, and Utilization of Army Enlisted Personnel: Annual Report, 1984 Fiscal Year*, U.S. Army Research Institute for the Behavioral and Social Sciences, ARI Technical Report 660, 1985 (coauthored).

The 1980 Youth Population Norms: Enlistment and Occupational Classification Standards in the Army, U.S. Army Research Institute for the Behavioral and Social Sciences, Selection and Classification Technical Area Working Paper, 1984 (coauthored).

Developing an Objective Force, U.S. Army Research Institute for the Behavioral and Social Sciences, Selection and Classification Technical Area Working Paper 84-20, 1984 (coauthored).

Status Report on the Implementation of the 1980 Youth Population Norms for the Armed Services Vocational Aptitude Battery, U.S. Army Research Institute for the Behavioral and Social Sciences, Selection and Classification Technical Area Working Paper 84-13, 1984 (coauthored).

ASVAB Retest Score Gains, U.S. Army Research Institute for the Behavioral and Social Sciences, Selection and Classification Technical Area Working Paper 84-10, 1984 (coauthored).

"Examination of ability requirements for the Infantry Career Management Field," *Proceedings of the 25th Annual Conference of the Military Testing Association*, Gulf Shores, Alabama, 1983 (coauthored).

"Factorial invariance of the Armed Services Vocational Aptitude Battery," *Proceedings of the 25th Annual Conference of the Military Testing Association*, " Gulf Shores, Alabama, 1983 (coauthored).

Alternate Armed Forces Qualification Test Indices, U.S. Army Research Institute for the Behavioral and Social Sciences, Selection and Classification Technical Area Working Paper RS-WP-83-9, 1983 (coauthored).

Predicting Job Proficiency in the Army: Race, Sex, and Education, U.S. Army Research Institute for the Behavioral and Social Sciences, Personal Utilization Working Paper 82-1, 1982 (coauthored).

"Performance Feedback Information and Organizational Communication: Evidence of Conceptual Convergence," *Human Communication Research*, 1980, Vol. 7, pp. 68-73 (coauthored).

"Three Flies in the Ointment: A Reply to Arvey and Mossholder," *Personnel Psychology*, 1979, Vol. 32, pp. 511-516 (coauthored).

"Work as an Information Environment," *Organizational Behavior and Human Performance*, 1978, Vol. 21, pp. 47-60 (coauthored).

"The Predictive Validity of a Work Sample: A Laboratory Study," *Personnel Psychology*, 1977, Vol. 30, pp. 637-645 (coauthored).

"Internships in Industry: An Alternative Strategy," *The Industrial-Organizational Psychologist*, 1977, Vol. 15, pp. 20-21 (coauthored).

CONFERENCE PAPERS

"Elements of Success: How Type of Secondary Credential Helps Predict Enlistee Attrition," presented at the meeting of the Association for Psychological Science, San Francisco, 2014 (coauthored; poster session).

"Understanding Competency Requirements for Senior Leader Positions," presented at the meeting of the International Military Testing Association, Singapore, 2005.

"Contributions from Over Fifty Years of Psychology at RAND," presented at the Annual meeting of the American Psychological Association, Toronto, 2003.

"Evaluating the Effects of Enrollment in the Transportation Career Academy Program on Student Outcomes," presented at the Annual meeting of the American Educational Research Association, Montreal, 1998.

"A Study of Implementing a New High School Career Academy Model," presented at the Annual meeting of the American Educational Research Association, San Francisco, CA, 1995 (coauthored).

"Limitations on Local Accountability in Vocational Education," presented at the Annual meeting of the American Educational Research Association, Atlanta, GA, 1992 (coauthored).

"Examining Surrogates for Hands-On Performance," presented at the Annual Convention of the American Psychological Association, Boston, MA, 1990.

"Predicting Task-Based Performance with Measures of Personal Temperament," presented at the Annual Convention of the American Psychological Association, New Orleans, LA., 1989 (coauthored).

"The U.S. Army Research Project to Improve Selection and Classification Decisions," presented at the National Security Industrial Association Conference on Military Personnel and Training, Luxembourg, 1987 (coauthored).

"Designing, Planning, and Selling Project A," presented at the Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA., 1987 (coauthored).

"A Latent Structure Model of Job Performance Factors," presented at the Annual Convention of the American Psychological Association, Washington, D.C., 1986 (coauthored).

"Standard Setting Procedures: Army Enlistment Standards and Job Performance," presented at the Annual Convention of the American Psychological Association, Washington, D.C., 1986 (coauthored).

"Dusting Off Old Data: Encounters with Archival Records," presented at the Annual Convention of the American Psychological Association, Anaheim, CA, 1983 (coauthored).

"Pilot Research for Validation of ASVAB and Enlistment Standards against Performance on the Job," presented at the Southeastern Psychological Association Meeting, New Orleans, 1982 (coauthored).

"The Predictive Validity and Cost-Effectiveness of a Weighted Application Blank," presented at the Southeastern Psychological Association Meeting, Atlanta, 1981 (coauthored).

"The Operational Effectiveness of a Behavioral Expectation Scale and a Mixed Standard Scale: A Comparative Evaluation," presented at the Southeastern Psychological Association Meeting, Washington, D.C., 1980 (coauthored).

"The Traditional Sex-Stereotype of a Job as a Moderator Variable for the directionality of Sex Biases in Performance Evaluation," presented at the Southeastern Psychological Association Meeting, Washington, D.C., 1980 (coauthored).

"Sex Bias in the Interview: An Outcome and Process Analysis," presented at the Southeastern Psychological Association Meeting, New Orleans, 1979 (coauthored).

"Comments on a Technique for Determining Job Similarities and Differences," presented at the Southeastern Psychological Association Meeting, New Orleans, 1979 (coauthored).

"Perceptions of and Preferences for Employee Information Environments among Different Employee Classifications," presented at The International Meeting of The Institute for Management Science, Honolulu, 1979.

"Performance Feedback Information and Organizational Communication: Evidence of Convergent Validity," presented at the 38th Annual Meeting of The Academy of Management, San Francisco, 1978 (coauthored).

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