

2025 Current Fiscal Year Report: Defense Advisory Committee on Military Personnel Testing

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1. Department or Agency

Department of Defense

2. Fiscal Year

2025

3. Committee or Subcommittee

Defense Advisory Committee on Military
Personnel Testing

3b. GSA

Committee No.

405

4. Is this New During Fiscal Year?

No

5. Current Charter

04/22/2024 04/22/2026

6. Expected Renewal Date

7. Expected Term Date

8a. Was Terminated During Fiscal Year?

No

8b. Specific Termination Authority

8c. Actual Term Date

9. Agency Recommendation for Next Fiscal Year

Continue

10a. Legislation Req to Terminate?

Not Applicable

10b. Legislation Pending?

Not Applicable

11. Establishment Authority

Agency Authority

12. Specific Establishment Authority

13. Effective Date

14. Committee Type

14c. Presidential?

Conference Report

accompanying the NDAA of 11/28/1980 Continuing No
1981

15. Description of Committee

Scientific Technical Program
Advisory Board

16a. Total Number of Reports

No Reports for
this Fiscal Year

17a.

Open

1 17b. Closed 0 17c. Partially Closed 0 Other Activities 0 17d. Total 1

Meetings and Dates

Purpose

Start

End

The purpose of the meetings is to provide an
overview of the accession testing program.

01/22/2025 - 01/23/2025

Number of Committee Meetings Listed: 1

	Current FY	Next FY
18a(1). Personnel Pmts to Non-Federal Members	\$0.00	\$0.00
18a(2). Personnel Pmts to Federal Members	\$4,000.00	\$6,000.00
18a(3). Personnel Pmts to Federal Staff	\$76,000.00	\$78,000.00
18a(4). Personnel Pmts to Non-Member Consultants	\$0.00	\$0.00
18b(1). Travel and Per Diem to Non-Federal Members	\$3,328.00	\$16,000.00
18b(2). Travel and Per Diem to Federal Members	\$1,420.00	\$4,000.00
18b(3). Travel and Per Diem to Federal Staff	\$1,728.00	\$6,000.00
18b(4). Travel and Per Diem to Non-member Consultants	\$0.00	\$0.00
18c. Administrative Costs (FRNs, contractor support, In-person/hybrid/virtual meetings)	\$0.00	\$0.00
18d. Other (all other funds not captured by any other cost category)	\$24,000.00	\$50,000.00
18e. Total Costs	\$110,476.00	\$160,000.00
19. Federal Staff Support Years (FTE)	0.40	0.40

20a. How does the Committee accomplish its purpose?

The Committee works with the Office of the Under Secretary of Defense for Personnel and Readiness, Military Services, U.S. Military Entrance Processing Command, and the Office of People Analytics (OPA) to implement recommendations related to technical issues including, but not limited to, processes and policies related to administration and security of testing and theoretical development of constructs, measurement precision, validity, reliability, equating, efficiency, fairness, and other operational and policy considerations. The recommendations emanating from the Reports and Committee meetings cover five broad areas: (1) Item and form development for the Armed Services Vocational Aptitude Battery (ASVAB) tests; (2) Development and evaluation of alternative concepts of ASVAB operations; (3) Development and validation of complementary tests such as fluid intelligence and non-cognitive enlistment screening measures; (4) updates and execution of the Career Exploration Program; and (5) test used for officer accessions, as applicable.

20b. How does the Committee balance its membership?

The DAC-MPT shall consist of no more than seven members who are appointed in accordance with DoD policy and procedures and who are eminent authorities in the fields of educational and psychological testing and career development. Members must have expertise in the following, or similar areas, psychometrics, test development, statistical measurement, big-data analytics, industrial/organization psychology, selection and classification, educational measurement, and career development and counseling. In addition, the Committee's membership is balanced in terms of points of view represented and the functions to

be performed by the DAC-MPT.

20c. How frequent and relevant are the Committee Meetings?

The Committee will meet at the call of the Committee's DFO, in consultation with the Committee's Chair and the OUSD(P&R). The estimated number of meetings is two per year.

20d. Why can't the advice or information this committee provides be obtained elsewhere?

The Committee was established in 1980 because DoD's enlistment test was incorrectly calibrated to previous versions of the test. Since scores were inflated as a result of this miscalibration, almost 400,000 recruits entered service who should have been denied enlistment. The Committee, composed of eminent authorities from the fields of educational and psychological testing, is the only group of SGE and RGE civilians who review DoD's efforts to develop enlistment tests and classify recruits into occupational specialties. The enlistment test scores of qualified applicants are used to report on the quality of the All Volunteer Force, a critical index of Force readiness.

20e. Why is it necessary to close and/or partially closed committee meetings?

Meetings are not closed to the public unless the Department of Defense determines that items on the planned agenda meet the closed-meeting provisions of 5 U.S.C. § 552b(c). Pursuant to DoD policy closed meetings can only be authorized by the DoD Sponsor, who is the Under Secretary of Defense for Personnel and Readiness, and only after consultation with the appropriate General Counsel.

21. Remarks

Committee Chairs: Dr. Fred Oswald was approved as the Chair effective Aug 1, 2024 - July 31, 2026 (two-year term of service, with annual renewals).

Designated Federal Officer

Sofiya Velgach Assistant Director for Accession Policy, Personnel and Readiness

Committee Members	Start	End	Occupation	Member Designation
Esquivel, Sonia	04/07/2022	04/25/2025	USAFA	Regular Government Employee (RGE) Member
Lee, Won-Chan	08/01/2022	04/25/2025	University of Iowa	Special Government Employee (SGE) Member
Morera, Osvaldo	08/01/2022	04/25/2025	University of Texas at El Paso	Special Government Employee (SGE) Member
Oswald, Frederick	08/17/2022	04/25/2025	Rice University	Special Government Employee (SGE) Member
Tippins, Nancy	08/01/2022	04/25/2025	Psychologist	Special Government Employee (SGE) Member
Zenisky, April	08/03/2022	04/25/2025	University of Massachusetts	Special Government Employee (SGE) Member

Number of Committee Members Listed: 6

Narrative Description

This Committee provides state-of-the-art, objective review for the Department of Defense accession testing programs and R&D programs related to the Armed Services Vocational Aptitude Battery (ASVAB), other testing instruments and methods, and enlistment of high quality recruits. Future meetings will also concentrate on officer accession tests, as applicable.

What are the most significant program outcomes associated with this committee?

Checked if
Applies

Improvements to health or safety	<input type="checkbox"/>
Trust in government	<input checked="" type="checkbox"/>
Major policy changes	<input checked="" type="checkbox"/>
Advance in scientific research	<input checked="" type="checkbox"/>
Effective grant making	<input type="checkbox"/>
Improved service delivery	<input checked="" type="checkbox"/>
Increased customer satisfaction	<input checked="" type="checkbox"/>
Implementation of laws or regulatory requirements	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>

Outcome Comments

Without a valid enlistment aptitude screening measure, the military would be unable to accurately select and classify applicants who could be successfully trained to perform complex military tasks. Attrition, academic training failures would increase and on-the-job performance would suffer. Costs of training and job performance failures would be high - in the millions of dollars. \$180M per one percent increase in attrition. As with the 1980 ASVAB misnorming fallout, which led to creation of the DACMPT, the cost to repair lost confidence in the readiness of the military would require additional investment.

What are the cost savings associated with this committee?

Checked if Applies

None	<input type="checkbox"/>
Unable to Determine	<input type="checkbox"/>
Under \$100,000	<input type="checkbox"/>
\$100,000 - \$500,000	<input type="checkbox"/>
\$500,001 - \$1,000,000	<input type="checkbox"/>
\$1,000,001 - \$5,000,000	<input type="checkbox"/>
\$5,000,001 - \$10,000,000	<input type="checkbox"/>
Over \$10,000,000	<input checked="" type="checkbox"/>
Cost Savings Other	<input type="checkbox"/>

Cost Savings Comments

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performance would suffer. Costs of training and job performance failures would be high - in the millions of dollars. \$180M per one percent increase in attrition. As with the 1980 ASVAB misnorming fallout, which led to creation of the DACMPT, the cost to repair lost confidence in the readiness of the military would require additional investment.

What is the approximate Number of recommendations produced by this committee for the life of the committee?

458

Number of Recommendations Comments

The Committee, in the course of its meetings makes a variety of recommendations. Some are immediately implemented, some require longer term accommodation, while other recommendations are modified in the course of test development. The Committee made 27 recommendations during the January 2025 session. At this point only one session (Jan 2025) has been held in FY 2025. Committee is developing a biennial report covering FY 2023 and 2024. Final report will be uploaded into FY25 ACR.

What is the approximate Percentage of these recommendations that have been or will be Fully implemented by the agency?

98%

% of Recommendations Fully Implemented Comments

NA

What is the approximate Percentage of these recommendations that have been or will be Partially implemented by the agency?

2%

% of Recommendations Partially Implemented Comments

NA

Does the agency provide the committee with feedback regarding actions taken to implement recommendations or advice offered?

Yes ☒ No ☐ Not Applicable ☐

Agency Feedback Comments

When the Committee's Biennial Report is published, we respond to each recommendation via a separate briefing to the Committee in an open meeting.

What other actions has the agency taken as a result of the committee's advice or recommendation?

Checked if Applies

Reorganized Priorities	<input checked="" type="checkbox"/>
Reallocated resources	<input checked="" type="checkbox"/>
Issued new regulation	<input checked="" type="checkbox"/>
Proposed legislation	<input type="checkbox"/>
Approved grants or other payments	<input type="checkbox"/>
Other	<input type="checkbox"/>

Action Comments

NA

Is the Committee engaged in the review of applications for grants?

No

Grant Review Comments

NA

How is access provided to the information for the Committee's documentation?

Checked if Applies

Contact DFO	<input checked="" type="checkbox"/>
Online Agency Web Site	<input checked="" type="checkbox"/>
Online Committee Web Site	<input checked="" type="checkbox"/>
Online GSA FACA Web Site	<input checked="" type="checkbox"/>
Publications	<input type="checkbox"/>
Other	<input type="checkbox"/>

Access Comments

N/A