

ARI COMPLETRS

The **HumRRO** Team



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The Human Resources Research Organization (HumRRO) is pleased to be joined by The Lewin Group and SAG Corporation (SAG) to support the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) with its Contract for Manpower, Personnel, Leader Development, and Training Research and Studies (COMPLETRS).

◆ *The Human Resources Research Organization (HumRRO)*

For more information, see www.humrro.org



HumRRO is an independent, nonprofit corporation engaged in research, development, and evaluation in the behavioral and social sciences with application toward improving human performance and organizational effectiveness. HumRRO's areas of expertise include performance measurement, job analysis, development of assessment instruments and methods, certification testing, selection and classification, instructional technology, educational research, human factors, simulation techniques for selection and training, survey design and analysis, manpower modeling and utilization, training systems analysis, and policy and program evaluation.

HumRRO's history is integrally tied to the Army. The firm was established in 1951 as the Human Resources Research Office of The George Washington University. At that time, the organization's mandate was to carry out an integrated program of behavioral science research exclusively for the Department of the Army. In 1967, HumRRO's charter was modified to extend its research and development activities to other government agencies and private organizations. In 1969, HumRRO separated from The George Washington University, becoming an independent nonprofit corporation. Even after suspending its exclusive relationship, HumRRO has retained a close partnership with the Army. Our partnership with ARI has spanned the realm of research and development interests vital to the Army, including topics such as selection & classification, attrition and turnover, innovative enlistment programs (GED Plus and the Foreign Language Recruiting Initiative), occupational analysis, and the dissemination of ARI-sponsored research via consumer-oriented special reports.

The HumRRO research staff consists of roughly 90 employees, most of whom have advanced degrees in industrial and organizational psychology and related fields. HumRRO senior staff members have a long history of developing and managing research and consulting projects of broad scope.

In 2004, HumRRO acquired the Social and Policy Research Group from RoperASW, which is now named HumRRO's Center for Survey Research. The Center for Survey Research is located in Princeton, NJ. This group conducts surveys in the areas of job training evaluations, welfare to work, education, transportation, health care, and energy, and the environment. They have demonstrated expertise in survey and sampling design, computer-assisted personal and telephone interviewing, location of "hard-to-reach" respondents, and conduct of surveys on sensitive topics.

In addition to a large and talented in-house research staff, HumRRO has a pool of highly select consultants. These include experienced individuals who expand our capacity to meet work requirements (e.g., Ms. Winnie Young, Dr. Teresa Russell, Mr. Allan Akman) and contractors outside the formally bid COMPLETRS team who contribute to our capabilities to meet ARI needs (e.g., Dr. Doug Rosenthal and his staff at Job Performance Systems, Inc.).

◆ *The Lewin Group*

For more information, see www.lewin.com



The Lewin Group specializes in conducting public policy research, economic analysis, and strategic planning for decision-makers in the public and private sectors, with an emphasis on producing timely analyses that enable clients to make practical decisions. Much of the Lewin Group is focused in the health policy area. The Applied Economics Practice, which is the lead practice group area for COMPLETRS, specializes in the application of economics and econometrics, public-policy analysis, statistics, and operations research to MPT and other issues. The Lewin Group has been responsible for many recent innovations in the modeling of retention, manpower cost, personnel inventories, and the development of compensation and other policies to improve force management. Headquartered in Falls Church, VA, the Lewin Group has offices in Cambridge, MA and in Europe. It has a history of conducting successful projects for ARI and DoD, and of collaborating successfully with HumRRO in many of these efforts.

◆ *SAG Corporation*

For more information, see www.sagcorp.com



SAG Corporation is a small business that specializes in labor economics, econometric analysis, and database and software design. Founded in 1985, SAG is located in Annandale, VA. SAG's approach is based on developing accurate quantitative evidence, producing defensible recommendations for changes or adjustments to pay systems, and generating the presentation materials necessary to explain research concepts and findings to management, employees, and oversight authorities. SAG analysts have vast experience in economic and cost analyses, real-world compensation studies, public-sector policy analyses, and legislative implementation.

SAG Corporation has conducted several projects for ARI on the issue of officer retention, as well as more general research on special and incentive pays and the costs and benefits of serving in the Army. SAG personnel are familiar with (and possess current copies of) a wide variety of data that may be of interest to ARI, including the Census Bureau's Public-Use Microdata Set and the Current Population Survey. SAG has also worked extensively with ARI's research databases, converting the Officer Longitudinal Research Database and the Enlisted Personnel Research Database to CD-ROM. In addition, SAG maintains an internal database containing historical pay data including special pays and reenlistment bonus multipliers for all four Services. This large storehouse of information allows SAG to respond rapidly to many of the questions facing its clients.

Organizational Capabilities by Technical Area

Technical Area	HumRRO	Lewin	SAG
Selection & Classification	◆	◇	
Attrition & Retention	◆	◆	◆
Surveys/Market Research	◆	◇	
Demographic, econometric, and operations research	◇	◆	◆
Individual decision-making	◆	◆	◆
Recruiter productivity	◆	◆	◇
Database development and maintenance	◆	◇	◆
Leader development	◆		
Incentives research or studies and analysis.	◇	◆	◆
Training/Education	◆		
MOS/Job Analysis	◆		

- ◆ Primary Strength
- ◇ Can provide significant support in this area

Why the HumRRO Team?

- Breadth and depth of our technical expertise (at both the corporate and individual staff member levels)
- Team members that complement each other well and jointly provide complete coverage of research & studies areas specified by the contract
- Demonstrated willingness to go outside the team as necessary to meet project requirements
- Administrative ease – Program Manager and administrative support team with 8 years of experience managing previous ARI IQCs.
- Commitment to Army research and studies.
- Bring experience from many other arenas (e.g., other Services, civilian government agencies, education, industry)
- Commitment to helping ARI share research findings with military and scientific audiences.

◆ [Labor rates available upon request.](#) ◆