

## Joint Human Systems Integration Working Group (FY24 Q3) Meeting Minutes and Action Items

*Tuesday, Jun 18, 2024 @ 1100-1300 (Eastern Time)*

**EXSUM:** The Joint Human Systems Integration Working Group (JHSIWG) met on June 18, 2024, to brief out the FY24 Capability-Based Assessment (CBA) results. The topics of the DoD HSI Management plans and recertification of the JHSIWG Charter were covered. The group approved recommendations for a plan of action and milestones. The next JHSIWG activity will be to brief the status to the JHSISC in 4QFY24.

Slides: APAN - [https://sites.apan.org/osd/HSI-BOKM/Shared%20Documents/JHSIWG%2018%20June%202024\\_FINAL\\_RAH.pdf](https://sites.apan.org/osd/HSI-BOKM/Shared%20Documents/JHSIWG%2018%20June%202024_FINAL_RAH.pdf)

### Agenda

1100 - 1115	Roll Call and Introductions (Mr. Gaither)
1115 - 1135	FY24 CBA Reassessment Results review (Ms. Alexis Cady)
1135 - 1200	JHSIWG Perspective review of CBA efforts (Mr. Gaither)
1200 - 1210	DoD management Plan status (Mr. Gaither)
1210 - 1220	Joint HSI WG Charter renewal (Mr. Woods)
1220 - 1240	Recommendations review for the JHSIC (Mr Gaither)
1240 - 1245	Wrap-up: Action Items (Mr. Gaither, Mr. Woods)
1245	Adjourn

### Roll Call/Introductions (Mr. Na Gaither)

- Mr. Napoleon Gaither (Army) started the meeting, conducted short introductions, and confirmed a quorum of Service leads and representatives.

### FY24 Capability-Based-Assessment (CBA) TBRL Approach, Results, Conclusion

(Ms. Alexis Cady)

- The video of this section may be found at:
  - [https://sites.apan.org/osd/HSI-BOKM/Shared%20Documents/DISTA\\_20240618\\_1of4\\_FY24\\_CBAreport\\_TBRLapproachandresults\\_480p.mp4](https://sites.apan.org/osd/HSI-BOKM/Shared%20Documents/DISTA_20240618_1of4_FY24_CBAreport_TBRLapproachandresults_480p.mp4)
  - [https://sites.apan.org/osd/HSI-BOKM/Shared%20Documents/DISTA\\_20240618\\_2of4\\_FY24\\_CBAreport\\_TBRLconclusion\\_480p.mp4](https://sites.apan.org/osd/HSI-BOKM/Shared%20Documents/DISTA_20240618_2of4_FY24_CBAreport_TBRLconclusion_480p.mp4)
- Ms Cady provided a summary of the background of the problem

- She provided a summary of the Tactical Behavior Research Lab (TBRL) approach to the FY24 CBA Reassessment. Tactical Behavior Research Lab (TBRL) took a 3-step approach to evaluating the state of the 5 HSI Gaps.
  - Review of artifacts
  - Survey on Army365
  - Researchers identified commonalities based on the analysis of responses
- CBA 1 results – Stated goals were met.
  - The committee should examine respondent concerns relative to accessibility and usability of APAN. In addition, the content should be augmented to include quick guides, lessons learned, and tips and tricks relating to HSI work.
- CBA 2 results – Stated goals were not met, except for service adoption of the HSI Domains
  - The committee should close out existing task delineated in relevant work underway and relevant work planned
- CBA 3 results – : Stated goals were not met
  - the committee should examine respondent concerns relative to the development of targeted education for decision makers who are not fluent in the principles and practices of HSI, or learning objectives that can be embedded in other credential tracks for acquisition professionals (i.e. Program Managers, Engineers, etc.)
- CBA 4 results – Stated goals have been met, and the committee has moved this gap to sustainment, and will periodically review the tool kit.
  - The committee should examine respondent concerns relative to completion of a detailed HSI Toolkit for Adaptive Acquisition Framework. Foster and environment that encourages active collaboration between the services. In addition, access to more funding for MBSE tool sets in Human Performance, and Endurance, the creation of tools that have abilities to be modified for unique systems, and lastly the creation of a tool repository to include the licensing of commercial tools and/or DoD development of tools as appropriate.
- CBA 5 results – Stated goals have been met, and the committee has moved this gap to sustainment, and should continue outreach activities identified in relevant work planned
  - the committee should consider conducting a stakeholder analysis across the working level of each of the services. The mapping of support and resistance across the HSI Universe would enable the committee to construct targeted marketing to meet the needs of a diverse set of stakeholders across the services
- She provided a review of the conclusion from the TBRL analysis. The analysis of artifacts, review of respondent data, and a secondary review of respondent data based upon the set of derived categories developed by the study team have resulted in a set of precepts that should be considered when formulating solution sets for current and new actions to close known and newly identified gaps in this report.
  - The full adoption of HSI principles and practices within the DoD acquisition framework requires an understanding and adherence to principles of change management.
  - HSI activities should be depicted in the context of the Adaptive Acquisition Framework and tied to Milestone Decision Authorities where feasible.

- Targeted education for decision makers who are not fluent in the principles and practices of HSI should be pursued.
- Pursue statutory requirements as policy is not sufficient to bring about the needed changes.
- Base decisions on service level application of HSI practices. A tool first approach does not fully consider the differing needs of HSI practitioners within the domains and services.
- The JHSIWG discussed the results. A key topic of the discussion was finding a way to insert HSI congressional requirements in statute to improve the “shall” do HSI for programs.

### **CBA Report perspective** (Mr. Gaither)

- Mr. Gaither led a JHSIWG Service leads discussion about the future path forward for the CBA efforts.
  - Mr Gaither was able to answer for the Army HSI lead; Dr Gordon Gattie was able to answer for the Navy HSI Lead; Dr Jen McCollough was able to answer for the USMC HSI Lead; Mr Eric Engel was able to answer for the AF HSI Lead
  - The leads concurred unanimously to place the following CBA efforts into sustainment: HSI BoK (CBA 1), HSI Standardization (CBA 2), HSI Tools (CBA 4), HSI Outreach (CBA 5)
  - CBA 3 will remain a workstream effort with its POAM
  - The group agreed with the FY24 reassessment for new topics to help create new Sub-WG CBA workstream efforts
- The video of this section may be found at:
  - [https://sites.apan.org/osd/HSI-BOKM/Shared%20Documents/DISTA\\_20240618\\_3of4\\_FY24\\_CBAreport\\_perspective\\_480p.mp4](https://sites.apan.org/osd/HSI-BOKM/Shared%20Documents/DISTA_20240618_3of4_FY24_CBAreport_perspective_480p.mp4)

### **DoD Management Plan Status** (Mr. Gaither)

- Mr. Gaither provided an update on the status of the DoD Management Plans
  - [https://sites.apan.org/osd/HSI-BOKM/Shared%20Documents/DISTA\\_20240618\\_3of4\\_FY24\\_CBAreport\\_perspective\\_480p.mp4](https://sites.apan.org/osd/HSI-BOKM/Shared%20Documents/DISTA_20240618_3of4_FY24_CBAreport_perspective_480p.mp4)

### **JHSIWG Charter Review and Renewal** (Mr. Gaither and Mr. Woods)

- Mr. Gaither and Mr Woods discussed the entire JHSIWG should review the JHSIWG Charter and that the task will be closed out in July 2024. An updated Charter will be circulated with the Service Leads for signature.
- The video of this section may be found at:
  - [https://sites.apan.org/osd/HSI-BOKM/Shared%20Documents/DISTA\\_20240618\\_3of4\\_FY24\\_CBAreport\\_perspective\\_480p.mp4](https://sites.apan.org/osd/HSI-BOKM/Shared%20Documents/DISTA_20240618_3of4_FY24_CBAreport_perspective_480p.mp4)

### **JHSISC Recommendations Review** (Mr. Gaither)

- Mr. Gaither summarized the topics the JHSIWG will update the JHSISC

- The video of this section may be found at:
  - [https://sites.apan.org/osd/HSI-BOKM/Shared%20Documents/DISTA\\_20240618\\_4of4\\_JHSISC\\_recommendations\\_480p.mp4](https://sites.apan.org/osd/HSI-BOKM/Shared%20Documents/DISTA_20240618_4of4_JHSISC_recommendations_480p.mp4)
- **Action Items**
  1. Renee Galloway requested to work with CBA 4 team for statistical analysis tools (Garneau/Galloway)
  2. Dr Gattie requested a transition meeting with the Navy and the Army regarding the JHSIWG transition (Woods/Gaither/Gattie)
  3. A sub-WG will review congressional language potential to mandate HSI and report back to OSD(R&E) for that tasker (July 18 deadline)
  4. DoD HSI Management plan requested templates; next 30 days for Service leads to draft the Services' management plans (Woods/Service Leads)
  5. The JHSIWG recommended creation of a disruptive technologies sub-WG leveraging AI and autonomy technologies
  6. There was discussion about if the Space Force has HSI representatives that should be added to the Joint HSI WG. Mr Engel was not aware of any HSI Space Force representation. Woods will research with Mr Engel.
  7. Mr Gaither requested the Service leads provide any information about each Service giving a Service-specific "HSI 101" briefing to its workforce, and ensuring these trainings provide access to SAE 6906 standard.

### **Meeting Adjournment** (Mr. Gaither and Mr. Woods)

- Mr. Gaither thanked all attendees for attending and thanked the entire JHSIWG for their ongoing support and participation in all things HSI. Continued encouragement for volunteers!

### **FOLLOW-UP NOTICES / NEWS / EVENTS** (All Members)

- SAE 6906 "Standard Practice for HSI – Rev A" Training Sessions tentatively planned /scheduled during month of Nov 2024 (Overview session followed by 3-4 detailed sessions) – conducted by SAE G-45 via the Navy HSI Brown Bag Forum.
- Is there news concerning NPS and AFIT we can put here??
  - NPS is completing registration for its Fall cohort
  - Capstone themes by NPS ISO the JHSIWG.
  - Provide a link here ISO their HSI programs / certifications
- Planning in July to hold a Disruptive Technology meeting.
- Date for JHSISC is tentatively scheduled for 15 Aug 2024.

### **WRAP-UP / Final Remarks** (All Members)

- JHSIWG transition mtg will be scheduled in July/Aug 2024 (Army --> Navy) (proposed in-person @ DAU)
- Mr DeLuca and Mr Woods provided closing remarks about the positive nature of the team leaning forward and the R&E office stands by to support the HSI initiatives.
- Mr Gaither provided final points to all for their participation.

**FOLLOW-UP NOTICES / NEWS / EVENTS** (All Members)

None.

FINAL

## Attendees

- ✓ Arias, Joanne  
Arnold, T  
Asiala, L (Industry)  
Barrett, Chris  
Bellott, Mark M CIV USAF NASIC (USA);
- ✓ Borja, Ana  
Born, LT Stephen
- ✓ Budagher, Garrett
- ✓ Burcham, Patty
- ✓ Cady, Alexis  
Cawthorn, Mark  
Clayton, Rollin  
Clark, Aaron
- ✓ Copeland, Bob  
Cummings, Laurie  
Dachos, Jon  
Desmond, Ashley
- ✓ DeLuca, R. Chris
- ✓ Engel, Eric  
Etheridge, Richard  
Florian, John  
Gardony, Aaron
- ✓ Gaither, Napoleon
- ✓ Galloway, Rene
- ✓ Gardony, Aaron
- ✓ Garneau, Christopher
- ✓ Gasaway, Renecia
- ✓ Gaskins, Ryland
- ✓ Gattie, Gordon
- ✓ Glover, Lucas  
Hailstone, Robert  
Heffner, Rachel  
Hrosch, Paul
- ✓ Jaffe, Michael  
Kilgore, Maura  
Kneeland, Carl  
Lacson, Frank  
Lasky, Becca  
Lawson, Chelsey  
Lytle, Bill (Northrop Grumman)
- ✓ Lockett-Reynolds, Janae
- ✓ McClernon, Chris (NPS HSI Director)
- ✓ McCullough, Jennifer  
Merriman, Steve (SAE G-45 member)
- ✓ Mezzacappa, E  
Miller, Michael  
Mitchell, Blake  
Modica, LCDR Claire (NPS)  
Mountjoy, Dr Daniel (HFE TAG)  
Muralidhar, AJ  
Null, Cynthia  
Odofoin, Adedeji  
O'Neil, Mike (VHA)  
Patton, Debbie
- ✓ Pharmer, James  
Phillips, Henry (Hank) (Industry)
- Purcell, Kevin
- ✓ Reddick, John  
Richter, Mark  
Rippy, Lisa
- ✓ Robinson, Ken  
Roebke, Mark  
Roehrer, Randi (Industry)
- ✓ Rippy, Lisa  
Risser, M (Industry)  
Said, Joseph  
Sample, CDR Andrew  
Savage-Knepshield, Pamela
- ✓ Stohr, Eric (SAE G-45 Chair)  
St Amour, Richard  
Strunk, Gary  
Suter, Jamie  
Thomas, Tony
- ✓ Unverricht, James  
Wallace, Daniel
- ✓ Ward, Ronald  
Williamson Dicarie
- ✓ Woods, Mitchell

✓ - Denotes Present

Note: For access to POC information, visit: <https://wss.apan.org/osd/HSI-BOKM/Lists/HSI%20Contacts/Public%20Contacts.aspx>

F U N D A M E N T A L