

MANPRINT

U.S. ARMY MANPRINT PROGRAM

WINTER/SPRING 2012

DIRECTOR'S CORNER

By Dr. Michael Drillings

Many of you are aware of recent comprehensive and critical reviews of Army acquisition that have been issued from DoD, Congress, independent observers, and the Army itself. While this causes me great concern on behalf of the Soldier, I am relieved by the fact that our dedicated, collective work has been scrutinized and has withstood this critique. In fact, we have often been able to predict the problems that are later more widely recognized. Nonetheless, we must constantly search for ways to make MANPRINT even more effective. The MML effort (discussed below) is an example.

Through my ten years in the MANPRINT office, I have always



Dr. Michael Drillings

Director of MANPRINT

appreciated the dedication and skill of our workforce. In these challenging times, we have to rededicate ourselves to data-driven, relevant analyses and the fortitude to report them effectively.

Final reports have recently been issued for two relevant studies: ASA (ALT)'s *2010 Army Acquisition Review* (called the Decker-Wagner study) and OSD's *Better Buying Power* survey, both designed to better understand the strengths and weaknesses of the Army acquisition system. Decker-Wagner very strongly supported the use of MANPRINT, particularly early in system development. I have now prepared a

policy statement that may soon be issued by the Secretary of the Army that is responsive to a Decker-Wagner recommendation. The *Better Buying Power* study specifically evaluated the worth of the huge number of documents required by the acquisition process. The evaluation fully supported the value of the *MANPRINT Assessment*.

Some time ago, the director of ARCIC (in TRADOC), LTG Vane came to see me and challenged us to develop a program to move MANPRINT left (MML)—in other words he wanted to see if earlier applications of MANPRINT analyses, including before Milestone A, would be useful for system developers. We eventually convinced LTG Vane that we could do this and that it would be useful. *(Continued on page 5)*

MANPRINT EDUCATION UPDATE

By L. Taylor Jones, III

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Many are now aware that the Army Logistics University's (ALU) "MANPRINT Applications Course" was suspended by TRADOC for budgetary reasons. It is important to note that it has not been canceled, and that we may expect to see it offered again in 2014. It does not affect the eight hours of MANPRINT instruction currently being provided as part of the ALU Capabilities Development Course.

The MANPRINT Directorate's "MANPRINT Familiarization Course" continues to be conducted in Huntsville, Alabama on a monthly basis. This block of instruction provides an abbreviated three hour look at the Applications Course material. Additionally, it provides insight into the "Team MANPRINT Redstone/Rucker" applied Human Systems Integration process for Army aviation, missiles, and space

(Please see MANPRINT Education Update Article on page 5)

MANPRINT INFORMATION

ARTICLES, COMMENTS, AND SUGGESTIONS ARE WELCOMED AND MAY BE SUBMITTED TO THE MANPRINT PROGRAM:

MANPRINT NEWSLETTER

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ATTN: MANPRINT PROGRAM
1133 Light Street
Baltimore, MD 21230

POLICY

Department of the Army, G-1, ATTN: DAPE-MR,
300 Army Pentagon
Washington, DC 20310-0300
DSN: 225-5853
COM: 703.695.5848

DIRECTORY OF DESIGN SUPPORT METHODS

Defense Technical Information Center, DTIC-A San Diego, NAS
North Island, Box 357011, San Diego, CA 92135-7011
COM 610.545.7384; Email: dticasd@dticam.dtic.mil
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MANPRINT DOMAIN POCs:

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DAC Graham Walker, Office of the Chief of Staff, Army Safety Office; ATTN: DACS-SF, Bldg. 1456, Ft. Belvoir, VA 22060-544, COM 703.697.1322, FAX 703.601.2417, Email: graham.k.walker.civ@mail.mil
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MANPRINT Director receives HSI Lifetime Achievement Award

By Dr. Beverly Knapp

The MANPRINT program director, Dr. Michael Drillings, received the Human Systems Integration Lifetime Achievement Award from the American Society of Naval Engineers (ASNE) in October 2011. ASNE is professional engineering organization that began in 1888 that provides a forum for the Joint HSI community. The award was presented at the conclusion of the annual symposium with nearly 500 attendees. By recognizing the achievements of Dr. Drillings, the award acknowledges the achievements of the Army's MANPRINT program under his leadership.

Admiral Edmund P. Giambastiani, Jr., USN (Ret), former Vice Chairman of the U.S. Joint Chiefs of Staff presented the award with remarks about Dr. Drillings career.

His career began with a PhD from the University of Connecticut in experimental psychology, and a post-doctoral fellowship in human factors engineering in the Department of Industrial Engineering at the University of Toronto. He rose steadily from bench scientist to leadership roles at the U.S. Army Research Institute for 20 years. While there, he directed ARI's program in university-based research, and was also responsible for research in maintenance training and in tank gunnery skills. Then, in 2001, an opportunity arose to join and subsequently shape the Army's MANPRINT enterprise for the 21st century.

Dr. Drillings joined the Office of the Deputy Chief of Staff, Army G-1, in August 2001 as the deputy director for MANPRINT – MANPOWER PERSONNEL INTEGRATION. MANPRINT is the Army implementation of HSI. Only two years later, in December 2003, he was appointed director for MANPRINT, and a member of the

Senior Executive Service. In this position, he has been responsible for coordinating policy, guidance, and procedures in the MANPRINT program and for advocacy of soldier-oriented research and development.

As MANPRINT director, his leadership, vision, and sheer hard work have led to countless improvements in the design of ground force equipment which directly support and sustain soldiers and the war effort. His efforts have also made MANPRINT understandable and usable by systems engineers who make design decisions for Army systems. Based on his influence, the overall performance of many new systems has improved, their life cycle costs reduced, and the risk of soldier injury minimized.

Using the formal *MANPRINT Assessment*, a qualitative and quantitative

analysis product, as a key risk evaluation tool, Dr. Drillings advises the Army Acquisition Executive, Program Executive Officers, and Program Managers on how well a given system design considers manpower, personnel capability, human factors engineering, training, survivability, health hazards, and soldier safety. He has advocated for the soldier through this *MANPRINT Assessment* for a major Army program nearly every month. His message to system developers, with the MANPRINT Assessment in his hip pocket, has come to be recognized as the definitive word on whether soldiers will meet performance standards when using their equipment.

Most recently, MANPRINT has deployed a formal plan to ensure the soldier is considered early and often in weapon system design: a campaign he has named 'Moving MANPRINT to the Left'. As is often said but has been

Dr. Drillings has forged alliances with the other military services, and made MANPRINT the recognized leader of the tri-Service HSI community.

(Continued on page 4)

notoriously difficult to measure, the earlier HSI is applied, the greater the payoff and the lower the risk. Moving MANPRINT left is a three-year initiative to really capture the return on HSI investments as a function of what, where, when, and how MANPRINT practices are inserted into as many as fifteen systems' life cycles.

Never thinking only of the Army, Dr. Drillings has forged alliances with the other military services, and made MANPRINT the recognized leader of the tri-Service HSI community. Because of his efforts and accomplishments, the Army's HSI program has consistently been the most far reaching, influential, and effective. He was part of the original ad hoc group in 2004 that led to the formation of the Joint HSI Working Group. In 2006, he led the Services in preparing a required congressional report on HSI, which has continued every year since then. He was first to assist during the stand up of a formal HSI presence in OSD PR and ATL. As an active and dynamic participant in the Joint HSI Steering Group, he has facilitated a unified services position on technical HSI language in top level policy and system acquisition documents, such as the DoDI 5000.02, the Defense Acquisition Guidebook, System Engineering Plan, to mention just a few. Recently he initiated a proposal to incorporate Human View System Architecture Products, developed from a NATO panel on HSI in Network Enabled Capabilities, into formal system engineering architecture practices.

As director of MANPRINT, Dr. Drillings takes the Human System Integrator responsibility very seriously. As he has often stated, "we are providing an important function to the military services that cannot be overstated: fit the equipment to the soldier, not the soldier to the equipment".



Admiral Edmund P. Giambastiani, Jr., USN (Ret), former Vice Chairman of the U.S. Joint Chiefs of Staff presented the award with remarks about Dr. Drillings career.

Director's Corner

(cont. pg. 1)

He supported us in our bid to have \$1M/year entered into the FY13 and beyond POM. Certainly, we are all aware of the financial pressures facing the Army; nonetheless, it now appears that we will, indeed, get those funds. The skill with which we all applied ourselves to developing a convincing program was crucial in this success. I firmly believe that we have set the stage for a broader application of MANPRINT to better support Army acquisition.

Recently, Dr. Beverly Knapp

and I accompanied our boss LTG Bostick, the G-1 of the Army, on a visit to Aberdeen Proving Ground to see MANPRINT in action. There is no other way to describe this trip except as a huge success. First, ATEC made available a Stryker MGS, so we could show the G-1 the MANPRINT concerns and some of the revisions that we recommended. We then visited HRED for presentations by HRED and USAPHC that were very well received. This hands-on experience really drove home the importance of the work that

we perform. LTG Bostick, who has graduate degrees in engineering, was also impressed by the analytic rigor upon which so many MANPRINT recommendations are based.

I am also pleased to report that there will also be a multi-Service HSI Open House in the Pentagon on 22-23 May 2012. This will be an excellent opportunity to show some of the senior people in the Pentagon the MANPRINT story.

(cont. from pg. 1 MANPRINT Education Update)

programs.

The Familiarization Course has averaged over 100 students per year. There is no charge for attendance. Students receive a Department of the Army Certificate of Training (DA Form 87), which may be used to gain ATTRS or CEU credits.

In the past, the three hour course has been offered in-residence only. Given the changing needs of the distributed MANPRINT community, this too is changing. After a telephonic teaching test run with the U.S. Army Public Health Command, small group distance teaching proved successful. A large group test will occur in the near

future with the assistance of the Ft. Rucker ARL-HRED Field Element.

Agencies may now request telephonic small group teaching sessions for potentially any given Tuesday in 2012. Course material is shipped to the agency to support the tele-teaching session. Pre-paid shipping is requested. Large group sessions may be available should the Ft. Rucker test prove successful.

We are now developing an eight hour "MANPRINT Acquisition Practitioner's (MAP) Course" to expand the Familiarization course's scope, and to temporarily fill the gap left by the suspended Applications

Course. This block of instruction will be tested in Huntsville during February and March. Expect MAP roll-out to occur in the latter half of March.

Additionally, Naval Postgraduate School continues to offer a Certificate, and Masters of Science, in Human Systems Integration.

Bottom line: MANPRINT Education is still available to government, industry, and academia. POC for Familiarization session scheduling is Ms. Kelly Hopkins, 256.382.4700, ext. 102 or khopkins@alionscience.com.

Sign up soon!

MANPRINT EDUCATION

MANPRINT FAMILIARIZATION COURSE			
Date	Time	Location	Point of Contact
20-Mar-12	9:30-12:00	Huntsville, AL	Ms. Kelly Hopkins, MANPRINT Education Administrator khopkins@alionscience.com
17-Apr-12	9:30-12:00	Huntsville, AL	Ms. Kelly Hopkins, MANPRINT Education Administrator khopkins@alionscience.com
8-May-12	9:30-12:00	Huntsville, AL	Ms. Kelly Hopkins, MANPRINT Education Administrator khopkins@alionscience.com
12-June-12	9:30-12:00	Huntsville, AL	Ms. Kelly Hopkins, MANPRINT Education Administrator khopkins@alionscience.com
10-July-12	9:30-12:00	Huntsville, AL	Ms. Kelly Hopkins, MANPRINT Education Administrator khopkins@alionscience.com
14-Aug-12	9:30-12:00	Huntsville, AL	Ms. Kelly Hopkins, MANPRINT Education Administrator khopkins@alionscience.com

UPCOMING EVENTS

AAAA Annual Professional Forum and Exposition

1-4 April 2012
Nashville, TN
www.quad-a.org

Space and Missile Defense Exposition

12-15 August 2012
Huntsville, AL
www.smdconf.org

Joint Human Systems Integration- Pentagon Display

22-23 May, 2012
Washington, DC
www.manprint.army.mil

AUSA Annual Meeting & Exposition

22-24 October 2012
Washington, DC
www.ausa.org

