



U.S. Army recruiters host a swearing-in ceremony for over 40 future soldiers at the Arkansas State Capitol Building in Little Rock, Arkansas. (U.S. ARMY/AMBER OSEI)

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Army adds new test for incoming soldiers

Thousands of Army recruits are now taking a new military entrance exam in addition to the tests they already must complete as part of a three-year pilot study authorized by the Defense Department.

The non-cognitive exam, called the Tailored Adaptive Personality Assessment System, is a 120-question personality test designed to help select the best new soldiers and increase the overall quality of the Army.

Using the exam, also known as TAPAS, the pilot will evaluate the use of personality testing to supple-

ment the Armed Forces Qualification Test and the Armed Services Vocational Aptitude Battery.

The goal is to see if such tests can help the Army identify or define what a potential soldier might bring to the Army beyond just math or language skills, experts said.

“Those who will enlist through the [TAPAS] pilot program will be more qualified than what their cognitive test score says,” said Tonia Heffner, selection and assignment research unit chief at the Army Research Institute for the Behavioral and Social Sciences.

TAPAS has been used on recruits since 2009, but it was only used to collect data on recruits who were already entering their MOSs.

The new three-year pilot study will see the test offered to a wider pool of up to 6,000 applicants annually.

In the past, the data has consistently shown that individuals with higher motivation outperform what their below-average score might indicate, Heffner said.

They adapt better to the Army and have fewer disciplinary incidents, she said.

See **New test**, Page 3

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Meet the new NCO and Soldier Programs vice president

By Sgt. Maj. of the Army Daniel Dailey,
U.S. Army Retired

Greetings from the Association of the U.S. Army, the professional organization for our Army and our soldiers.

I am retired Sgt. Maj. of the Army Daniel Dailey and a proud new member of the Association of the U.S. Army team.

Transitioning from the Army is something every soldier will face sometime in the future.

Becoming a Soldier for Life is a process that is filled with many emotions: anticipation, anxiety, excitement and even fear.

As I began my transition process, I knew I wanted to continue to work, but I didn't want to just work anywhere.

NCO & Soldier Programs

I thought long and hard about what I wanted to do and knew I wanted an occupation that was similar to the one I was leaving after so many years.

I knew I wanted to do something meaningful, somewhere I could make a difference, be part of a team and fulfill my need to continue to serve.

So, that was my challenge—and it's the same challenge every transitioning soldier is faced with.

Where does one find such a place other than the Army? Staying wasn't an option, even for a former SMA, so my quest began.

So, what did I do? I did what has always served me well throughout my Army career.

As a soldier and a leader, whenever



Retired Sgt. Maj. of the Army Daniel Dailey.
(AUSA PHOTO)

I was about to venture into the unknown and embark on a journey that was unfamiliar, I consulted someone with experience and sought mentorship and guidance.

So that's where my transition journey began, by reaching out to those who had also recently left the Army.

I asked them what I needed to do, what I should expect, and what mistakes they made, so I could prevent myself from doing the same.

My instincts served me well. What I quickly realized is that there are plenty of people willing to help, share and guide me in the right direction.

I was received with open arms and given advice worth its weight in gold.

Here are the two best pieces of advice I was given.

First, take some time for yourself and your family. If you can afford it,

do it. They were right.

Our family, just like every military family, had been through a lot. Taking a little time to do nothing but spend quality time with my family helped me clear my mind and focus on what was new.

Second, I was told, "Don't rush into anything. You can find a good job, but the great job will find you."

And they were right. Call it coincidence, fate or maybe even luck, but the great job did find me.

When I received the opportunity to be part of the AUSA team, I had no second thoughts.

I knew then that it was an opportunity just like the one I was looking for, an opportunity that would fulfill my need to continue to serve, be part of a team and make a difference.

Such opportunities don't come around very often, so I jumped at the chance.

So, here I am, the new vice president of NCO and Soldier Programs at the Association of the U.S. Army.

I have joined a team of dedicated professionals who have built and preserved the best representative association for the world's best Army.

I consider it an honor and a privilege to have the opportunity to continue to serve our Army, our soldiers and our veterans.

There is no better place for me to be a Soldier for Life.

Retired Sgt. Maj. of the Army Daniel Dailey is AUSA's Vice President for NCO and Soldier Programs and was the 15th sergeant major of the Army.

New test

From Page 1

For the pilot, recruits from all three Army components who score between 45–49 on the Armed Forces Qualification Test and score in the top 50% on TAPAS will be exempt from the AFQT grading scale.

The new system is expected to in-

crease the number of eligible recruits without compromising Army standards, Heffner said.

"There will be lower attrition for the people in the pilot program and they will outperform many of their peers," Heffner said. "If someone is within five points out of a 100-point scale [on their AFQT], they scored

just below, but because of their motivation, they'll behave like someone who scores above."

Allowing those who score in the top 50% of TAPAS to enlist will help fill the Army with "high-quality, extremely fit individuals who are capable of performing successfully as soldiers," Heffner said.

Army Research Laboratory makes critical science, technology advances

From teaming with robots to reading minds, the Army Research Laboratory made some critical science and technology advancements last year.

Topping the ARL's 2019 list is soldier-robot teaming. Researchers were able to train robots to operate in unfamiliar scenarios using new algorithms and capabilities—an improvement in artificial intelligence that's "unseen in the industry," according to the Army.

Researchers also developed a system of bots to find fuel-efficient materials that can help better equip soldiers and solve one of the Army's major challenges: battery power in the field.

"The exciting part about basic science research is you can't always predict where the results will lead," said Purush Iyer, division chief of network sciences at the Army Research Office.

Other developments include hydrogen-generated power made with any water-based liquid, self-healing synthetic materials, a water-based fireproof battery, and artificial muscles made from plastic—to name a few.

And while the Army can't read soldiers' minds, it's not too far off thanks



Soldier-robot teaming is high on the list.
(U.S. ARMY/STAFF SGT. CHRISTOPHER HUBENTHAL)

to a "human interest detector" developed by Army researchers.

According to the Army, the detector can determine where people are looking and decode brain activity by watching brainwaves, tracking neural responses and assessing what exactly is capturing a person's attention.

Click here for more on ARL's top advancements for 2019. The lab is part of the U.S. Army Combat Capabilities Development Command.

Former AUSA chapter president dies

James Meyl, a former president of the Association of the U.S. Army's Tobyhanna Army Depot chapter, passed away Dec. 29. He is survived by his wife of 48 years, Mary.



Meyl, of Clarks Summit, Pennsylvania, was born in Goldsboro, North Carolina, as the only son of the late Vananda James and Margaret Pugh Woods Meyl. He volunteered for Army service and served in combat during the Vietnam War.

From July 2003 to June 2007, Meyl served as president of AUSA's Tobyhanna Army Depot chapter in Pennsylvania. During this time, he received an award for distinguished service from the association.

Prior to his retirement, Meyl was employed by Tobyhanna Army Depot, where he held various management positions.

In addition to his beloved wife, he is survived by 14 nieces and nephews, 18 great-nieces and nephews and eight great-great-nieces and nephews.

Meyl was interred with military honors at St. Catherine's Cemetery in Moscow, Pennsylvania.

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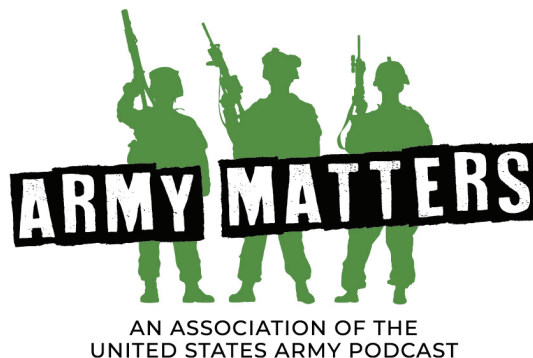
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Chapter event connects AUSA members with recruiters

The Association of the U.S. Army's Fairfax-Lee chapter grew its membership and connected Army recruiters with leads during its monthly Veterans Connect event at Brew Republic Bierwerks in Woodbridge, Virginia.

"The name Veterans Connect is a big attraction and a crowd pleaser," said Nancy Jean-Louis, the chapter president. "This event is definitely a strong lead generator for us."

As part of the Dec. 12 event, chapter members and recruiters discussed setting up monthly meetings with local recruiting stations to discuss how AUSA members can better help with the Army's recruiting mission.

Fairfax-Lee

"We also displayed paraphernalia provided by the National Guard recruiter who joined our chapter last month," Jean-Louis said.

Also in attendance were representatives from the Virginia Employ-



Chapter members, Army recruiters, local business owners and more gather for the Veterans Connect event. (AUSA PHOTO)

ment Commission and Virginia's Women Veterans Program, both of whom gave brief overviews of the services they provide.

In addition, Jean-Louis said, the chapter made connections with lo-

cal business owners who wanted to know more about what AUSA has to offer.

"It's an active forum, and we do best if we have more members connecting with people," she said.

CASA hopes to boost recruiting, community engagement

The Association of the U.S. Army's Fires chapter honored Michael Brown, the new civilian aide to the secretary of the Army for southwest Oklahoma, at its eighth annual recognition banquet Nov. 20 in Lawton, Oklahoma.

A CASA's role is to tell the service's story to the public and help recruiters connect with potential recruits and centers of influence within their communities.

Fires

Brown said his goal is to create a strong bond between Fort Sill, the Lawton community and the Army as a whole.

"Part of what the [Army] secretary is looking for is connectivity to the civilian world," he said. "Connecting with folks that are making things happen, either politicians or community leaders."



Michael Brown, right, with Secretary of the Army Ryan McCarthy. (COURTESY PHOTO)

Sara Paape, the chapter secretary, said Brown can open important growth opportunities for the area.

"What this will mean is that Lawton-Fort Sill will have a direct line to the secretary. We will be able to say, 'Don't go somewhere else, come here, we have the support, we value the

military, we want to support you,'" she said.

Brown said he's also hoping to help boost recruiting numbers at Fort Sill.

"The big push right now is recruitment, so we are going to be doing everything we can to help connect influencers with young folks interested in serving in our Army and trying to motivate them to make the decision to go ahead and serve," Brown said, according to a local news report.

Though Brown has not served in the military, he has been involved with the chapter's board and understands AUSA's mission. "In the end, the sole purpose is to serve soldiers and their families and make their lives the best we can," he said.

At the banquet, the chapter also recognized community partners for their support and held a swearing-in ceremony for new soldiers.



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