Enhancing Menteeship: Improving Career Selection for Potential DoD Personnel

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ABSTRACT

The nation suffers from a personnel shortfall in the Science, Technology, Engineering and Mathematics (STEM) fields and this paper addresses improving guidance for pre-college youth. As the DoD is a major funders of STEM activity and large consumer of STEM personnel, this is an area of vital importance to the U.S defense posture. The authors are experienced educational mentors who have identified major impediments here, e.g. the lack of profession-awareness among U.S. students. This lack of awareness is characterized and quantified in this paper and the negative impacts are described and analyzed. Both anecdotal and statistical data are adduced to show the need of significant reformation of the approaches currently implemented. Using statistics that enumerate the extent of untapped human resources in this country's public and private school, the paper outlines the societal and personal pressures that constrain the output of STEM personnel at all levels. Further, they outline approaches to ameliorating these problems. One of the issues on which they focus is the lack of critical thinking skills and dearth of profession-awareness on the part of the potential DoD personnel whom might otherwise pursue STEM careers. The authors discuss their activities in providing an on-line series of technical mentors for prospective technical professionals and they discuss their findings of a distinct lack of what they term "menteeship." They outline their experience with the students' inability to formulate good questions for the mentor, the preponderance of images based on fictional characters in the media, the reliance on adults to make decision for them, and the enervating impact of an educational system that was designed for a 19th Century purpose. They close by describing their early attempts and successes with using Virtual Humans to overcome these obstacles.

ABOUT THE AUTHORS

Dan M. Davis is a consultant for the University of Southern California, focusing on large-scale distributed DoD simulations and computer-generated conversational avatars. For a decade he was the Director of USC's JESPP project for JFCOM before he retired. As the Assistant Director of the Center for Advanced Computing Research at Caltech, he managed Synthetic Forces Express, bringing HPC to DoD simulations. Prior experience includes serving as a Director at the Maui High Performance Computing Center and as a Software Engineer at the Jet Propulsion Laboratory and Martin Marietta. He has served as the Chairman of the Coalition of Academic Supercomputing Centers and has taught at the undergraduate and graduate levels. As early as 1971, Dan was writing programs in FORTRAN on one of Seymour Cray's CDC 6500's. He saw duty in Vietnam as a USMC Cryptologist and retired as a Commander, Cryptologic Specialty, U.S.N.R. He received B.A. and J.D. degrees from the University of Colorado in Boulder.

Karen B. Predovich continues to consult in educational matters after retiring as a long-time high school counselor for pre-college students in a modestly sized Colorado city. She was active in her professional life in finding assets for students who live outside of major metropolitan areas, where professional role models and mentors are very difficult to locate. Her observations have resulted in a professional stance of articulating the need for and the parameters of a new approach to guidance counseling on a national basis. She received a BA Degree and an MA Degree in Guidance and Counseling from Western State Colorado University (formerly Western State College of Colorado.)

Howard Spaulding is a retired Cryptologic Technician (Interpretive) Senior Chief Petty Officer and recently retired from Schneider National where his duties focused on training. His military service spanned three decades including 28 months in Viet Nam as a Marine Cryptologic Linguist. His Naval service included tours in the Philippines, Thailand and Japan. He also served as the Assistant Officer in Charge during the development of a highly technical

project under the supervision of CNSG and SPAWAR and was instrumental in the interior design of the ES-3A Aircraft. He made two deployments aboard an Allied Naval vessel as the lone area/target expert. He has been at the forefront of career path decisions of other personnel in both the military and civilian sectors. He received a BA from California State University, Long Beach in 1983 while still on active duty**.**