PUBLIC HEARINGS
MILITARY SERVICE
CREATING NEW PIPELINES TO SERVICE
AND FOSTERING CRITICAL SKILLS

MAY 16, 2019

PROGRAM 9:00 A.M. - 12:00 P.M.

OPENING STATEMENT AND REMARKS
Vice Chair Debra Wada

PANELISTS TESTIFY

PANELIST Q&A
(two rounds of questions directly from Commissioners)

PUBLIC COMMENTS
(individuals will have two minutes to relate their comments)

CLOSING STATEMENT
Vice Chair Debra Wada

COMMISSIONERS

- The Honorable Dr. Joseph Heck, Chairman
- The Honorable Mark Gearan, Vice Chair for National and Public Service
- The Honorable Debra Wada, Vice Chair for Military Service
- Mr. Edward Allard III, Commissioner
- Mr. Steve Barney, Commissioner
- The Honorable Dr. Janine Davidson, Commissioner
- The Honorable Avril Haines, Commissioner
- Ms. Jeanette James, Commissioner
- Mr. Alan Khazei, Commissioner
- Mr. Thomas Kilgannon, Commissioner
- Ms. Shawn Skelly, Commissioner

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#INSPIRE2SERVE
F-16 pilot in the Air National Guard and has completed multiple combat tours. He holds an AB from Princeton University and an MBA from The Wharton School. Raj is a visiting fellow at Stanford’s Hoover Institution.

NICOLE CAMARILLO, EXECUTIVE DIRECTOR, TALENT ACQUISITION AND MANAGEMENT STRATEGY, U.S. ARMY CYBER COMMAND

As an attorney and strategist, Ms. Camarillo has worked in the private, public, and non-profit sectors – implementing and advising on systemic organizational change in the areas of talent recruitment, acquisition, and management. She is currently focused on leveraging disruptive cultural aspects from the private tech sector to promote technical excellence in the DOD. Her work with US Army Cyber Command reconciles dynamic, iterative technical cultures within a traditional hierarchical and bureaucratic military structure to allow for creation of strategically-critical, cutting-edge technologies. Under the JYN program which she co-created in partnership with Defense Digital Service, she builds teams comprised of technically elite military members and the top 1% of technical talent from the private sector. These teams build solutions to problems of impact just like companies in the private sector, but in support of the warfighter and national security. The JYN program also includes revolutionizing the way cyber soldiers are trained including state of the art tools for honing their skills. Ms. Camarillo has advocated for critical legislative and policy changes essential to ensuring that the DOD acquires and retains the best civilian and military technical talent essential to effectively meet its mission. She has rallied support from critical stakeholders including Congressional staff on the Senate and Armed Services Committees, the special forces community, the Joint Chiefs of Staff, and the Secretary of Defense to support change to archaic acquisition and talent management models. Nicole has a B.A. from Stanford University and a J.D. from the University of California, Berkeley, School of Law.

DR. DAVE CHU, PRESIDENT, INSTITUTE FOR DEFENSE ANALYSES

Dr. David Chu serves as President of the Institute for Defense Analyses. Dr. Chu served in the Department of Defense as Under Secretary of Defense for Personnel and Readiness (2001–2009), and earlier as Assistant Secretary of Defense and Director for Program Analysis and Evaluation (1981–1993). From 1978–1981 he was the Assistant Director of the Congressional Budget Office for National Security and International Affairs. Dr. Chu served in the U.S. Army (1968–1970). He was an economist with the RAND Corporation (1970–1978), director of RAND’s Washington Office (1994–1998), and vice president or its Army Research Division (1998–2001). Dr. Chu is a member of the Defense Science Board and a Fellow of the National Academy of Public Administration. He is a recipient of the Department of Defense Medal for Distinguished Public Service with Gold Palm, the Department of Veterans Affairs Meritorious Service Award, the Department of the Army Distinguished Civilian Service Award, the Department of the Navy Distinguished Public Service Award, and the National Academy of Public Administration’s National Public Service Award.

KATHERINE KIDDER, POLITICAL SCIENTIST, RAND CORPORATION

Katherine Kidder is an associate political scientist at the RAND Corporation. Her research specializations include DoD institutional and organizational design and management; military recruitment, retention, and talent management policy; professional military education; military readiness; and ground force concept development. Her current research includes an evaluation of DOPMA modernization efforts; the role of service culture in generating flag and general officers; and an examination of potential leading indicators that may assist the Department of Defense in preventing Class A accidents. Prior to joining RAND, Kidder was a Fellow at the Center for a New American Security (CNAS) focusing on military personnel policy, defense legislation and budgeting, and civil-military relations. She spearheaded the CNAS Women in National Security research portfolio, and led the Rebuilding the Bipartisan Defense Consensus Project. Kidder is completing her Ph.D. in Security Studies from Kansas State University.

RAJ SHAH, CO-FOUNDER, ARCEO.AI

A seasoned entrepreneur and leader in the national security community, Raj M. Shah is the Co-CEO of Arceo.ai, a start-up powerning new approaches to cybersecurity. Previously, Raj was the Managing Partner of the Pentagon’s Defense Innovation Unit Experimental (DIUx), reporting directly to the Secretary of Defense. Raj led DIUx in its efforts to strengthen our Armed Forces through contractual and cultural bridges between Silicon Valley and the Pentagon. Previously he was Senior Director of Strategy at Palo Alto Networks, which acquired Morta Security, where he was CEO. He began his business career as a consultant with McKinsey & Co. Raj serves as a reserve F-16 pilot in the Air National Guard and has completed multiple combat tours. He holds an AB from Princeton University and an MBA from The Wharton School. Raj is a visiting fellow at Stanford’s Hoover Institution.

DR. SHARON HAMILTON, DIRECTOR OF LIAISON AND MILITARY OPERATIONS, INSTITUTE FOR LEADERSHIP AND STRATEGIC STUDIES, UNIVERSITY OF NORTH GEORGIA (UNG)

Dr. Sharon R. Hamilton is a retired U.S. Army Military Intelligence Colonel with 27 years of active duty service. In her final Army assignment, she served as the Director of the Army’s Human Terrain System, and was responsible for recruiting, training, deploying, and directing 31 socio-cultural intelligence teams supporting U.S. and Allied units throughout Iraq and Afghanistan. After retirement from the Army in September 2012, Dr. Hamilton worked in the defense industry as a contract program manager and deputy program director and developed over $80 million in new programs. In 2017, Sharon joined the University of North Georgia (a Senior Military College) as the Director, Federal Liaison and Military Programs. Dr. Hamilton is also a UNG Adjunct Professor teaching Homeland Security and online graduate Leadership courses for The Citadel. Dr. Hamilton conducts research on and presents training in leadership, intelligence, implicit bias, cultural intelligence, and Generation Z Joins the Intelligence Community. Dr. Hamilton holds two Masters Degrees and a Ph.D. in Management (specialization in Leadership and Organizational Change).

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