



THE AIR UNIVERSITY



# Fast Transients: Closing the Loop on Air Force Professional Military Education

SOS Think Tank Elective

Class 13-B



# Introduction



- Fast transients: Changing world presents moving targets of opportunity
- Research Question: Can distance learning (DL) be comparable to resident learning (RL)?
  - What are impacts of shift from 3-tiered episodic PME (status quo)?
  - Differences between DL and RL:
    - Instructor roles
    - Course design
    - Collaborative learning
- Research shows DL can be as effective as RL



# Courses of Action



- Requirements: Stay Effective, Save Money, Respect Time
  - COA 1: Cell-based DL Model (Learning Air Force / AU Tiger Team)
  - COA 2: Restricted Residential Model (NATO model)
  - COA 3: Hybrid DL/RL Model (Army War College and private universities)

Preserves Desired BDE Learning Outcomes



# COA 1: Cell-based DL Model



- Premise: Continuous cell-based system
  - DL courses taken throughout career
  - Includes required core courses & electives
- Estimated 80% reduction in PME TDY costs
  - Travel and per diem costs reduced
  - Does not account for costs of courseware development, program management
- Sustained learning tailored to officer's needs & interests
  - No in-person contact or experiential leadership program
  - No plan for team development lessons



# COA 2: Restricted RL Model



- Premise: Reduce number of SOS attendees and course length
  - Line of the Air Force (LAF) officer attendance reduced from 100%
  - Reduce RL course to 6 weeks from 8 weeks
- Results
  - TDY cost savings of approx \$3.6M per FY (\$987 per student)
  - Significant further savings from reduced attendance pool
  - 25% reduction in TDY time for those who attend
- Impacts
  - Potentially “pigeon-holes” those who do not attend
  - Eliminates a common PME experience across LAF officers



# COA 3: Hybrid DL/RL Model



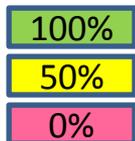
- Premise:
  - Begin PME with quality DL program
  - Follow up with 2-4 week RL capstone
- Savings:
  - Cost savings of approximately 40%-60% dependent on whether four or two week in-residence portion is selected
- Impact
  - Faculty development shift to support increased DL emphasis
  - Infrastructure shift to support increased DL emphasis



# COA Comparison



	COA 1 (Learning AF)	COA 2 (Restricted RL)	COA 3 (Hybrid DL/RL)
TDY \$ Savings (12.5)	12.5	12.5	12.5
Airman's Time at Home Station (12.5)	12.5	12.5	12.5
Uses existing courseware/ infrastructure (12.5)	0	12.5	*Modification of current courseware 6.25
Content: Critical Analysis & Academics (25)	25	25	25
Content: Experiential Learning & Networking (25)	0	*For those selected 12.5	25
Common CGO PME Experience (12.5)	*Some common, some tailored 6.25	0	12.5
<b>Total (100)</b>	<b>56.25</b>	<b>75</b>	<b>93.75</b>





# Survey Background



- Opinion Survey
  - Non-random sample
  - Voluntary and Anonymous
  - 21 multiple choice and ranking questions
    - Student background
    - Effectiveness of RL vs. DL
- Population and Sample: SOS Class 13B
  - Population: 726 Students
  - Sample: 83 (11.4% of population); 77% had experience RL and DL



# Survey Findings



- Quality of learning depends upon:
  - Individual participation and effort
  - Instructor's skills; Class format
- Significant preference for RL
  - Preferred for 6 of 7 education concerns
  - “Much more effective” for 4 of these concerns
- Classroom dynamics & networking with peers
  - Biggest advantages of RL
  - Biggest disadvantages of DL
- Bottom Line: USAF Captains & civilian counterparts not only prefer RL, they find it vastly more effective



# Recommendation and Conclusion



- Recommendation: COA 3, Hybrid DL/RL Model
  - Best combination of DL & RL benefits
  - Boyd: We must synthesize new ideas and adapt to a changing environment
- Conclusion
  - Sustains experiential leadership, team development, and peer networking
  - Conduct academics and critical writing skills through DL
  - Survey results validate student preference for this COA



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# Backup Slides



# Cost Savings



- Transportation Costs – Avg \$1300
- Per diem - \$29/day
- Lodging - \$55/day

In-Residence Length	TDY Cost/Student	% Saved over Eight Week Course	\$ Saved/Student vs. Eight Week Course
8 Weeks	\$6,004	n/a	n/a
6 Weeks	\$4,828	20%	\$1,176
4 Weeks	\$3,652	39%	\$2,352
2 Weeks	\$2,476	59%	\$3,528



# FY 11 Metrics

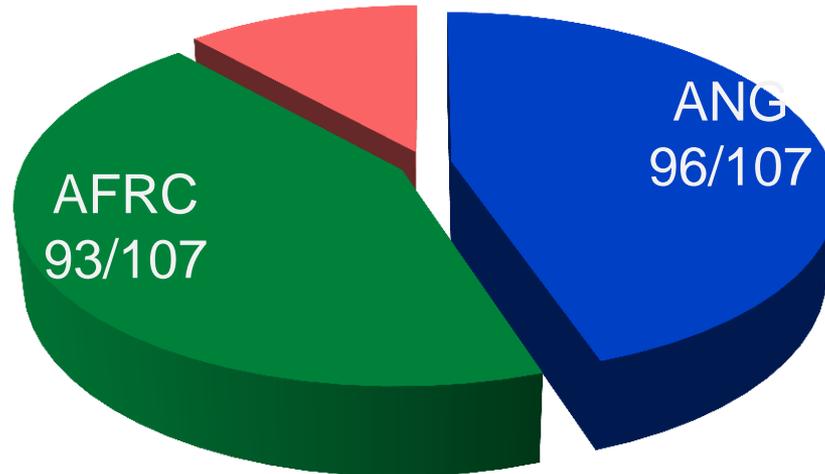


*Develop America's Airmen Today ... for Tomorrow*

## ARC UTILIZATION OF SEATS

214 Total

EMPTY: 25

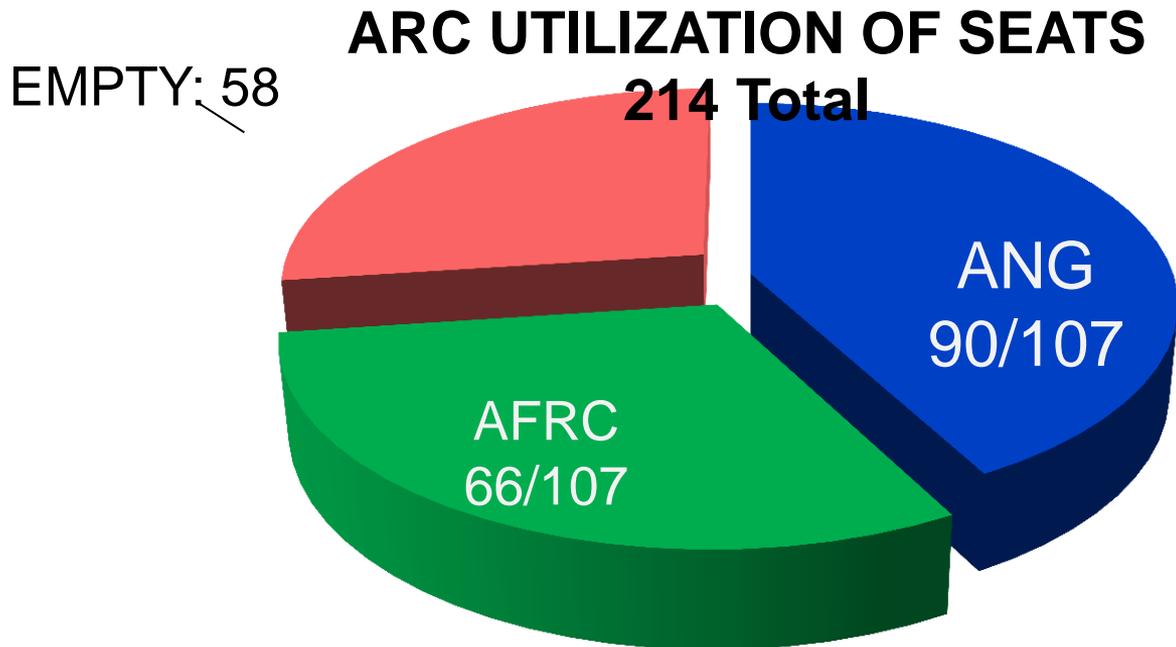




# FY 12 Metrics



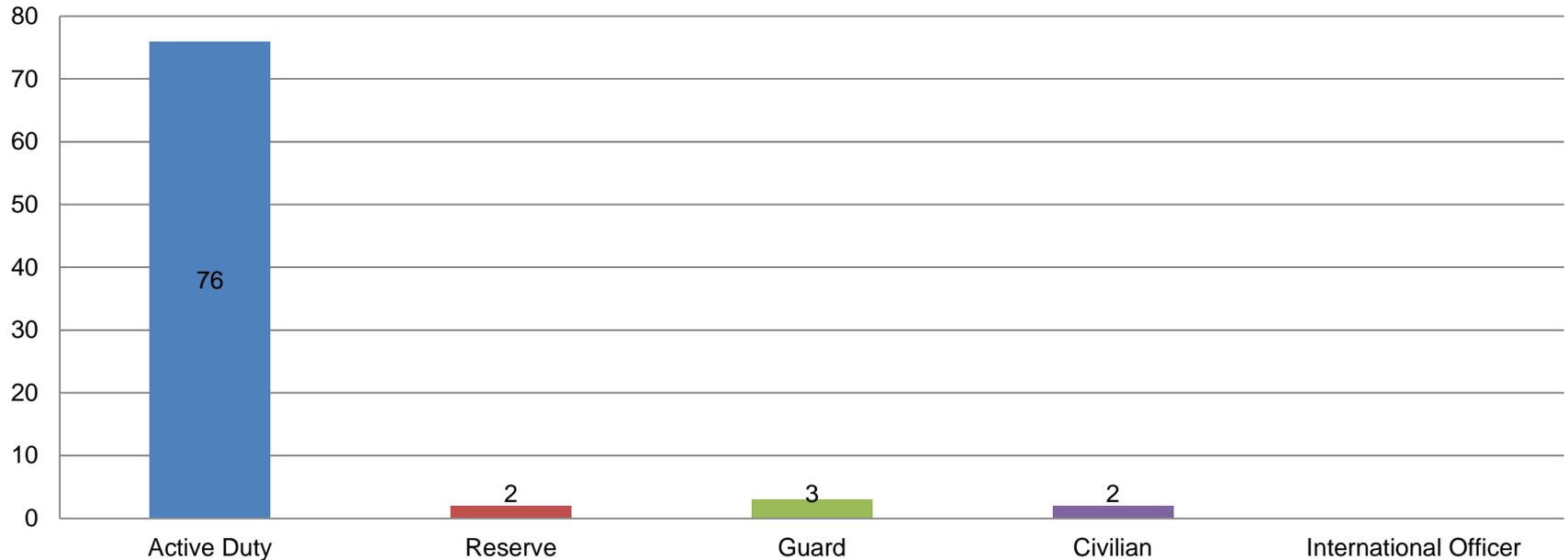
*Develop America's Airmen Today ... for Tomorrow*



# What is your current duty status?

Response Rate: 100% (N=83) Question Type: Choose one

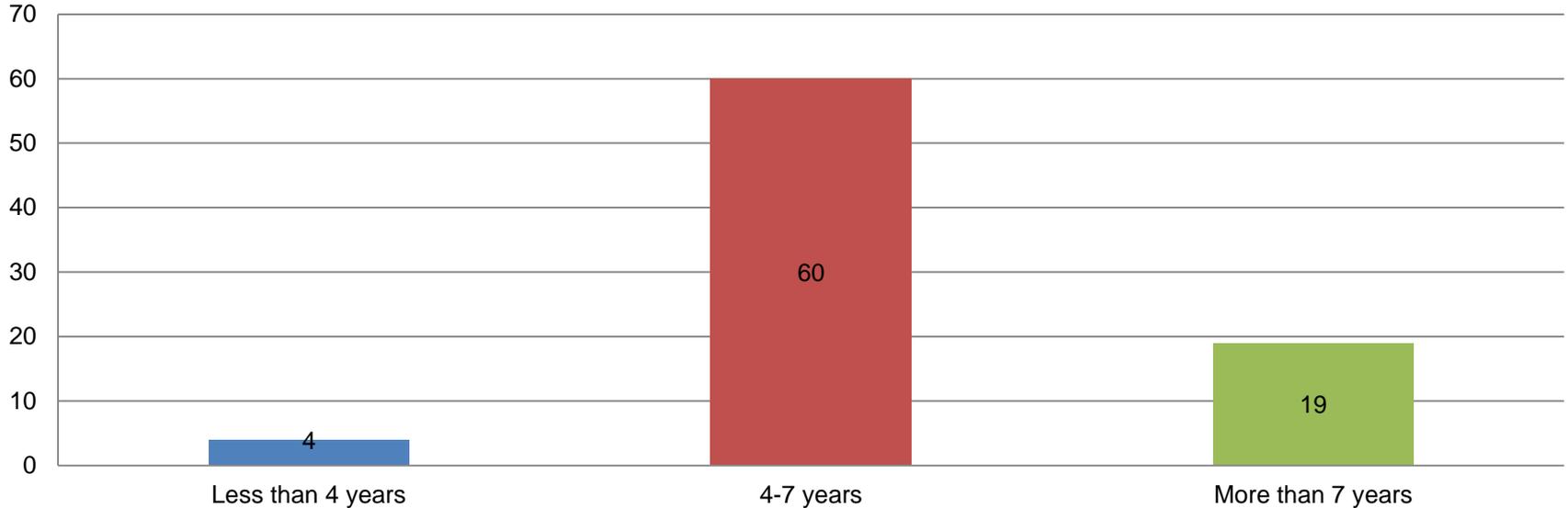
## What is your current duty status?



# How long have you served the USAF in your current status?

Response Rate: 100% (N=83) Question Type: Choose one

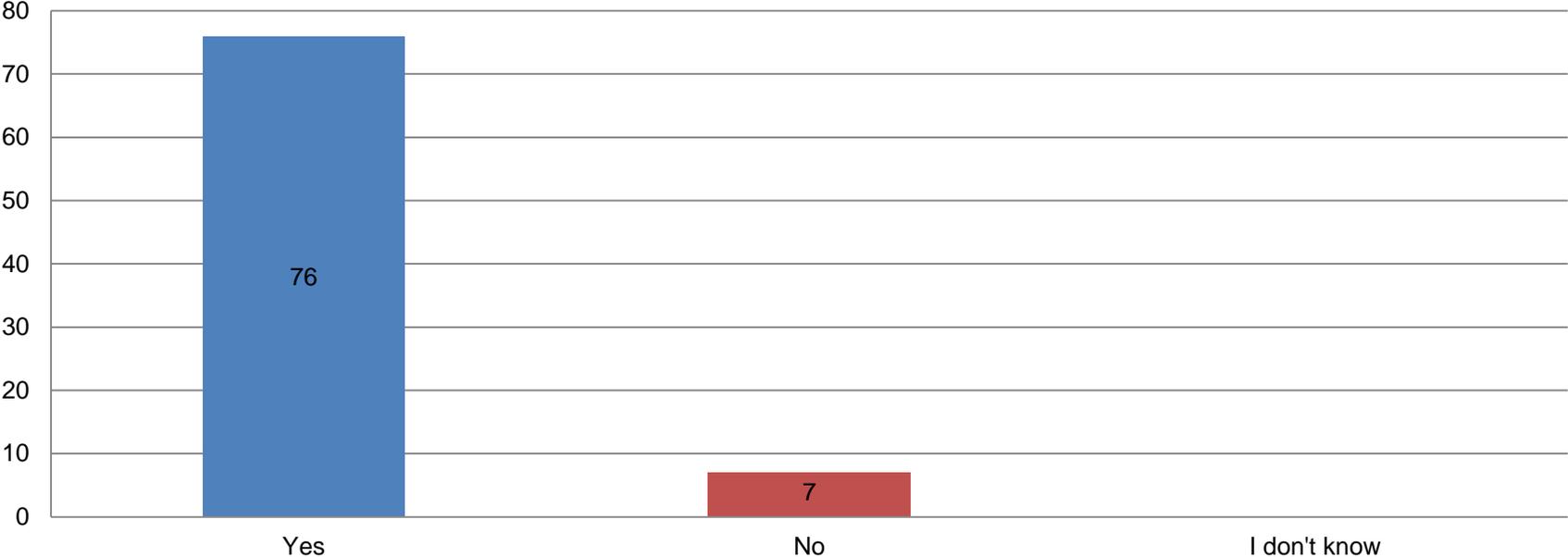
## How long have you served the USAF in your current status?



# Have you completed SOS in correspondence?

Response Rate: 100% (N=83) Question Type: Choose one

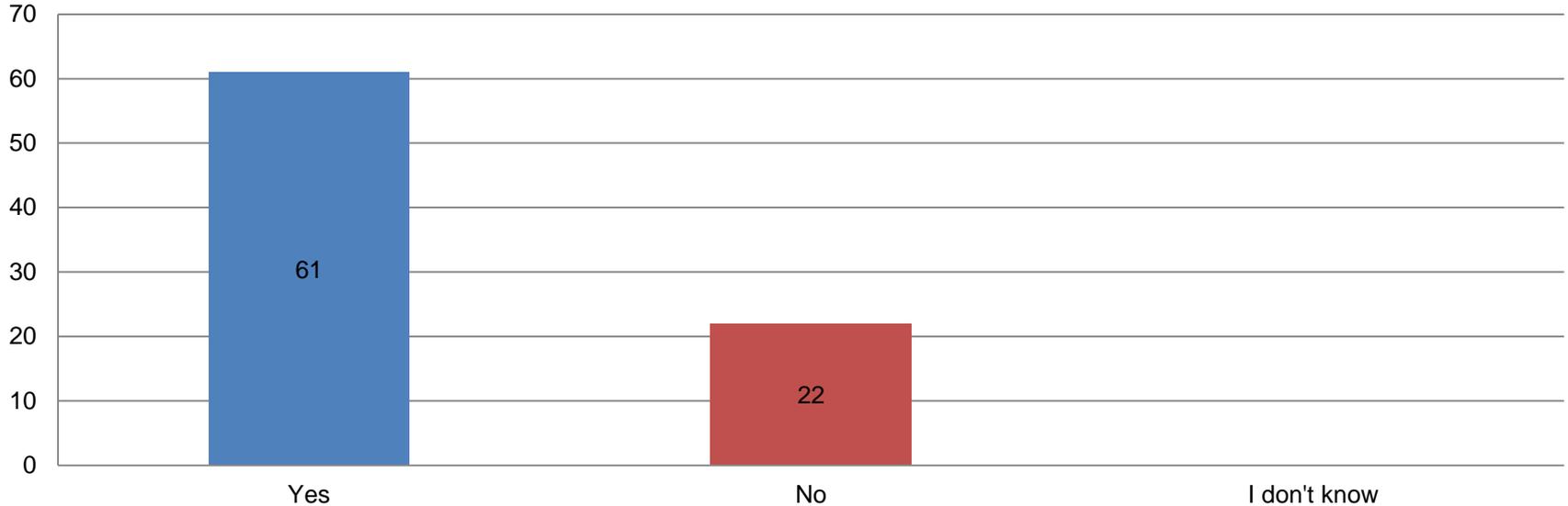
## Have you completed SOS in correspondence?



# Other than SOS, have you attended PME in residence (example: ASBC)?

Response Rate: 100% (N=83) Question Type: Choose one

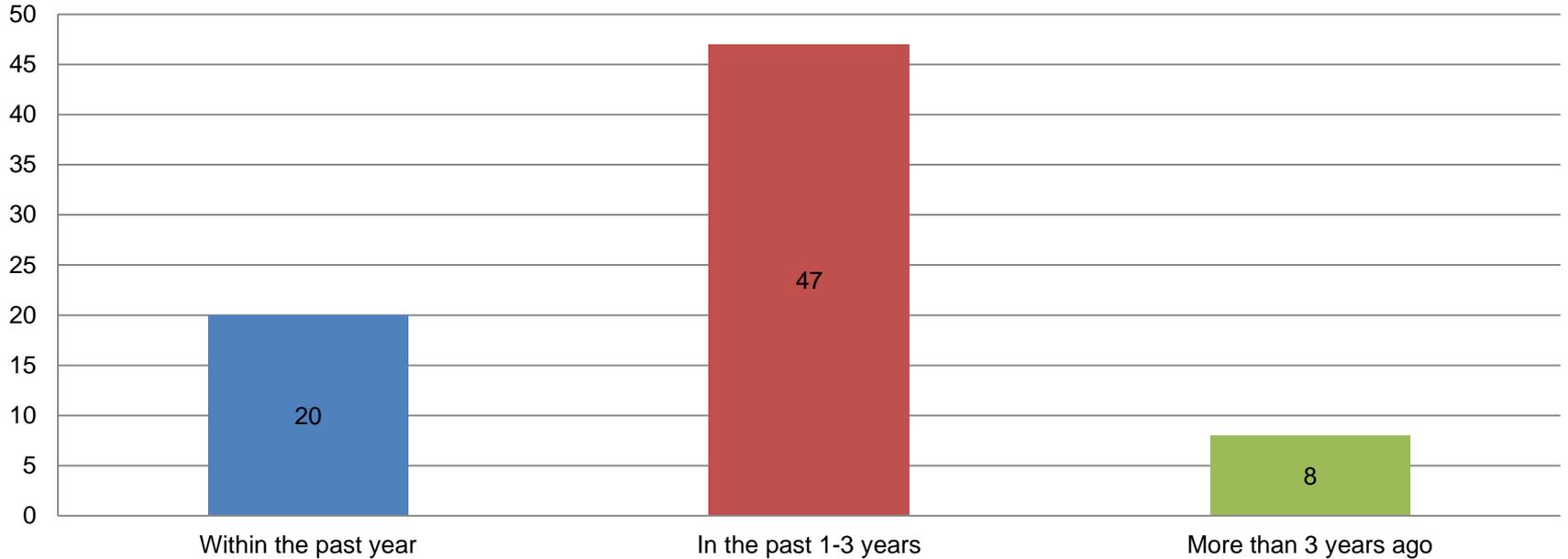
## Other than SOS, have you attended PME in residence (example: ASBC)?



# How long ago did you complete SOS in correspondence?

Response Rate: 90% (N=75) Question Type: Choose one

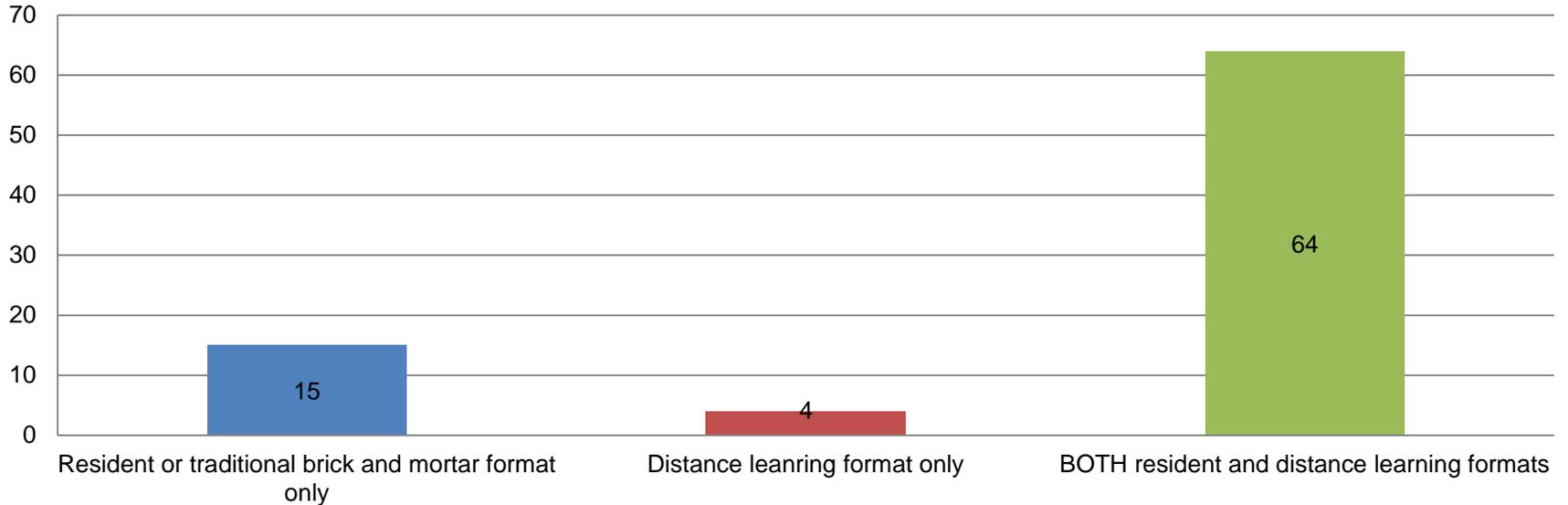
## How long ago did you complete SOS in correspondence?



# Please indicate the types of educational delivery modes you have experienced:

Response Rate: 100% (N=83) Question Type: Choose one

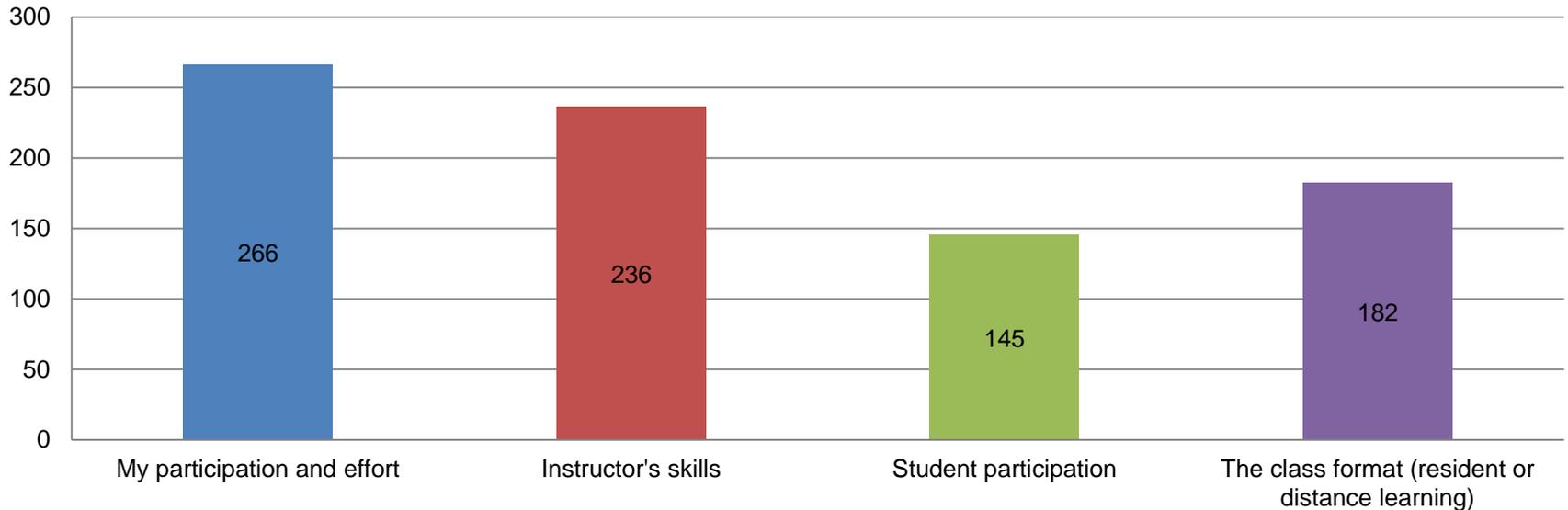
## Please indicate the types of educational delivery modes you have experienced:



**The quality of learning in a course depends most on... (please rank from 1 = most important to 4 = least important)**

Response Rate: 100% (N=83) Question Type: Rank

**The quality of learning in a course depends most on...  
(please rank from 1 = most important to 4 = least important)**



**The quality of learning in a course depends most on... (please rank from 1 = most important to 4 = least important)**

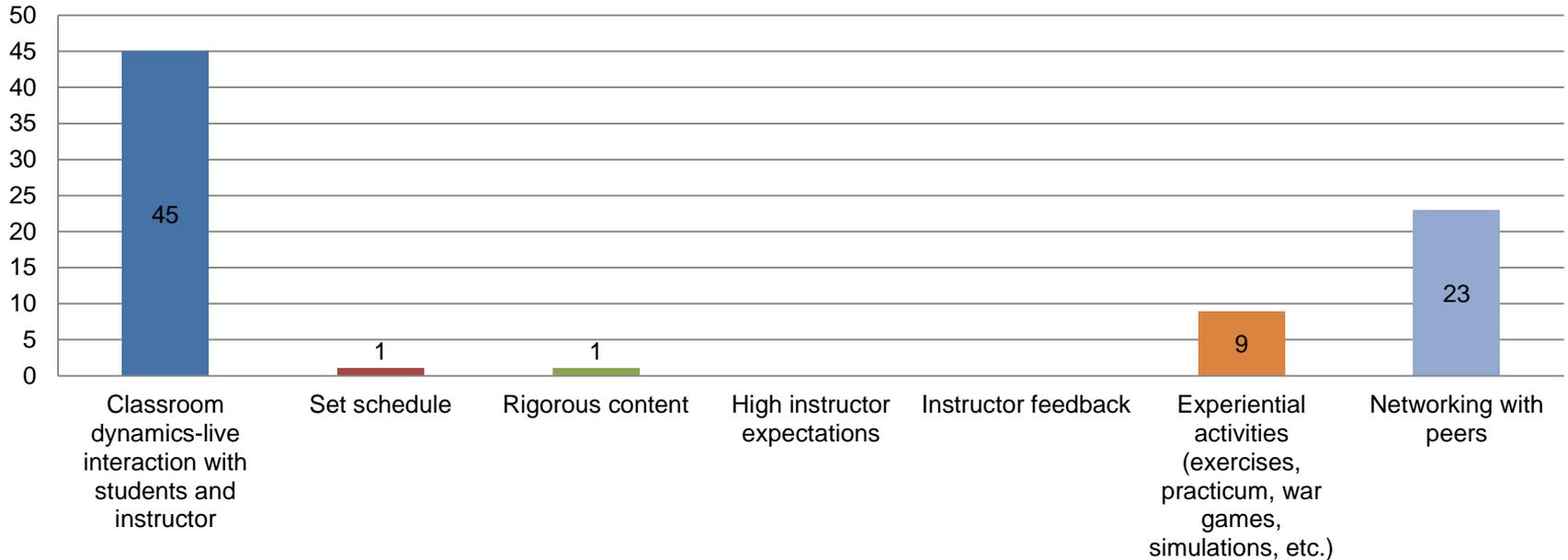
Response Rate: 100% (N=83) Question Type: Rank

	1	2	3	4	Total Responses	Rank Score
My participation and effort	49	9	19	5	82	266
	59%	11%	23%	6%		
Instructor's skills	20	40	13	10	83	236
	24%	48%	16%	12%		
Student participation	4	11	28	40	83	145
	5%	13%	34%	48%		
The class format (resident or distance learning)	10	23	23	27	83	182
	12%	28%	28%	33%		
<b>Total Responses</b>	<b>83</b>	<b>83</b>	<b>83</b>	<b>82</b>	<b>331</b>	

# The greatest advantage of RESIDENT courses is...

Response Rate: 95% (N=79) Question Type: Choose one

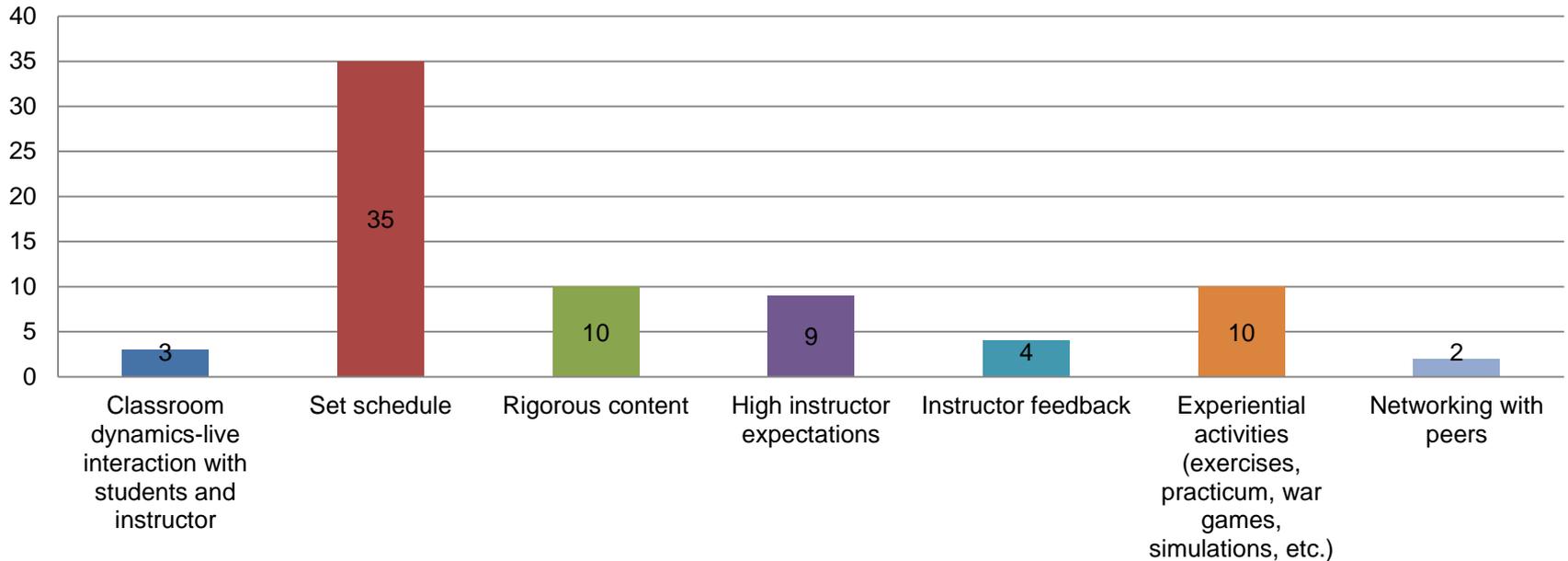
## The greatest advantage of RESIDENT courses is...



# The greatest disadvantage of RESIDENT courses is

Response Rate: 88% (N=73) Question Type: Choose one

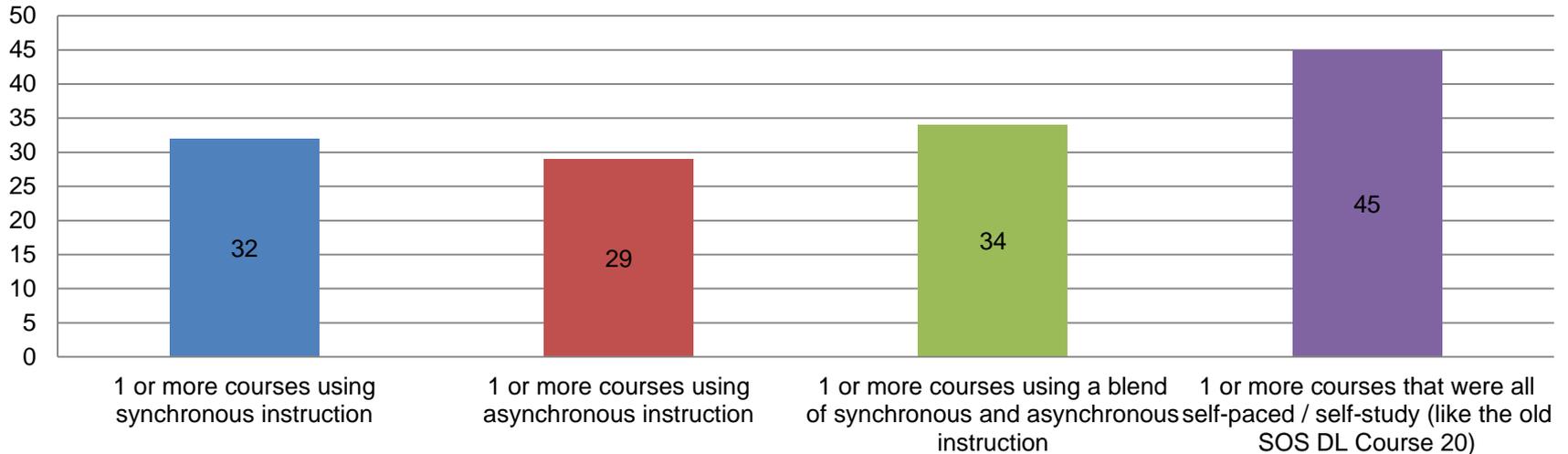
## The greatest disadvantage of RESIDENT courses is



# What experience do you have with distance learning education for undergraduate, graduate or professional degrees / certifications? (check all that apply)

Response Rate: 81% (N=67) Question Type: Choose many

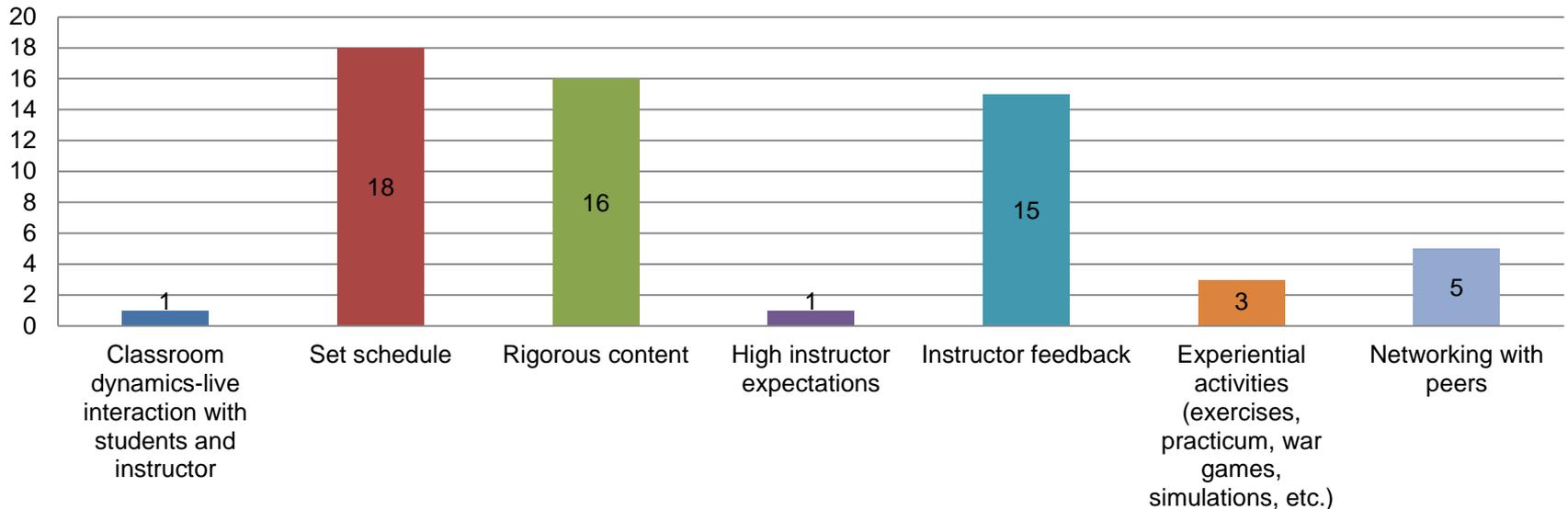
## What experience do you have with distance learning education for undergraduate, graduate or professional degrees / certifications? (check all that apply)



# The greatest advantage of DISTANCE LEARNING courses is...

Response Rate: 71% (N=59) Question Type: Choose one

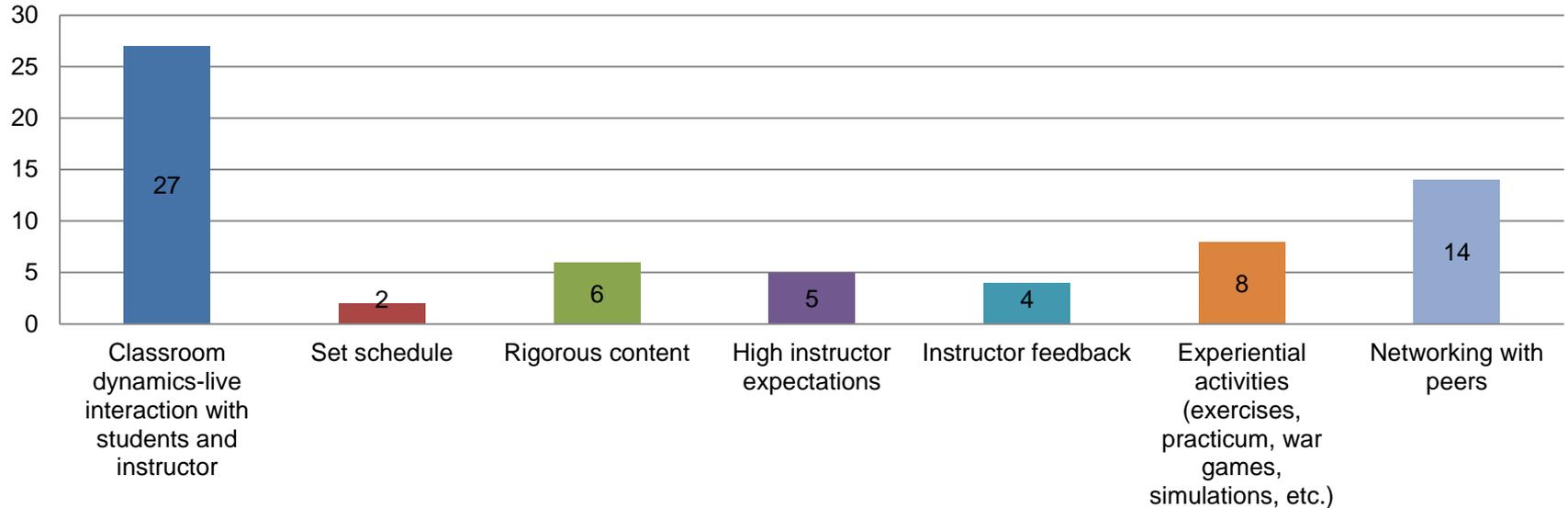
## The greatest advantage of DISTANCE LEARNING courses is...



# The greatest disadvantage of DISTANCE LEARNING courses is...

Response Rate: 80% (N=66) Question Type: Choose one

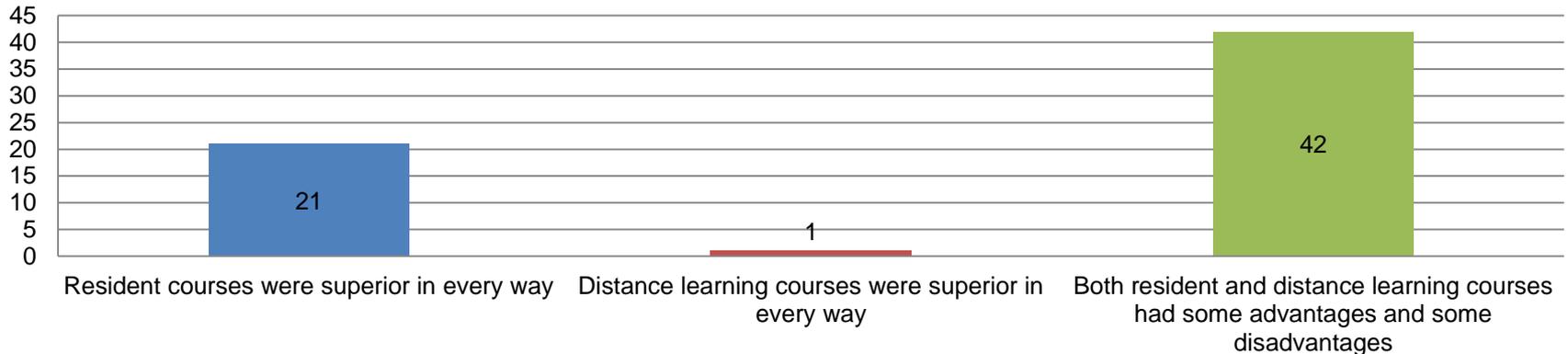
## The greatest disadvantage of DISTANCE LEARNING courses is...



Compared to courses you took in a residence format (attended in a classroom with other students and the instructor), how would you describe the learning experience compared to your distance learning course experience?

Response Rate: 77% (N=64) Question Type: Choose one

**Compared to courses you took in a residence format (attended in a classroom with other students and the instructor), how would you describe the learning experience compared to your distance learning course experience?**

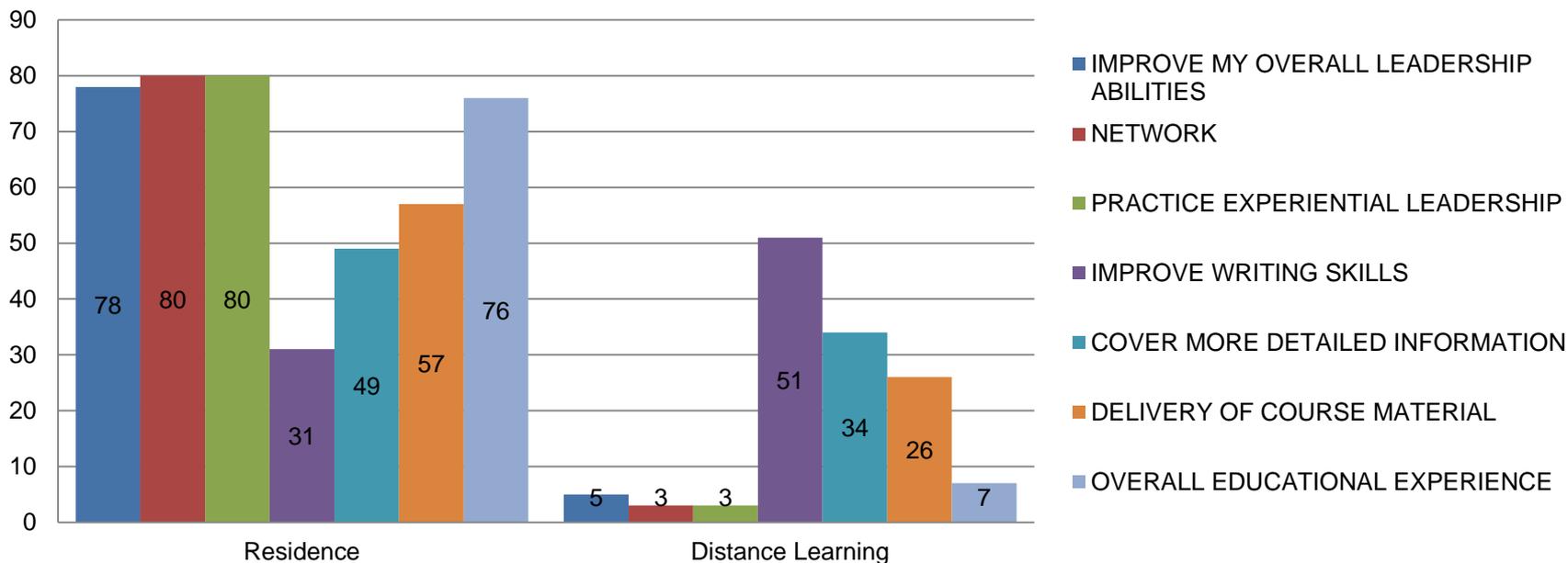


Please indicate your preferred delivery modality for achieving the following educational concerns and the relative degree of effectiveness you believe your preferred delivery has as compared to the alternative. (Continued)

### Preferred Delivery Format

Question Type: Choose one

## Chart Title

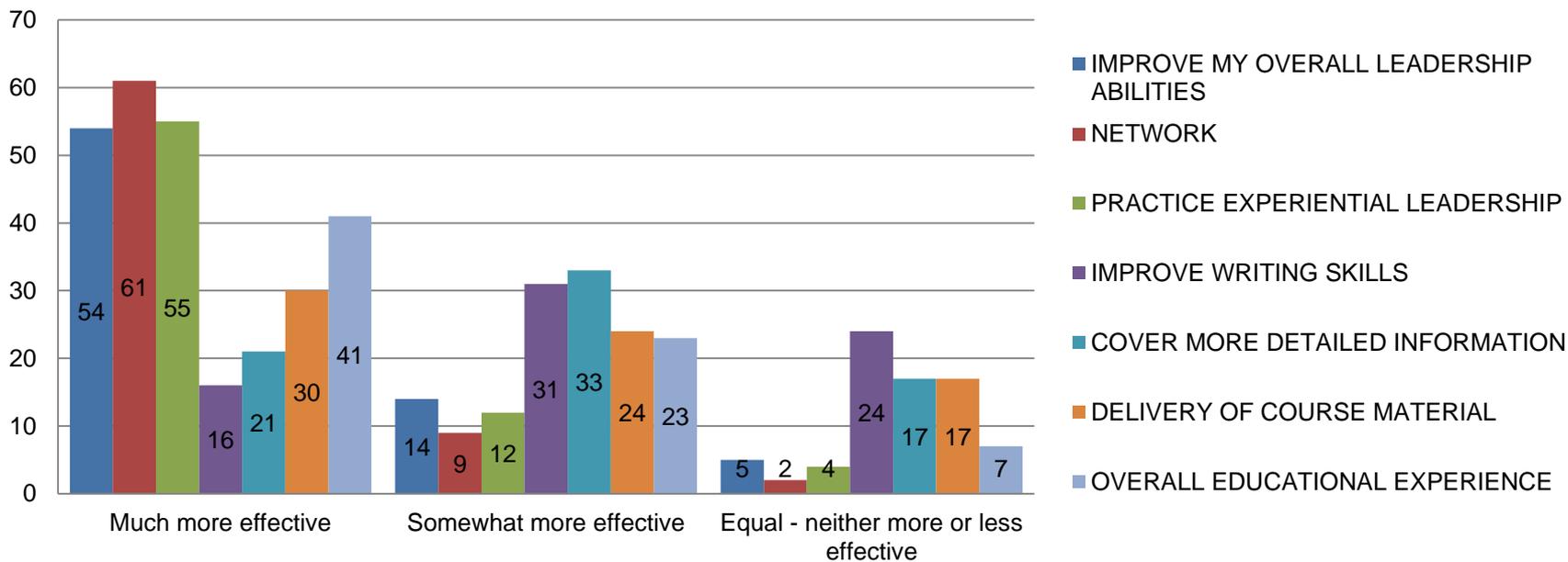


Please indicate your preferred delivery modality for achieving the following educational concerns and the relative degree of effectiveness you believe your preferred delivery has as compared to the alternative. (Continued)

Relative Effectiveness

Question Type: Choose one

Chart Title



# All things considered, I would prefer to complete the SOS course:

Response Rate: 100% (N=83) Question Type: Choose one

## All things considered, I would prefer to complete the SOS course:

