

Charter
Defense Advisory Committee on Military Personnel Testing

1. Committee's Official Designation: The committee shall be known as the Defense Advisory Committee on Military Personnel Testing (DAC-MPT).
2. Authority: The Secretary of Defense, in accordance with chapter 10 of title 5, U.S.C. (commonly known as "the Federal Advisory Committee Act" or "FACA") and 41 C.F.R. § 102-3.50(d), established this discretionary advisory committee.
3. Objectives and Scope of Activities: The DAC-MPT provides advice and recommendations on matters relating to military personnel testing.
4. Description of Duties: The DAC-MPT provides independent advice and recommendations on matters and policies related to military personnel testing for selection and classification. The DAC-MPT provides advice on issues related to the research, development, implementation, and maintenance of enlisted and officer accession tests and career exploration programs. Technical issues addressed include, but are not limited to, processes and policies related to administration and security of testing and theoretical development of constructs, measurement precision, validity, reliability, equating, efficiency, fairness, and other operational and policy considerations.
5. Agency or Official to Whom the Committee Reports: The DAC-MPT reports to the Secretary of Defense and the Deputy Secretary of Defense ("the Department of Defense (DoD) Appointing Authority"), through the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), who has the delegated authority to act upon the DAC-MPT's advice and recommendations.
6. Support: The DoD, through the Office of the USD(P&R), provides support for the DAC-MPT's functions and ensures compliance with the requirements of the FACA, section 552b of title 5, U.S.C. (commonly known as "the Government in the Sunshine Act" or "the Sunshine Act"), governing Federal statutes and regulations, and DoD policy and procedures.
7. Estimated Annual Operating Costs and Staff Years: The estimated annual operating cost, to include travel, meetings, and contract support, is approximately \$183,500.00. The estimated annual personnel cost to the DoD is 0.5 full-time equivalents.
8. Designated Federal Officer: The DAC-MPT's Designated Federal Officer (DFO) shall be a full-time or permanent part-time DoD civilian officer or employee, or active-duty member of the Armed Forces, designated in accordance with DoD policy and procedures.

The DAC-MPT's DFO is required to attend all DAC-MPT and subcommittee meetings for the entirety of each meeting. However, in the absence of the DAC-MPT's DFO, a properly approved Alternate DFO, duly designated to the DAC-MPT in accordance with DoD policy and procedures, shall attend the entire duration of all DAC-MPT and subcommittee meetings.

The DFO, or the Alternate DFO, calls all meetings of the DAC-MPT and its subcommittees; prepares and approves all meeting agendas; and adjourns any meeting when the DFO, or the Alternate DFO, determines adjournment to be in the public interest or required by governing regulations or DoD policy and procedures.

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9. Estimated Number and Frequency of Meetings: The DAC-MPT shall meet at the call of the DAC-MPT's DFO, in consultation with the DAC-MPT's Chair and the USD(P&R). The estimated number of DAC-MPT meetings is two per year.
10. Duration: The need for this advisory function is on a continuing basis; however, it is subject to renewal every two years.
11. Termination: The DAC-MPT shall terminate upon completion of its mission or two years from the date this charter is filed, whichever is sooner, unless the DoD renews the DAC-MPT in accordance with DoD policy and procedures.
12. Membership and Designation: The DAC-MPT shall consist of no more than seven members, who are eminent authorities in the fields of educational and psychological testing and career development. Members must have expertise in psychometrics, test development, statistical measurement, big-data analytics, industrial/organization psychology, selection and classification, educational measurement, career development and counseling, diversity and inclusion, or other similar areas.

The appointment of DAC-MPT members shall be approved by the DoD Appointing Authority, for a term of service of one-to-four years, with annual renewals, in accordance with DoD policy and procedures. No member, unless approved by the DoD Appointing Authority, may serve more than two consecutive terms of service on the DAC-MPT, to include its subcommittees, or serve on more than two DoD Federal advisory committees at one time.

DAC-MPT members who are not full-time or permanent part-time Federal civilian officers or employees, or active-duty members of the Uniformed Services, shall be appointed as experts or consultants pursuant to 5 U.S.C. § 3109 to serve as special government employee (SGE) members. DAC-MPT members who are full-time or permanent part-time Federal civilian officers or employees, or active-duty members of the Uniformed Services, shall be designated pursuant to 41 C.F.R. § 102-3.130(a) to serve as regular government employee (RGE) members.

The DoD Appointing Authorities shall appoint the DAC-MPT's leadership from among the membership previously approved to serve on the DAC-MPT in accordance with DoD policy and procedures, for a term of service of one-to-two years, with annual renewal, which shall not exceed the member's approved DAC-MPT appointment.

All DAC-MPT members are appointed to exercise their own best judgment on behalf of the DoD, without representing any particular points of view, and to discuss and deliberate in a manner that is free from conflicts of interest. With the exception of reimbursement of official DAC-MPT-related travel and per diem, DAC-MPT members serve without compensation.

13. Subcommittees: The DoD, when necessary and consistent with the DAC-MPT's mission and DoD policy and procedures, may establish subcommittees, task forces, task groups, or working groups ("subcommittees") to support the DAC-MPT. Establishment of subcommittees will be based upon a written determination, to include terms of reference (ToR), by the DoD Appointing Authority or the

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USD(P&R), as the DAC-MPT's Sponsor. All subcommittees shall operate in accordance with the FACA, the Sunshine Act, governing Federal statutes and regulations, and DoD policy and procedures. All subcommittees shall terminate when the DAC-MPT does.

Such subcommittees shall not work independently of the DAC-MPT and shall report all their recommendations and advice solely to the DAC-MPT for its thorough discussion and deliberation at a properly noticed and open meeting, subject to the Sunshine Act. Subcommittees have no authority to make decisions or recommendations, orally or in writing, on behalf of the DAC-MPT. Neither the subcommittee nor any of its members may provide updates or reports, orally or in writing, directly to the DoD or to any Federal civilian officers or employees, or members of the Uniformed Services. If a majority of DAC-MPT members are appointed to a particular subcommittee, then that subcommittee may be required to operate pursuant to the same notice and openness requirements of the FACA which govern the DAC-MPT's operations.

Individual appointments to serve on DAC-MPT subcommittees shall be approved by the DoD Appointing Authority for a term of service of one-to-four years, with annual renewals, in accordance with DoD policy and procedures. No member shall serve more than two consecutive terms of service on the subcommittee without prior approval from the DoD Appointing Authority. Subcommittee members who are not full-time or permanent part-time Federal civilian officers or employees, or active-duty members of the Uniformed Services, shall be appointed as experts or consultants pursuant to 5 U.S.C. § 3109 to serve as SGE members. Subcommittee members who are full-time or permanent part-time Federal civilian officers or employees, or active-duty members of the Uniformed Services, shall be designated pursuant to 41 C.F.R. § 102-3.130(a) to serve as RGE members.

The DoD Appointing Authority shall appoint the subcommittee leadership from among the membership previously approved to serve on the subcommittee in accordance with DoD policy and procedures, for a term of service of one-to-two years, with annual renewal, which shall not exceed the subcommittee member's approved subcommittee appointment.

All subcommittee members are appointed to exercise their own best judgment on behalf of the DoD, without representing any particular points of view, and to discuss and deliberate in a manner that is free from conflicts of interest. With the exception of reimbursement for travel and per diem related to the DAC-MPT or its subcommittees, subcommittee members shall serve without compensation.

14. Recordkeeping: The records of the DAC-MPT and its subcommittees shall be managed in accordance with General Records Schedule 6.2, Federal Advisory Committee Records, or other approved agency records disposition schedule, as well as the appropriate DoD policies and procedures. These records will be available for public inspection and copying, subject to section 552 of title 5, U.S.C. (commonly known as "the Freedom of Information Act").
15. Filing Date: April 22, 2024