

## SUPPORTING STATEMENT – PART B

### Navy JAG Corps Applicant Survey

#### B. Collections of Information Employing Statistical Methods

1. Potential Respondent Universe and Sampling Method: The potential respondent universe is all applicants to the United States Navy JAG Corps. Over the past four years, the number of applicants has fluctuated between 600 and 800 annually. Applicants individually decide whether or not to participate in the voluntary JAG Predictive Analysis Survey (“Applicant Survey”). Historically, the response rate for the Applicant Survey has been approximately 36% of all applicants. The actual response rate over 2012 and 2013 was 34% of all applicants. Importantly, however, the population of persons subsequently selected for commission in the JAG Corps has a response rate of 80%.

2. Procedures for the Collection of Information: The submission of an on-line application to the Navy JAG Corps generates an e-mail to Navy Personnel Research, Studies, and Technology (NPRST/BUPERS-14). The e-mail contains the name and e-mail address of the applicant. NPRST will use this identifying information to e-mail the questionnaire to the JAG Corps candidate. NPRST will collect the results and monitor the response rate. The JAG Corps later provides NPRST with a list of selected applicants and a list of those who ultimately commission as judge advocates in the U.S. Navy. (Not everyone who is offered a commission accepts it.) After the candidates are commissioned and at Naval Justice School, they will be given a second opportunity to take the Survey through a verbal and written invitation to e-mail NPRST directly. A link will be sent to the applicant by NPRST if they chose to volunteer. The JAG Corps will not know the identities of these individuals. Furthermore, information provided to the JAG Corps will be statistically summarized with the responses of others, and will not be attributable to any single individual.

3. Maximization of Response Rates and Non-Responses: JAG Corps applicants are given two opportunities to complete the Applicant Survey: when their online applications are submitted and when they are students in the Navy Justice School

#### 4. Tests of Procedures:

Over the past three years, the procedures for collecting information have evolved. Initially, the survey was only offered to applicants upon submission of their application. To increase the response rate, applicants were afforded other opportunities to complete the survey after their commissioning as officers. (See paragraph 2, above.)

The survey was designed in 2010 by Dr. Dan Cable, Professor of Organisational Behavior at the London School of Business (curriculum vitae available at <http://www.london.edu/facultyandresearch/research/cv/dcablecv.pdf>). The scales employed by this survey have been tested in other contexts and are applied to each question (see enclosure for details). This survey is part of a larger research study to test the application of these scales to the JAG selection process. The larger study will also measure officer performance over time (*i.e.*,

data which is separately collected from commands, months later). See Supporting Statement Part A. If responses provided in this survey, combined with other data, prove to be statistically significant predictors of success, then future recruiting efforts will focus on identifying candidates with those traits. The purpose of the survey is to test and validate the instrument for possible future use in the selection of Navy JAG officers. The survey is not being used to estimate any parameters of the JAG Corps population.

5. Statistical Consultation and Information Analysis: Individuals consulted on statistical aspects of the design and who will collect and analyze the data are:

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