

ROBERT C. FIGLOCK, Ph.D.

Advanced Survey Design
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President of Advanced Survey Design, LLC *Service Disabled Veteran Owned Small Business (SDVOSB)*

Ph.D. in Applied Management • Extensive Teaching & Research Experience
Skilled Developer of Organizational Climate/Cultural Surveys & Assessments
Experienced Director of Safety • Military Transport Helicopter Pilot (retired)

- Sixteen years supervising the business practices and day-to-day operations of a growing SDVOSB
- 21 years developing, managing, and administering organizational climate assessment systems for the VA, DoD, NASA, and private industry
- Thirteen years' teaching at the School of Aviation Safety, Naval Postgraduate School, Monterey, CA

PROFESSIONAL EXPERIENCE

Advanced Survey Design, LLC *Monterey, CA* 2005 - present
President

- Manage company operations, to include: oversight of client contracts, development and implementation of organizational climate assessment programs, and construction of tailored intervention strategies.
- Conduct extensive research into survey data for Naval Aviation, Air Force, Marine Corps, NASA, and Defense contractors.
- Debrief senior leadership regarding their organization's survey results and provide insight into the interpretation of the data and potential interventions.
- Developed and released more than 300 research papers pertaining to military safety issues.

School of Aviation Safety, Naval Postgraduate School, Monterey, CA
Assistant Professor / Lecturer 1999-2005

- Taught Aviation Psychology and Operational Risk Management courses to more than 2,000 aviation safety officers and aviation safety commanders.
- Co-developed a web-based survey instrument that would evolve into the Aviation Climate Assessment Survey System (ACASS) – a set of tailored surveys to assess the organizational climate of high-risk military organizations.
- Conducted extensive safety-related research for NASA and military Services.
- Guest speaker at DoD safety forums, safety conferences, and academic institutions.

United States Marine Corps

Marine Officer/Aviator

Deputy Director, Marine Corps War College

- Aviator with more than 2,500 accident-free civil/military & rotary/fixed wing flight hours over a thirty-year period.
- Instructed Regional Studies program at the Marine Corps War College, Marine Corps University, Quantico, VA while serving as the Deputy Director.
- Held multiple leadership positions in Marine squadrons, to include: Director of Operations, Director of Safety, Director of Administration, and detachment commander for multiple aircraft deployments throughout the U.S., Japan, and Korea.
- Instructed the Naval Aviation Safety Programs course and the Naval Aviation Reporting course, laying the foundation for administering effective safety programs in aviation squadrons.

Kaiser Aluminum & Chemical Corporation *Spokane, WA*

Quality Engineer

- Quality Engineer in the Quality Assurance Division of an aluminum rolling mill.
- Developed programs to reduce accidents and lost workdays for employees directly involved in rolling/milling operations.

EDUCATION

Walden University, *Minneapolis, MN*

Ph.D. Applied Management and Decision Science

University of Southern California, *Los Angeles, CA*

M.S. Systems Management, Safety

Bloomsburg University of Pennsylvania, *Bloomsburg, PA*

B.S. Secondary Education, Mathematics

MILITARY EDUCATION

- Operational Risk Management (ORM) Application and Integration Course, Naval Safety Center
- Risk Management Course, U.S. Army Safety Center
- Fundamentals of Total Quality Leadership, Headquarters Marine Corps
- Aircrew Coordination Training (ACT) Instructor Course, CAE Link Corp
- Aviation Safety Command Course, Naval Postgraduate School
- Command & Staff College, Marine Corps University, *Distinguished Graduate*
- Aviation Safety Officer Course, Naval Postgraduate School, *Honor Graduate*
- Weapons & Tactics Instructor (WTI) Course, Marine Air Weapons Tactics School
- U.S. Naval Flight School, Pensacola, FL