Dear Reader,

Thank you for taking time out of your busy schedule to explore the Fall 2022 *Air & Space Operations Review*. Our issue begins with three articles focused on different aspects of **Talent Management** in the Air Force. In the first, a quad of researchers from RAND Corporation and the Air Force Institute of Technology—Joseph Hoecherl, David Schulker, Zachary Hornberger, and Matthew Walsh—argue the approach the service takes to retention and pay undercompensates those performing many of the Air Force’s critical skills. They offer two policy proposals aimed at modernizing compensation based on quantifiable skillsets and broadening the retention-management outlook to include the Air Reserve Components.

In the second article in the forum, James Bevins asserts the Air Force has been unsuccessful thus far in properly incentivizing and promoting key technical competencies among its scientists and engineers. He offers recommendations to reform institutional culture and retain, reward, and promote individuals in these critical career fields. In the final article in the forum, Phillip Surrey contends the current rapid mobility intelligence architecture is insufficient for the demands of wars to come. He proposes expanding the participation of mobility intelligence in operational planning and establishing a mobility senior intelligence officer to serve as lead integrator in such an effort.

Our **Research and Operations** forum leads with an article by Michael Byrnes and Aubrey Olson who explain the concept of emergent function weapons, which operate as complex adaptive systems. They advocate for a tailored defense research program that leverages advances in behavioral robotics. The second article in the forum, and our final for the issue, considers agile combat employment (ACE) in a contested environment. Another quad of researchers—Zachary Moer, Christopher Chini, Peter Feng, and Steven Schuldt—present an ACE site-selection methodology that engages a multicriteria decision analysis framework to identify airports best suited for ACE employment in the event of a conflict with our pacing adversary.

The issue closes with a selection of recent book reviews covering a notable Air Force figure, air operations of the past, and international security. As always, the journal welcomes considered, well-researched responses to our articles, with a possibility of publication in future issues.

In closing, to the following peer reviewers, including journal contributors, each an expert in their field by virtue of a terminal degree, a long career, or both, thank you very much for your time—past, present, or promised—spent supporting the journals: Andrew Akin, Christian Anrig, Filomeno Arenas, Todd Arnold, David Benson, Louis René Beres, Robert Bettinger, Michelle Black, Todd Book, Molly Braun, Maria Burczynska, Stephen Burgess, Ryan Burke, Chris Cain, Garick Chamberlin, Andrea Charron, Stephen Cimbala, J. P. Clark, Andrew Clayton, Mark Clodfelter, Damon Coletta, Chris Colliver, Daniel Connelly, Conrad Crane, GK Cunningham, Chad Dacus, Jim Davitch, Melvin Deaile, Everett Dolman, Jared Donnelly, Scott Drylie, Charles Dunlap, Michael Dziedzic, Antulio Echevarria, Michael Eisenstadt, Ryan Engle, James Fergusson, David Finkelstein,
From the Editor


~ The Editor

Disclaimer and Copyright

The views and opinions in Air & Space Operations Review (ASOR) are those of the authors and are not officially sanctioned by any agency or department of the US government. This document and trademark(s) contained herein are protected by law and provided for noncommercial use only. Any reproduction is subject to the Copyright Act of 1976 and applicable treaties of the United States. The authors retain all rights granted under 17 U.S.C. §106. Any reproduction requires author permission and a standard source credit line. Contact the ASOR editor for assistance: asor@au.af.edu.