

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 Cimballa, 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 Dzedzic, Antulio Echevarria, Michael Eisenstadt, Ryan Engle, James Fergusson, David Finkelstein,

*From the Editor*

Jim Forsyth, Brian Fry, Cristina Garafola, Billy Giannetti, Benjamin Gochman, Derrill Goldizen, Tim Goodroe, Christina Goulter, Heather Gregg, Kelly Grieco, Achala Gunasekara-Rockwell, Ernest Gunasekara-Rockwell, Lawrence Grinter, Stephen Hamilton, Michael Hankins, Dale Hayden, Peter Hays, Jordan Hayworth, Eric Heginbotham, Megan Hennessey, John Hinck, Paul Hoffman, Tim Hoyt, Tony Hughes, JP Hunerwadel, Jonathan Hunt, Wes Hutto, Mark Jacobsen, Benjamin Jamison, Thomas Keaney, James Keeley, Michael Kraig, Matthew Kroenig, Benjamin Lambeth, Brent Langhals, Wiley Larson, Brian Laslie, Sale Lilly, Adam Lowther, Steve Marrin, Richard Marsh, Steve Martinez, Kevin McCaskey, Jared McKinney, Phillip Meilinger, Ann Mezzell, Richard Muller, Brendan Mulvaney, Jason Newcomer, Richard Newton, Lana Obradovic, Galen Ojala, Christopher Paige, David Palkki, Ginta Palubinskas, Mike Pavelec, Joseph Piroch, Brian Price, Kyle Rassmussen, Robert Reardon, Edwin Redman, Christopher Rein, Dan Ritschel, James Rogers, Nick Sambaluk, Tony Sampson, Dan Sanders, Jorg Schimmelpfennig, Joshua Schwartz, Jorge Serafin, Mario Serna, John Shields, Dennis Skocz, Art Speyer, J. William Sutcliffe, Dick Szafranski, Brent Talbot, Michael Tate, Samantha Taylor, John G. Terino Jr., Mike Thomas, Teera Tony Tunyavongs, David Umphress, Gilles van Nederveen, Heather Venable, Mark Visger, James Walsh, Evelyn Watkins-Bean, Larry Weaver, Michael Weaver, Edward White, Wendy Whitman Cobb, Bishane Whitmore, Edie Williams, Michael Young, Michael Zmuda, and Ben Zweibelson.

~ The Editor

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