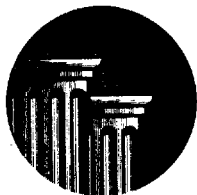


AMERICAN INSTITUTES FOR RESEARCH

1993





## ABOUT AIR

The American Institutes for Research in the Behavioral Sciences (AIR) is an independent not-for-profit corporation established in 1946. Over 150 professionals undertake basic and applied research and provide technical support and management services to government agencies, the military, not-for-profit organizations, and private corporations. At present, our annual volume is more than \$14 million.

AIR's current program encompasses ten areas of emphasis that include: human performance research, employment equity analysis, training research, research on the specially challenged, acquisition services, evaluation research, educational research, health research, document design and communication research, and usability engineering.

AIR was incorporated by John C. Flanagan in Pittsburgh, Pennsylvania, as an outgrowth of the successful Aviation Psychology Program in the United States Army Air Forces in World War II. Dr. Flanagan founded AIR as a research organization devoted to the scientific study of human resources and their effective use.

Corporate headquarters are in Washington, DC. Three research centers are located in Palo Alto, California, Bedford, Massachusetts, and Washington, DC.



# AIR Newsletter

No. 9  
Fall 1994

AMERICAN INSTITUTES FOR RESEARCH

## Replacing the DOT

by: Norm Peterson, Director  
Personnel Research Group  
AIR Washington Research Center

**I**ncreased competition in world markets has led United States' business and government organizations to focus on improving their ability to compete and win in the new global economic environment. A prime example of this effort is a major new Department of Labor initiative to develop a prototype of a new occupational information and classification system to replace the current Dictionary of Occupational Titles (DOT).

All three AIR offices, along with five other research organizations (Westat, Personnel Decisions Research Institute, Inc. (PDRII), Management Research Institute (MRI), Jeanneret & Associates, and Policy Studies Associates (PSA)) are working with the Department to develop and evaluate the prototype by July 1996.

The new system is envisioned as an electronic database or set of inter-related databases that would allow a variety of users to take maximum advantage of occupational information; users are expected to include, for example, secondary school students interested in exploring career options; unemployed workers interested in identifying occupations that would make use of their abilities, skills, and knowledge; and corporations interested in identifying job-seekers who possess the skills and knowledge required to successfully perform certain jobs.

(Continued on page 4)

## Pelavin Associates, Inc. and AIR Join Forces

by: David A. Goslin and Sol H. Pelavin

**O**n October 1, 1994, Pelavin Associates, Inc. officially became Pelavin Research Institute, a wholly-owned, for-profit subsidiary of the American Institutes for Research. The merger of Pelavin Associates and AIR represents the culmination of more than eight months of discussions among the officers and senior staff of both organizations, as well as AIR's Board of Directors. The complementary strengths of the two organizations provide our sponsors with unmatched capabilities across a broad range of behavioral and social sciences.

Established in 1982, Pelavin Associates has been one of the nation's pre-

miere education and training research corporations, providing expert advice to a wide range of government agencies and other organizations. Its clients have included the U.S. Departments of Education, Health and Human Services, Labor, and Interior; the Congressional Research Service; the College Board; the states of California, Delaware, Illinois, Maryland, New Jersey, South Carolina, Tennessee, Texas, Virginia, and Washington; the National Alliance of Business; and numerous private-sector corporations.

Originally focused on education policy analysis for the federal govern-

(Continued on page 2)



Signing the final merger documents were (left to right) Alfred H. Munkenbeck, Jr. (Chair, AIR Board of Directors), David A. Goslin (AIR President), and Sol H. and Diane C. Pelavin of Pelavin Associates, Inc.

# *Document Design Center*

*Strong, simple solutions  
to complex problems*

---

AMERICAN INSTITUTES  
FOR RESEARCH





David A. Goslin  
3333 K Street, NW  
Washington, DC 20007-3541  
(202) 342-5077  
(202) 342-5033 fax  
DGoslin@AIR-DC.ORG

# American Institutes for Research

Research and applications  
in the behavioral and  
social sciences since 1946

---

AMERICAN INSTITUTES  
FOR RESEARCH

