



November 2022

Louise J. Rasmussen

Education

Wright State University, Ph.D., Human Factors & Industrial Organizational Psychology, 2007
Wright State University, M.S., Human Factors Psychology, 2003
Wright State University, B.S., Psychology, 2000

Professional Positions

2015 –present Principal Scientist, Global Cognition, Newark, DE
2011 – 2015 Senior Scientist, Global Cognition, Yellow Springs, OH
2006 – 2011 Staff/Sr. Scientist, Applied Research Associates, Fairborn, Ohio
2001 – 2006 Graduate Research Assistant, Workplace Cognition Laboratory, Wright State University
2004 – 2005 Lecturer, Introduction to Psychology, Wright State University
1997 – 2001 Academic Facilitator, Office of Disability Services, Wright State University

Fields of Specialization

Cultural competence, applied cognition, qualitative and mixed methods, competency models

Awards, Fellowships, and Honors

- ARC Observation Guide Validation Study, 1st SFC(A), 2021-2022 (PI).
- DLIELC KSA Needs Analysis – IERW, MICCC, and JCWS, ACTFL, 2020-2021 (PI)
- Regional Expertise Development, 1st SFC(A), 2020-2021 (PI).
- Regional Expertise Assessment Methods, 1st SFC(A), 2020-2020 (PI).
- DLIELC KSA Needs Analysis – Basic Combat Training, ACTFL, 2019-2021 (PI)
- Determining Levels of Cultural Competence, DLNSEO, 2016-2018 (PI).
- Q Course LREC Program Review, USAJFKSWCS, 2017-2018 (PI).
- Cross-Cultural Competence (3C) model validation, DLNSEO, 2013-2014 (PI).
- Data Collection for Cross-Cultural Competence (3C) model, DLNSEO, 2010-2011 (PM).
- Human Social Culture Behavior Modeling, CTTSO OSD, 2009-2010 (PM).
- International Technology Alliance, US ARL/UK MoD, 2006-2010 (PM).
- Outstanding Graduate Teaching Assistant, Psychology Department, 2005.
- Best Student Paper for the Cognition and Decision Making subgroup of HFES, 2004.
- Graduate Student Excellence Award, School of Graduate Studies, 2004.
- University Nominee for Distinguished Master's Thesis project, 2002-2003.

Professional Society Memberships

International Association for Cross-Cultural Psychology
International Academy for Intercultural Research
Society for Intercultural Education, Training and Research
American Council on the Teaching of Foreign Languages

Review Activities

Journals: Journal of Cross-Cultural Psychology, Journal of Human Factors and Ergonomics Society, Cognitive Science

Other Professional Activities

- 2020 - US Global Leadership Coalition, member Ohio Advisory Committee
- 2011 - 2011 Group Leader, *Culture & Cognition*, ARA. Responsible for marketing and management to support a 4-person research group
- 2004-2005 Graduate Student Instructor, Department of Psychology, Wright State University, Introduction to psychology.
- 1997-2001 Office of Disability Services, Academic Support Services, Wright State University, Provided academic and study skills assistance.

Publications

- Rasmussen, L. J., & Sieck, W. R. (2020). *Save your ammo: Working across cultures for national security*. Global Cognition.
- Rasmussen, L. J. (2020). Sluss-Tiller tests the cultural competence Special Operations Forces need. *Military Review*, Mar-Apr, 107-114.
- Rasmussen, L. J., & Duran, J. L. (2018). *Cross-cultural competence activities for basic Spanish*. Yellow Springs, OH: Global Cognition.
- Sieck, W. R., Rasmussen, L. J., & Duran, J. L. (2016). Considerations and best practices for developing cultural competency models in applied work domains. In J. L. Wildman, R. L. Griffith, & B. K. Armon (Eds.), *Critical Issues in Cross Cultural Management* (pp. 33-52). Switzerland: Springer.
- Rasmussen, L. J., & Sieck, W. R. (2015). Culture-general competence: Evidence from a cognitive field study of professionals who work in many cultures. *International Journal of Intercultural Relations*, 14(3), 75-90.

- Rasmussen, L. J., Sieck, W. R., & Hoffman, R. R. (2014). Cultural knowledge for intelligence analysts: Expertise in cultural sensemaking. *American Intelligence Journal*, 31(2), 28-37.
- Rasmussen, L. J., & Sieck, W. R. (2014). Ready, set, go anywhere: A culture-general competency model for the DoD. *Military Intelligence Professional Bulletin*, Jul-Sep, 47-52.
- Sieck, W. R., Smith, J. L., & Rasmussen, L. J. (2013). Metacognitive Strategies for Making Sense of Cross-Cultural Encounters. *Journal of Cross-Cultural Psychology*, 44(6), 1007-1023.
- Rasmussen, L. J., & Sieck, W. R. (2012). Strategies for developing and practicing cross-cultural expertise in the military. *Military Review*, Mar-Apr, 71-80.
- Sieck, W. R., Simpkins, B. G., Rasmussen, L. J. (2011). A cultural belief network simulator. In J. Salerno, S. J. Yang, D. Nau, & S.-K. Chai (Eds.), *Social Computing and Behavioral-Cultural Modeling*. University of Maryland, College Park, MD.
- Rasmussen, L. J., Sieck, W. R., & Osland, J. (2010). Using cultural models of decision making to assess and develop cultural sensemaking competence. In D. Schmorrow & D. Nicholson (Eds.), *Advances in Cross-Cultural Decision Making*, Boca Raton: CRC Press / Taylor & Francis, Ltd.
- Rasmussen, L. J. & Sieck, W. R. (2010). *What happens after the 3rd cup of tea?: A cultural sensemaking guide to Afghanistan*. Washington, DC: DoD.
- Karat, J., Sieck, W., Norman, T. J., Karat, C.-M., Brodie, C., Rasmussen, L., & Sycara, K. (2010). A model for culturally adaptive policy management in ad hoc collaborative contexts. In D. Verma (Ed.), *Network Science for Military Coalition Operations: Information Exchange and Interaction* (pp. 174-190). Hershey, PA: IGI Global.
- Sieck, W. R., Rasmussen, L. J., & Smart, P. (2010). Cultural network analysis: A cognitive approach to cultural modeling. In D. Verma (Ed.), *Network Science for Military Coalition Operations: Information Exchange and Interaction* (pp. 237-255). Hershey, PA: IGI Global.
- Sieck, W. R., & Rasmussen, L. J. (2010). Cultural network analysis: Mapping cultural theories of mind. In S Ohlsson & R. Catrambone (Eds.), *Proceedings of the 32nd Annual Conference of the Cognitive Science Society*. Portland, OR: Cognitive Science Society.
- Rasmussen, L. J., Sieck, W. R., & Smart, P. (2009). What is a good plan? Cultural variations in expert planners' concepts of plan quality. *Journal of Cognitive Engineering & Decision Making*, 3, 228-249.
- Karat, J., Sieck, W. R., Norman, T., Karat, C.-M., Brodie, C., Rasmussen, L., & Sycara, K. (2009). A framework for culturally adaptive policy management in ad hoc collaborative contexts. *Proceedings of the International Workshop on Intercultural Collaboration* (pp. 257-260), February 2009, Palo Alto, CA.

- Rasmussen, L. J., Sieck, W. R., & Smart, P. R. (2008). US/UK Mental Models of Planning: The Relationship between Plan Detail and Plan Quality. In: *NATO RTO HFM-142 Symposium on Adaptability in Coalition Teamwork*, 21-23 April 2008, Copenhagen, Denmark.
- Karat, J., Sieck, W. R., Norman, T., Karat, C.-M., Brodie, C., Rasmussen, L., & Sycara, K. (2008). A comprehensive framework for culturally adaptive policy management for coalition mission planning. *Proceedings of the Second Annual Conference of the International Technology Alliance*, London, UK.
- Sieck, W. R. & Rasmussen, L. J. (2008). Cultural Network Analysis: Characterizing Target Audience Cognition. *Proceedings of the 2008 Phoenix Challenge Conference on Information Operations*, April 2008, Monterey CA.
- Sieck, W. R., Smith, J. L., & Rasmussen, L. J. (2008). Expertise in making sense of cultural surprises. *Proceedings of the Interservice/Industry Training, Simulation, and Education Conference (IITSEC)*, December 2008, Orlando, FL.
- Rasmussen, L. J., Smith, J., & Sieck, W. R. (2007). Effects of a cultural reconciliation procedure on multinational collaborative decision making. *Proceedings of the 2007 Group Negotiation and Decision Making Meeting*.
- Sieck, W. R., & Rasmussen, L. J. (2007, September). Cultural network analysis. *Proceedings of the First Annual Conference of the US/UK International Technology Alliance*, Baltimore, MD.

Technical Reports

- Rasmussen, L. J., Duran, J. L., & Sieck, W. R. (2022). *ARC Observation Guide Validation Study for 1st SFC(A)*. Newark, DE: Global Cognition.
- Duran, J. L., Rasmussen, L. J., & Martin, C. L. (2022). *KSA Analysis of English Language Learners: Linguistic, Cognitive, and Cultural Competence Requirements for Three DLIELC Follow-On Training Courses*. Alexandria, VA: American Council for the Teaching of Foreign Languages (ACTFL).
- Rasmussen, L. J., Shah, C. S., Duran, J. L., & Sieck, W. R. (2021). *Development of Regional Expertise and Cultural KSAs at 1st SFC (A)*. Yellow Springs, OH: Global Cognition.
- Duran, J. L., Rasmussen, L. J., & Martin, C. L. (2021). *KSA Analysis of English Language Learners: Linguistic, Cognitive, and Cultural Competence Requirements for U.S. Army Basic Combat Training*. Alexandria, VA: American Council for the Teaching of Foreign Languages (ACTFL).
- Rasmussen, L. J., Duran, J. L., & Sieck, W. R. (2020). *1st Special Forces Command (A) Regional Expertise Assessment Methods Study*. Yellow Springs, OH: Global Cognition.
- Sieck, W. R., Rasmussen, L. J., & Duran, J. L. (2019). *Mastery levels to support the education and training of general cultural competence*. Yellow Springs, OH: Global Cognition.

- Duran, J. L., Rasmussen, L. J., Sieck, W. R. (2018). *Review and analysis of the SWEG (A) LREC program of instruction*. Yellow Springs, OH: Global Cognition.
- Rasmussen, L. J., Sieck, W. R., & Duran, J. L. (2017). *Review of "Introduction to cultural conflict in unconventional and Irregular Warfare" Curriculum (Outline)*. Yellow Springs, OH: Global Cognition.
- Rasmussen, L. J. (2017). *Review of MARSOC's LREC Course - 3C Clinics*. (Technical Report 16-Global Cognition-0074). Yellow Springs, OH: Global Cognition.
- Rasmussen, L. J., Sieck, W. R., & Duran, J. L. (2015). *A model of culture-general competence for education and training: Validation across services and key specialties*. Yellow Springs, OH: Global Cognition.
- Grome, A. P., Crandall, B. W., Rasmussen, L., & Wolters, H. M. (2012). *Incorporating Army Design Methodology into Army Operations: Barriers and Recommendations for Facilitating Integration*. (Technical Report Army Research Institute W5J9CQ-11-C-0022). Fairborn, OH: Klein Associates Division of ARA).
- Rasmussen, L. J., Sieck, W. R., Crandall, B., Simpkins, B., and Smith, J. (2011). *Data collection and analysis for a cross-cultural competence model*. (Technical Report DLO GS-10F-0298K). Fairborn, OH: Klein Associates Division of ARA).
- Sieck, W. R., Rasmussen, L. J., Smith, J. L., & Kakar, R. U. (2010). *Honor and integrity in Afghan decision making: Fundamental Afghan values within contexts*. (Technical Report W91CRB-09-C-0028c). Fairborn, OH: Klein Associates Division of ARA.
- Klein, G., Mueller, S., Rasmussen, L., & Hoffman, R. (2010). *Naturalistic models of causal reasoning: Developing and experiential user guide (EUG) to understand fusion algorithms and simulation models*. (Technical Report AFRL-RH-WP-TR-2011-0018). Fairborn, OH: Klein Associates Division of ARA.
- Rasmussen, L. J., Sieck, W. R., Grome, A. P., & Simpkins, B. (2009). *Cultural Sensemaking: Competence assessment and learning objectives for new leaders in the Marine Corps*. (Technical Report CTTSO W91CRB-09-C-0028b). Fairborn, OH: Klein Associates Division of ARA.
- Rasmussen, L. J., Grome, A. P., Crandall, B. W., & Sieck, W. R. (2009). *The Puzzling Afghan: Making Sense of Afghan Interactions*. (Technical Report CTTSO W91CRB-09-C-0028a). Fairborn, OH: Klein Associates Division of ARA.
- Sieck, W. R., & Rasmussen, L. J. (2006). *Cultural Network Analysis*. (Technical Report 06TA4-P11-T1). Fairborn, OH: Klein Associates Division of ARA.
- Shalin, V. L, Lerner, L., Bricker, J. L., & Rasmussen, L. J. (2002). *Roles for Technology in the Facilitation of Distributed Work in a Complex Dynamic Domain: An Analysis of Language Patterns in Shift Handovers*. (Technical Report).
- Shalin, L. Lerner, J. L. Bricker, L. J. Rasmussen, & P. Dowling, *An Analysis of Language Patterns*

in Shift Handovers. Final Summary of Research for NCC 2-1351, NASA Ames Research Center, Moffett Field, CA.

Invited Talks and Workshops

DLNSEO Culture Coordination Committee Meeting, *ARC Observation Guide Validation Study for 1st SFC(A)*. Washington, DC (virtual), June 29, 2022.

SOCOM Regional Expertise and Culture (REC) Assessment Working Group, *ARC Observation Guide Validation Study for 1st SFC(A) – Part II*. MacDill AFB, FL (virtual), June 16, 2022.

Interagency Language Roundtable (ILR), “*Assessing the Linguistic, Cognitive and Cultural Competence Needs for English Language Learners Attending U.S. Army Basic Combat Training and Beyond*,” Virtual, March 11, 2022.

SOCOM Regional Expertise and Culture (REC) Assessment Working Group, *ARC Observation Guide Validation Study for 1st SFC(A) – Part I*. MacDill AFB, FL (virtual), February 9, 2022.

J3-International U.S. Special Operations Command, *Adaptive Readiness for Culture – Special Operations Liaison Officer Workshop*. MacDill AFB, FL, June 24, 2021

DLIFLC and USAF 517th Training Group, *Infusing Adaptive Readiness for Culture in Arabic Language Instruction*. Monterey, CA (virtual), April 12-13, 2021.

Center for Anticipatory Intelligence at Utah State University, *Cultural Analysis for the Warfighter*. Logan, UT (virtual), March 18, 2021.

DLNSEO Culture Coordination Committee Meeting, *1st SFC (A) Regional Expertise and Culture Assessment: Genesis, Methodology, and Application*. Washington, DC (virtual), March 3, 2021.

1st Security Force Assistance Brigade (SFAB), *Cultural Competence for SFABs: Professional Military Education seminar*. Ft. Bragg, Fayetteville, NC (virtual), May 19, 2020.

Interagency Language Roundtable (ILR), “*General Cultural Competence: A Data Driven Approach to Defining Mastery Levels for Education and Training*,” National Foreign Language Center, Riverdale, MD, December 14, 2018

DLNSEO Culture Coordination Committee Meeting, “*General Cultural Competence: Mastery Levels to Support Education and Training*,” Washington, DC, December 6, 2018

DLNSEO Culture Coordination Committee Meeting, “*Infusing Cultural Competence Instruction into the Language Classroom*,” MacDill, AFB, Tampa, FL, June 26, 2018.

3rd Battalion, 1st SWTG (A), *Recommendations for cultural competence instruction in SWEG’s LREC program based on review of Sluss-Tiller*. Ft. Bragg, Fayetteville, NC, December 11, 2017.

DLNSEO Culture Coordination Committee Meeting, “*DLNSEO Qualitative Scale: Determining Levels of Cultural Competence*,” Maxwell AFB, Montgomery, AL, March 31, 2017.

DLNSEO Culture Coordination Committee Meeting, “*Applying Culture-General Competence*,” Washington, DC, July 7, 2016.

Culture & Regional Knowledge Expertise Group (CRKEG), “*A Model of Culture-General Competence for Education and Training*,” PWC, McClean, VA, May 18, 2016.

Air Force Culture & Language Center (AFCLC), “*A Model of Culture-General Competence: Examples from the data*,” Maxwell AFB, Montgomery, AL, February 9, 2016.

Air Force Culture & Language Center (AFCLC), “*A Model of Culture-General Competence for Education and Training: Validation across Services and Key Specialties*,” Maxwell AFB, Montgomery, AL, January 11, 2016.

Interagency Language Roundtable (ILR), “*What can personnel do with culture?*” Foreign Service Institute, Arlington, VA, November 6, 2016.

SOCOM Component Language Manager’s Advanced Competencies Course, “*Culture and critical incidents*,” Naval Amphibious Base, Coronado, CA, August 19, 2015.

Northcom and Southcom Regional Coordination Liaison Assessment and Training Teams (CLATT). *Developing and practicing cross-cultural expertise in the military: Professional Military Education class*. Little Creek, VA, January 23, 2014.

Presentations

Rasmussen, L. R., Duran, J. L., Martin, C., Coon, D., Dees, C., & Leishman, C. (2022). *Designing LREC Instruction to Accelerate Professional Partnership Development in International Military Cooperation*. Language, Regional Expertise and Culture Symposium, Montgomery, AL, Oct 21, 2022.

Ederly, I., Rasmussen, L. R., Stranger, E., Jurgensen, L., & Koopman, M. (2022). *Regional Expertise and Culture in the Era of Strategic Competition*. Language, Regional Expertise and Culture Symposium, Montgomery, AL, Oct 20, 2022.

Duran, J. L., Rasmussen, L. J., Martin, C., Coon, D., & Leishman, C. (2021). *Assessing the Linguistic, Cognitive and Cultural Competence Needs for English Language Learners Attending U.S. Army Basic Combat Training and Beyond*. Language, Regional Expertise and Culture Symposium, Montgomery, AL (virtual), Oct 14, 2021.

Rasmussen, L. R. (2020). *Reflective intercultural learning in the classroom and life*. Language, Regional Expertise and Culture Symposium, Montgomery, AL (virtual), Oct 14-16, 2020.

Rasmussen, L. R., & Ronan, D. (2019). *Analysis and Design of Cultural Competence Instruction for ARSOF*. Language, Regional Expertise and Culture Symposium, Montgomery, AL, March 27, 2019.

- Rasmussen, L. R., Sieck, W. R., & Duran, J. L. (2019). *General Cultural Competence: Mastery Levels for DoD Personnel*. Language, Regional Expertise and Culture Symposium, Montgomery, AL, March 27, 2019.
- Rasmussen, L. R. (2018). *Defining Culture-General Competence Mastery Levels for Military Personnel*. Inter University Seminar on Armed Forces and Society, Ottawa, Canada, October 20, 2018.
- Rasmussen, L. R. (2018). *How does foreign language proficiency affect culture-general competence?* Language, Regional Expertise and Culture Symposium, Montgomery, AL, March 31, 2018.
- Rasmussen, L. R. (2017). *A Model of Military Cross-Cultural Competence for Education and Training*. Inter University Seminar on Armed Forces and Society, Reston, VA, November 3, 2017.
- Sieck, W. R., Rasmussen, L. J., & Duran, J. L. (2014). Are there cross-cultural SMEs? It ain't me (or you) babe. *Cross-Cultural Management Summit*, Melbourne, FL, March 6-8, 2014.
- Rasmussen, L. J. (2013). Culture & Cognition for the DoD. *International Association for Cross-Cultural Psychology Regional Conference*, IACCP, Los Angeles, CA, June 20-22, 2013.
- Rasmussen, L. J., & Sieck, W. R. (2013). Do Cultural Sensemaking Strategies Promote Sophisticated Moral Reasoning in Intercultural Contexts? *International Association for Cross-Cultural Psychology Regional Conference*, IACCP, Los Angeles, CA, June 20-22, 2013.
- Rasmussen, L. J., & Sieck, W. R. (2012). Metacognitive underpinnings of 3C development. *2nd International Conference on Cross-Cultural Decision Making*, AHFE, San Francisco, CA, July 21-25, 2012.
- Rasmussen, L. J. (2012, March). Strategies for developing and practicing cross-cultural expertise in the military. *Society for Applied Anthropology*, 2012 Conference, Baltimore, MD.
- Rasmussen, L. J. (2011, February). *An empirical model of cross-cultural competence in the military*. The Human Social Culture Behavior Modeling Program Focus 2011 Conference, Chantilly, VA.
- Rasmussen, L. J., Sieck, W. R., & Osland, J. (2010). Using cultural models of decision making to develop and assess cultural sensemaking competence. *1st International Conference on Cross-Cultural Decision Making*, AHFE, Miami, FL, July 17-21, 2010.
- Sieck, W. R., & Rasmussen, L. J. (2010). Cultural Network Analysis: Mapping Cultural Theories of Mind. *Proceedings of the 32nd Annual Conference of the Cognitive Science Society*. August, 2010, Portland, OR.
- Mueller, S. T., Simpkins, B., & Rasmussen, L. J. (2010). Incorporating representation when modeling cultural dynamics: Analysis of the bounded influence conjecture. *Proceedings of the 32nd Annual Conference of the Cognitive Science Society*. August, 2010, Portland, OR.

- Rasmussen, L. J. (2009, August). *The puzzling Afghan: Making sense of Afghan interactions*. Talk presented at the Human Social Culture Behavior Modeling Program Focus 2009 Conference, Chantilly, VA.
- Karat, J., Sieck, W., Norman, T., Karat, C-M., Brodie, C., Rasmussen, L., Sycara, K. (2008). A comprehensive framework for culturally adaptive policy management for coalition mission planning. *Proceedings of the Second Annual Conference of the International Technology Alliance*, London, UK.
- Sieck, W. R., Smith, J. L., & Rasmussen, L. J. (2008). Expertise in making sense of cultural surprises. *Interservice/Industry Training, Simulation, and Education Conference (IITSEC)*, December 2008, Orlando, FL.
- Larsson, A., & Rasmussen, L. J. (2008) *Cultural sensemaking in multinational groups: a common ground approach*. 13th ICCRTS, Bellevue, WA, June 17-19.
- Sieck, W. R. & Rasmussen, L. J. (2008). Cultural Network Analysis: Characterizing Target Audience Cognition. *Proceedings of the 2008 Phoenix Challenge Conference on Information Operations*, April 2008, Monterey CA.
- Rasmussen, L. J., & Shalin, V. L. (2007). Is conversation an example of analogical reasoning? *Workshop on Analogical Reasoning at the 29th Annual Conference of the Cognitive Science Society*.
- Rasmussen, L. J., Smith, J., & Sieck, W. R. (2007, May). *Cultural Diversity in Collaborative Decision Making*. Poster presented at the 19th Annual Convention of the American Psychological Society, Washington, DC.
- Sieck, W. R., Rasmussen, L. J., Smith, J. L., & McHugh, A. P. (2007, February). *Cultural Consensus Analysis for Investigating Multicultural Collaboration*. Poster presented at the Advanced Decision Architectures Collaborative Technology Alliance Meeting, Westminster, CO.
- Rasmussen, L. J., & Shalin, V. L. (2003). Temporal Reasoning with Numeric and Graphical Representations. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting, 2003*.