



TERENCE S. ANDRE, Ph.D.
Andre Research & Consulting, LLC

Colorado Springs, Colorado
Email: andre@arc1llc.com

SUMMARY OF EXPERIENCE

- Ph.D. in Industrial/Systems Engineering with over 38 years of experience optimizing human and system performance through the use of human-systems integration (HSI) and systems engineering principles
 - Education expert leading teams developing learning strategy, curriculum, and learning solutions for Fortune 500 companies
 - Proven track record of leading diverse group of scientists and engineers to conduct leading-edge research in military and educational settings
 - Platform instructor with experience in designing and delivering courses in human factors, software usability, training, and leadership development
 - Successful leadership at the United States Air Force Academy charting new human factors research program with over 10 faculty members and 35 cadets
 - Extensive technical skill in building laboratories and integrating technology for research studies
 - Usability engineer with over 20 years of experience working with advanced methods and tools in government, industry, and academia
 - Accomplished author and technical report writer: over 40 publications and presentations
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EDUCATION

Ph.D.	2000	Virginia Polytechnic Institute and State University, Blacksburg, Virginia Major: Industrial and Systems Engineering/Human Factors
M.Ed.	2014	Regis University, Denver, Colorado Major: Adult Learning, Training, and Development
M.S.	1991	California Polytechnic State University, San Luis Obispo, California Major: Industrial Engineering/Human Factors
B.S.	1987	United States Air Force Academy, Colorado Springs, Colorado Major: Behavioral Sciences/Human Factors

PROFESSIONAL EXPERIENCE

2025 – Present	Principal, Andre Research & Consulting LLC, Colorado Springs, CO Founder/owner of consulting firm specializing in modeling & simulation (M&S) services, aimed at developing a skilled workforce and advancing M&S technology through education, research, and partnerships. Serves as liaison for the Air Force Research Laboratory GRILL [®] (Gaming Research Integration for Learning Laboratory) and GRILL [®] West at the United States Air Force Academy.
2022 – 2025	Technical Director, Aptima, Colorado Springs, CO Responsible for establishing new lines of research related to understanding how military personnel acquire competencies, and how learning technologies can be leveraged to

accelerate competency acquisition to meet new mission demands. Serves as a thought partner with a variety of senior-level customers across industry, academia, and research centers, as well as a program manager across contracts.

2008 – 2022

Chief Scientist, TiER1 Performance Solutions, Colorado Springs, CO

Directs research portfolio for small business innovation research (SBIR) program. Leads a team of 8 research scientists in delivering innovative training, education, and learning sciences solutions to the federal government. Facilitator / instructor of Rockwell Collins Management Fundamentals and Distance Leadership courses.

2007 - 2008

Senior Associate/Consultant, TGO & Associates, Colorado Springs, CO

Designed new user interface for controlling multi-axis vestibular chair for Colorado Springs bio-technology company. Developed user requirements and task-based approach for interactive tablet-PC used by special needs children learning to write. Conducted requirements analysis and developed testing procedures for Transportation Security Administration checkpoint of the future program. Usability testing expert for Transportation Security Administration new checkpoint systems.

2003 – 2007

Deputy Dept Head for Research & Associate Professor, Department of Behavioral Sciences & Leadership, USAF Academy, CO

Directed \$1.2M human factors laboratory and equipment resources for 43-member dept and 1,500 cadets. Led a team of 10 faculty members and 35 cadet researchers to produce 20 different research projects and over 50 publications in 3-year period. Tripled research funding from outside sources and increased industry/academia lab partnership. Developed world-class human-computer interaction (HCI) lab with all-digital recording technology. Integrated over \$150K of IT equipment in the laboratory to create a high-tech teaching environment for cadets at the Air Force Academy. Conducted 3-4 usability studies each year on local projects and trained cadets on latest methods in usability evaluation. Course director for intro human factors, engineering psychology, HCI, and systems design.

2000 – 2003

Chief, Warfighter Skill Development and Training Branch, Air Force Research Laboratory, Mesa, Arizona

Directed the Air Force's \$800M Distributed Mission Training research and development program. Led 22 government members and 35 support contractors for AFRL's premier training research program. Built innovative technology investment plan that set the training research course for the next 5 years. Managed \$10M training research and engineering budget and doubled investment from customers. Designed layout of digital brief/debrief system integrating commercial-off-the-shelf equipment.

1997 – 2000

Ph.D. Student, Virginia Polytechnic Institute and State University, Blacksburg, Virginia

Competitively selected by the Air Force for full time graduate program at Virginia Tech.

1994 – 1997

Assistant Professor and Director of Financial Management, Department of Behavioral Sciences and Leadership, United States Air Force Academy, Colorado Springs, Colorado

Edited human factors textbook and was directly responsible for coordinating with publishers and industry experts to produce one-of-a-kind human factors design book used at undergraduate institutions. Managed the department's budget and provided statistical analysis for organizational climate surveys. Taught courses and developed curriculum for introductory psychology, introduction to human factors, and human factors systems design.

- 1992 – 1994 Human Factors Scientist, HQ Air Force Operational Test and Evaluation Center, Kirtland AFB, New Mexico
 Led human factors effort to design and test new missile launch control center console. Provided human factors engineering support for major aircraft, communication, and space programs. Directed software usability assessment on cockpit upgrade program and ground station for satellite control system. Developed surveys and conducted statistical analysis to quantify user acceptance of operational systems.
- 1990 – 1992 ICBM Human Factors Evaluator, 576th Test Squadron, Vandenberg AFB, California
 Developed health-maintenance concept for Air Force crews participating in deployment demonstrations. Coordinated testing of physiological effects induced by railcar mobility in deployed operations. Evaluated effectiveness of digital checklists for use in new launch control center console.
- 1987 – 1990 Business Manager, Western Space and Missile Center, Vandenberg AFB, California
 Directed a team of 15 experts to establish program requirements for a \$600M space launch complex. Managed cost and schedule performance and developed program summary briefings for senior managers.
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AWARDS

- 2013 Small Business Administration Tibbetts Award for Excellence in Research
 2009 TiER1 Performance Solutions Leadership Award
 2005 Arthur M. Melton Award for Early Career Achievements in Military Psychology
 2003 Air Force Meritorious Service Medal
 2003 Department of Defense Modeling and Simulation Award
 2003 Air Force Modeling and Simulation Award
 2002 Air Force Research Laboratory Leader of the Year Award
 2001 Distributed Mission Training Mission Support Award
 1999 Best paper award at North Carolina Human Factors Conference
 1997 Air Force Meritorious Service Medal
 1996 Company Grade Officer of the Year, United States Air Force Academy
 1995 Company Grade Officer of the Quarter, United States Air Force Academy
 1994 Air Force Meritorious Service Medal
 1993 Test Team of the Quarter Award, Kirtland Air Force Base
 1991 Air Force Commendation Medal
 1990 Air Force Achievement Award
 1989 Company Grade Officer of the Quarter (Base), Vandenberg Air Force Base
 1989 Acquisition Milestone Achiever Award, Vandenberg Air Force Base
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TRAINING AND CERTIFICATION

- Graduate Certificate from Champlain College in Positive Organization Development
 Level III Certification in System Planning, Research, Development, & Engineering
 Level III Certification in Program Management and Test & Evaluation
 Advanced Systems Planning, Research, Development, and Engineering Course

Defense Systems Management College Advanced Acquisition Course
Practicum in Methods for User-Centered Design Course (Rice University)
Air Force Operational Test and Evaluation Course
Government Contract Law Course
Defense Systems Management College Cost Performance Measurement Course

PUBLICATIONS

Peer-Reviewed Scholarly Publications (Journals, Textbooks, and Book Chapters)

- Andre, T. S.** (Ed.). (2017). *Advances in human factors in training, education, and learning sciences*. Switzerland: Springer. doi: 10.1007/978-3-319-60018-5
- Kantola, J. I., Barath, T., Nazir, S., & **Andre, T.** (Eds.) (2016). *Advances in human factors, business management, training and education*. Switzerland: Springer. doi: 10.1007/978-3-319-42070-7_49
- Meyer, R., **Andre, T.**, Conning Chik, K., & Liming, G. (2014). Performance evidence management in live, virtual, and constructive training. *Journal of Applied Learning Technology*, 4(4), 23-30.
- Andrews, D. H., Freeman, J., **Andre, T. S.**, Feeney, J., Carlin, A., Fidopiastis, C. M., & Fitzgerald, P. (2013). Training organizational supervisors to detect and prevent cyber insider threats: Two approaches. *EAI Endorsed Transactions on Security and Safety*, 13(2), 1-7. doi: 10.4108/trans.sesa.01-06.2013.e4
- Andre, T. S.**, Fidopiastis, C. M., Ripley, T. R., Oskorus, A. L., Meyer, R. E., & Snyder, R. A. (2011). Augmented cognition methods for evaluating serious game-based insider threat detection training. In D. Schmorow & C. Fidopiastis (Eds.), *Foundations of augmented cognition: Directing the future of adaptive systems* (Vol. 6780, pp. 395-403). Berlin: SpringerLink.
- Oskorus, A. L., Meyer, R. E., **Andre, T. S.**, & Moore, K. C. (2010). The human factors of instructional design and accelerated learning. In V. Rice (Ed.), *Advances in understanding human performance: Neuroergonomics, human factors design, and special populations* (Chap. 37, pp. 360-370). Boca Raton, FL: CRC Press.
- Wickens, C. D., Small, R. L., **Andre, T. S.**, Bagnall, T., & Brenaman, C. (2008). Multisensory enhancement of command displays for unusual attitude recovery. *International Journal of Aviation Psychology*, 18(3), 255-267.
- Howarth, J., **Andre, T.**, & Hartson, R. (2007). A structured process for transforming usability data into usability information. *Journal of Usability Studies*, 3(1), 7-23.
- Wickens, C. D., Self, B. P., **Andre, T. S.**, Reynolds, T. J., & Small, R. L. (2007). Unusual attitude recoveries with a spatial disorientation icon. *International Journal of Aviation Psychology*, 17(2), 153-165.
- Andre, T. S.**, Hartson, H. R., & Williges, R. W. (2003). Determining the effectiveness of the usability problem inspector: A theory-based model and tool for finding usability problems. *Human Factors*, 45, 455-482.
- Hartson, H. R., **Andre, T. S.**, & Williges, R. C. (2003). Criteria for evaluating usability evaluation methods. *International Journal of Human-Computer Interaction*, 15(1), 145-181.
- Andre, T. S.**, Hartson, H. R., Belz, S. M., & McCreary, F. A. (2001). The user action framework: A reliable foundation for usability engineering support tools. *International Journal of Human-Computer Studies*, 54(1), 107-136.
- Hartson, H. R., **Andre, T. S.**, Williges, R. W., & Van Rens, L. (1999). The user action framework: A theory-based foundation for inspection and classification of usability problems. In H. Bullinger & J. Ziegler (Eds.), *Human-computer interaction: Ergonomics and user interfaces* (Vol. 1, pp. 1058-1062). Mahway, NJ: Lawrence Erlbaum.
- Andre, T. S.**, & Schopper, A. W. (Eds.). (1997). *Human factors engineering in system design*. Wright-Patterson Air Force Base, OH: CSERIAC.
- Andre, T. S.**, & Eisenhut, S. M. (1997). Modeling and simulation in the design process. In T. S. Andre & A. W. Schopper (Eds.), *Human factors engineering in system design* (pp. 57-77). Wright-Patterson Air Force Base, OH: CSERIAC.

Andre, T. S., & Schreiber, H. G. (1997). Designing for reliability and maintainability. In T. S. Andre & A. W. Schopper (Eds.), *Human factors engineering in system design* (pp. 199-211). Wright-Patterson Air Force Base, OH: CSERIAC.

Meister, D., & **Andre, T. S.** (1997). The role of human factors in the design process. In T. S. Andre, A. W. Schopper (Eds.), *Human factors engineering in system design* (pp. 1-20). Dayton, OH: CSERIAC.

Meister, D., **Andre, T. S.**, & Aretz, A. J. (1997). System analysis. In T. S. Andre & A. W. Schopper (Eds.), *Human factors engineering in system design* (pp. 21-55). Wright-Patterson Air Force Base, OH: CSERIAC.

Peer-Reviewed Scholarly Publications (Conference Proceedings)

Andre, T., Huston, D., Ireland, A., Stewart, A., Ford, R., Carr, C., & Staller, H. (2021). Online mentoring platform for developing leaders of character. In S. Nazir, T. Ahram, & W. Karwowski (Eds.), *Proceedings of the AHFE 2021 Virtual Conference on Human Factors in Training, Education, and Learning Sciences* (pp. 252-259). Louisville, KY: AHFE.

Sebok, A., Mann, R., **Andre, T.**, Gronstedt, A., Chik, K., Cooley, I., Shell, D., & Anderson, H. (2020). Augmented reality applications in support of electrical utility operations. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (pp. 1323-1327). Santa Monica, CA: Human Factors and Ergonomics Society.

Haggit, J., Ford, R., Meyer, R., Roseman, D., Gacy, M., **Andre, T.**, Grome, A., Simon, P., Arnold, M., & Lofgren, E. (2020). Development of a game-based learning platform for U.S. Navy netted force concepts. In S. Nazir, T. Ahram, & W. Karwowski (Eds.), *Proceedings of the AHFE 2020 Virtual Conference on Human Factors in Training, Education, and Learning Sciences* (pp. 245-251). Louisville, KY: AHFE.

Sebok, A., Walsh, M., Wickens, C., **Andre, T.**, Kreischer, N., Pei, L., Bowens, L., & Landsberg, C. (2019). Development of attentional skills training for operators of unmanned aerial systems. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*. (pp. 2161-2165). Santa Monica, CA: Human Factors and Ergonomics Society.

Andre, T., Chik, K. C., Meyer, R., Liming, G., Ford, R., Knott, C., Robie, C., & Harris-Thompson, D. (2017). Competency-based training system for personalized learning. In T. Andre (Ed.), *Advances in Human Factors in Training, Education, and Learning Sciences* (pp. 186-196). Louisville, KY: AHFE. doi: 10.1007/978-3-319-60018-5

McCleron, C. K., Finomore, V. S., **Andre, T. S.**, Jeffery, F. S., & Myers, O. N. (2016). Evaluation of digital checklists for command and control operations. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (pp. 1108-1112). Santa Monica, CA: Human Factors and Ergonomics Society. doi: 10.1177/1541931213601255

Andre, T., Meyer, R., Chik, K., & Lofgren, E. (2015). ExperienceMap: A tool to help training managers develop learning experiences. In T. Ahram, W. Karwowski, & D. Schmorow (Eds.), *Proceedings of the 6th international Conference on Applied Human Factors and Ergonomics and the Affiliated Conferences* (pp. 4962-4969). Louisville, KY: AHFE. doi: 10.1016/j.promfg.2015.07.405

Andre, T., Ford, R., Meyer, R., & Sebok, A. (2014). A performance support tool for human factors design and evaluation. In B. Amaba & B. Dalgetty (Eds.), *Advances in Human Factors, Software, and Systems Engineering* (Vol. 6, pp. 7281-7288). Louisville, KY: AHFE.

Sebok, A., Quesada, S., & **Andre, T.** (2014). Development of a human factors principles-based design tool for engineers. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (pp. 2275-2279). Santa Monica, CA: Human Factors and Ergonomics Society. doi: 10.1177/1541931214581474

Ford, R. L., **Andre, T. S.**, Sebok, A., Meyer, R. E., Laux, L., Bzostek, J. & Wong, D. T. (2013). Developing and testing a tool for human factors design and evaluation. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (pp. 1992-1996). Santa Monica, CA: Human Factors and Ergonomics Society.

- Oskorus, A. L., **Andre, T. S.**, Ripley, T. R., Meyer, R. E., Fidopiastis, C. M., Andrews, D. H., & Fitzgerald, P. C. (2011). An approach to accelerated learning and psychophysiological measures of engagement. In *Proceedings of the Interservice/Industry Training, Simulation, and Education Conference*. Orlando, FL: IITSEC.
- Ripley, T. R., **Andre, T. S.**, Synder, R. A., Meyer, R. E., & Oskorus, A. L. (2011). Integrating learning acceleration, rich assessment of errors, & scenario-based simulation training for improved performance. In *Proceedings of the New Learning Technologies 2011 SALT Conference*. Orlando, FL: Society for Applied Learning Technologies.
- Hoffman, R. R., Andrews, D. J., Fiore, S. M., Goldberg, S., **Andre, T. S.**, Freeman, J., Fletcher, J. D., & Klein, G. (2010). Accelerated learning: Prospects, issues, and applications. In *Proceedings of the Human Factors and Ergonomics Society 54th Annual Meeting*. Santa Monica, CA: Human Factors and Ergonomics Society.
- Andre, T. S.**, & Schurig, M. A. (2007). Teaching usability methods to undergraduate students: Can we measure changes in experience? In *Proceedings of the Human Factors and Ergonomics Society 51st Annual Meeting* (pp. 526-530). Santa Monica, CA: Human Factors and Ergonomics Society.
- Andre, T. S.**, Graham, H. D., Coker, J. L., & Schurig, M. A. (2006). Eye tracking of evaluators viewing usability videos: Opacity and experience differences. In *Proceedings of the Human Factors and Ergonomics Society 50th Annual Meeting* (pp. 637-641). Santa Monica, CA: Human Factors and Ergonomics Society.
- Aretz, D. T., **Andre, T. S.**, Self, B. P., & Brenaman, C. A. (2006). Effect of tactile feedback on unmanned aerial vehicle landings. In *Proceedings of the Interservice/Industry Training, Simulation, and Education Conference* (pp. 1090-1097). Orlando, FL: IITSEC.
- Andre, T. S.**, Lovellette, S., & Lefebvre, A. T. (2005). A low-cost digital usability recording environment for undergraduate education and research. In G. Salvendy (Ed.), *Proceedings of the Human-Computer Interaction International Conference* (CD ROM Vol. 6). St. Louis, MO: Mira Digital Publishing.
- Bruyere, J. W., Gripp, J. G., Nagy, C. E., & **Andre, T. S.** (2005). Analyzing the physical and vestibular effects of varying levels of immersive displays for unmanned aerial vehicle sensor operators. *Proceedings of the 13th International Symposium on Aviation Psychology* (pp. 77-80). Dayton, OH: Wright State University.
- Faggart, D. N., & **Andre, T. S.** (2005). Determining potential metrics of eye-movement data to aid in the usability problem identification process. In G. Salvendy (Ed.), *Proceedings of the Human-Computer-Interaction International Conference* (CD ROM Vol. 6). St. Louis, MO: Mira Digital Publishing.
- Long, K. M., Styles, L. J., **Andre, T. S.**, & Malcom, W.C. (2005). Usefulness of nonverbal cues from participants in usability testing sessions. In G. Salvendy (Ed.), *Proceedings of the Human-Computer-Interaction International Conference* (CD ROM Vol. 4). St. Louis, MO: Mira Digital Publishing.
- Nelson, J. T., Lefebvre, A. T., & **Andre, T. S.** (2004). Managing multiple uninhabited aerial vehicles: Changes in number of vehicles and type of target symbology. In *Proceedings of the Interservice/Industry Training, Simulation, and Education Conference* (pp. 1213-1218). Orlando, FL: IITSEC.
- Andre, T. S.**, Bennett, W. R., Castillo, A. R., McClain, D. P., Purtee, M. D., Wenzel, B. M., & Graci, M. (2003). Generalized operations simulation environment for aircraft maintenance training. In *Proceedings of the NATO Research and Technology Organisation, Human Factors and Medicine Panel Symposium, Genoa, Italy* (pp. 23-1 – 23-8). Niully sur Seine, France: NATO Research and Technology Organization.
- Guarascio-Howard, L., Walton, R. D., **Andre, T. S.** (2003). Relevance of the user action framework and heuristics to e-learning. In *Proceedings of the Human Factors and Ergonomics Society 47th Annual Meeting* (pp. 880-884). Santa Monica, CA: Human Factors and Ergonomics Society.
- Sidor, G. J., Greschke, D. R., **Andre, T. S.**, Schurig, I. A., Cain, J. M., Good, J. N., & Bennett, W. R. (2003). Technology insertion process: Determining task deficiencies and matching to effectiveness technologies. In *Proceedings of the*

NATO Research and Technology Organisation, Human Factors and Medicine Panel Symposium, Genoa, Italy (pp. 15-1 – 15-12). Nieulley sur Seine, France: NATO Research and Technology Organization.

Hetrick, C., Cooper, G., Walsh, K., Smith, R., Wickes, A., & **Andre, T.** (2002). Evaluating communication in a synthetic task environment. In *Proceedings of the 44th International Military Testing Association* (pp. 1-5). Ottawa, Canada: IMTA.

Andre, T. S., & Bennett, W. R. (2001). Applying flight simulation and rehearsal to enhance aerospace warfighting effectiveness. In M. J. Smith & G. Salvendy (Eds.), *Proceedings of the 1st International Conference on Universal Access in Human-Computer Interaction* (pp. 854-858). Mahwah, NJ: Lawrence Erlbaum.

Bennett, W. R., & **Andre, T. S.** (2001). Distributed mission training: Virtual environments to enhance aerospace readiness. In *Human Systems 2001: Exploring the Human Frontier* (pp. 77). Houston, TX: NASA.

Andre, T. S., Belz, S. M., McCreary, F. A., & Hartson, H. R. (2000). Testing a framework for reliable classification of usability problems. In *Proceedings of the Human Factors and Ergonomics Society 44th Annual Meeting* (pp. 573-578). Santa Monica, CA: Human Factors and Ergonomics Society.

Andre, T. S., Hartson, H. R., & Williges, R. C. (1999). Expert-based usability inspections: Developing a foundational framework and method. In *Proceedings of the 2nd Annual Student's Symposium on Human Factors and Ergonomics of Complex Systems* (pp. 142-148). Greensboro, NC: North Carolina A&T State University.

Andre, T. S., Williges, R. C., & Hartson, H. R. (1999). The effectiveness of usability evaluation methods: Determining the appropriate criteria. In *Proceedings of the Human Factors and Ergonomics Society 43rd Annual Meeting* (pp. 1090-1094). Santa Monica, CA: Human Factors and Ergonomics Society.

Andre, T. S., Kleiner, B. M., & Williges, R. C. (1998). A conceptual model for understanding computer-augmented distributed team communication and decision making. In *RTO Human Factors and Medicine Panel (HFM) Symposium on Collaborative Crew Performance in Complex Operational Systems* (pp. 23-1 - 23-15). Nieulley sur Seine, France: NATO Research and Technology Organization.

Andre, T. S., & Pouraghabagher, A. R. (1995). Evaluation of computer-based progress indicators in the missile launch control center. In *Proceedings of the Human Factors and Ergonomics Society 39th Annual Meeting* (pp. 40-44). Santa Monica, CA: Human Factors and Ergonomics Society.

Andre, T. S., & Charlton, S. G. (1994). Strategy-to-task: Human factors operational test and evaluation at the task-level. In *Proceedings of the Human Factors and Ergonomics Society 38th Annual Meeting* (pp. 1085-1089). Santa Monica, CA: Human Factors and Ergonomics Society.

Other Scholarly Publications (Technical Reports)

Andre, T. S., & Schurig, M. A. (2007, April). *Advanced usability evaluation methods* (IITA Technical Report TR-07-2). USAF Academy, CO: Institute for Information Technology Applications.

Andre, T. S. (2005, July). *Developing a digital human-computer interaction laboratory* (IITA Research Publication 8). USAF Academy, CO: Institute for Information Technology Applications.

Scholarly Presentations

Andre, T. S. (2024, May). *GRILL West: Tackling M&S challenge problems at the Air Force Academy*. Paper presented at the Department of Defense Human Factors Engineering Technical Advisory Group 76th Meeting, Huntsville, AL.

Meyer, R. E., **Andre, T. S.**, & Ford, R. L. (2013). *Human factors analysis support tool*. Poster presented at the Human Research Program Investigator's Workshop, Galveston, TX.

- Hunt, J. D., Crews, A. L., & **Andre, T. S.** (2007, March). *Effect of fatigue and training strategy on UAV simulator performance*. Paper presented at the American Psychological Association Division 19/21 Mid-Year Symposium, George Mason University, VA.
- Andre, T. S.** (2006, June). *Usefulness of picture-in-picture user video for usability evaluation*. Poster presented at the Usability Professionals Association Annual Meeting, Broomfield, CO.
- Aretz, D. T., **Andre, T. S.**, & Self, B. P. (2006, May). *Effects of tactile feedback when performing flying tasks in an unmanned aerial vehicle (UAV) simulator*. Paper presented at the Aerospace Medical Association 77th Annual Scientific Meeting, Orlando, FL.
- Graham, H. D., Coker, J. L., & **Andre, T. S.** (2006, March). *Eye-tracking analysis of usability evaluation video*. Paper presented at the American Psychological Association Division 19/21 Mid-Year Symposium, George Mason University, VA.
- Andre, T. S.** (2005, March). *Usability methods for undergraduate education and research*. Paper presented at the American Psychological Association Division 19/21 Mid-Year Symposium, George Mason University, VA.
- Cox, B. A., & **Andre, T. S.** (2005, March). *Performance analysis of expert pilot operators using the unmanned aerial vehicle synthetic task environment*. Paper presented at the American Psychological Association Division 19/21 Mid-Year Symposium, George Mason University, VA.
- Downie, S. S., Self, B. P., & **Andre, T. S.** (2004, March). *Measuring the time constant in simulated disorientation*. Paper presented at the American Psychological Association Division 19/21 Mid-Year Symposium, Ft Belvoir, VA.
- Lefebvre, A. T., Nelson, J. T., & **Andre, T. S.** (2004, March). *Effectiveness of managing multiple unmanned aerial vehicles (UAVs) with respect to workload and type of target display symbology*. Paper presented at the American Psychological Association Division 19/21 Mid-Year Symposium, Ft Belvoir, VA.
- Covas, C., Portrey, A., & **Andre, T. S.** (2003, March). *Design of E-learning interfaces: Challenges, iterative design, and heuristic application*. Paper presented at the American Psychological Association Division 19/21 Mid-Year Symposium, Ft Belvoir, VA.
- Andre, T. S.** (1997, October). *Using CASHE (Computer-Aided Systems Human Engineering) in the classroom*. Poster presented at the Human Factors and Ergonomics Society 41st Annual Meeting, Albuquerque, NM.
- Andre, T. S.** (1993, May). *Strategy-to-task: How does human factors fit within task-level testing?* Paper presented at the Department of Defense Human Factors Engineering Technical Advisory Group Thirtieth Meeting, Dayton, OH.
- Andre, T. S.** (1991, October). *Integrating computer-based technical manuals in the missile launch control center: An operational study*. Poster presented at the Human Factors Society 35th Annual Meeting, San Francisco, CA.