

Dr. Carra S. Sims
Behavioral Scientist, The RAND Corporation

Dr. Carra S. Sims is a behavioral scientist at RAND Corporation where she leads and contributes to studies related to U.S. Air Force and U.S. Army manpower and wellness. She received her Ph.D. in Industrial and Organizational Psychology from the University of Illinois at Urbana-Champaign in 2005. Her current and past research includes investigating the effects of workplace stressors (including military deployment, discrimination, and sexual harassment) on job attitudes and performance; assessing quality of life issues faced by wounded warriors, military families and caregivers; evaluating employee selection systems, including the use of the Air Force Officer Qualifying Test in the Air Force officer selection system; examining issues related to cross-cultural training in the Air Force and adaptability training in the Army; exploring the effects of organizational climate and culture on job attitudes and behaviors; and determining the knowledge, skills, and abilities required for success in various military and civilian jobs. Prior to joining RAND, she examined issues of climate, stress, and morale for the Army Trends Analysis Research Unit at the U.S. Army Research Institute for the Behavioral and Social Sciences. She has published several RAND reports and her work has appeared in the *Journal of Applied Psychology* and *Personnel Psychology*, among other venues.