

**IARPA-BAA-16-10**  
**Questions and Answers Round 3**  
**Release Date: 27 October 2016**

**MOSAIC BAA Questions 19 through 31**

**Q19:** Would the sensor-based job performance constructs be predicted solely through the sensor-based individual difference constructs laid out in the BAA or 1) would there be overall job performance scores (reflecting an overall performance construct) as well as 2) room to predict those performance constructs from the raw sensor information (as opposed to having them mediated by the individual difference constructs)?

**A19:** The dimensions of job performance will be estimated using sensor-based data.

Please note that, as stated on p. 15 of the BAA, “supplementary metrics may be incorporated, but will be considered ‘ungraded’ metrics.” Such a supplementary analysis could include estimating job performance dimensions from sensor-based data, mediated by the individual difference constructs.

**Q20:** On p. 9 of RFP, in the validation, it is stated “Performers will use the Government-defined collection of ground truth assessments of stable and dynamic individual difference variables and **dimensions of job performance** [emphasis added] to generate scores for each participant on each assessment.” **Question:** Are the ground truth assessments of job performance dimensions expected to rely on supervisory ratings? Self-reports? Or a combination of techniques?

**A20:** (Please note that this is not an RFP but a BAA issued under FAR Part 35 procedures.) It is expected that ground truth assessments of job performance dimensions will be established by self-report. However, offerors will be allowed to develop and implement additional measures that may rely on supervisory ratings or other techniques. Such methods should be accompanied by a strong technical justification and ultimately need to be approved by the performer’s IRB.

**Q21:** Which rating sources will the independent T & E team rely on for measuring job performance dimensions?

**A21:** It is expected that ground truth assessments of job performance dimensions will be established by self-report.

**Q22:** Are the criterion related validities for job performance dimensions expected to follow a concurrent or a predictive validation strategy?

**A22:** The estimates of job performance dimensions will focus on concurrent validity.

**Q23:** Ground truth assessments: Individual differences measures indicated are off the shelf measures and have preset item content, based on standardization. **Question:** Which specific measures of job performance dimensions will be used as ground truth assessments?

**A23:** The final assessments for both the individual difference variables and the dimensions of job performance are still under development and will be finalized by program kickoff. Please note, as stated on p. 8 of the BAA, “After receiving the collection of ground truth assessments at program kickoff, performers may propose to use additional assessments of the variables or dimensions listed above or give assessments at an increased frequency.”

**Q24:** In addition to the ground truth assessments, will IARPA be providing the measures of the three core dimensions of job performance (listed on page 7 of the BAA)? Based on the BAA and 10/7/16 Q&A document, I believe this is true but I want to be certain.

**A24:** Yes. At program kickoff performers will be provided ground truth assessments of the three core dimensions of job performance.

**Q25:** Will the measure of the “Task Performance” dimension require input from a participant’s supervisor or is it some form of self-report? I’m asking because this distinction will impact the selection of the target participant population.

**A25:** Please see the responses to questions 20 and 21.

**Q26:** While the findings of the research should generalize across job types, for the purposes of the initial validation should all participants to work for the same employer or in the same field/job type? Or can participants be from a variety of environments/professions?

**A26:** There are no restrictions or requirements on whether participants should work for the same employer, in the same field/job type, or come from a variety of environments/professions.

**Q27:** We understand that the Government will provide ground truth assessments. The notional examples of individual difference variables were very helpful. Can you also provide notional examples of job performance assessments? Job performance assessments that are required by the Government might have implications for Human Subjects testing protocols and recruitment - i.e., self-assessments vs. manager required.

**A27:** Please see the responses to questions 20, 21, and 23.

**Q28:** If we are unable to submit a full proposal in time, will there be any mechanism for seeking funding to pursue component or supporting technologies?

**A28:** The proposal due date for the initial round of selections is 5:00 pm Eastern, Thursday, November 10, 2016. However, IARPA may evaluate proposals received after this date but prior to the BAA closing date of February 10, 2017. Selection remains contingent on the evaluation criteria, program balance and availability of funds.

**Q29:** Can you provide any information regarding the total available funding for the MOSAIC program?

**A29:** IARPA does not provide information regarding the total available funding for its programs. In recent years, IARPA performer teams doing comparable research have received roughly from \$1 million to \$5 million per year. IARPA is not strictly limited to this range but be aware that selection is based on the evaluation criteria, program balance and availability of funds.

**Q30:** Can individual members of UARCs that have joint appointments with other entities work as part of a performer team under the BAA?

**A30:** In accordance with BAA Section 3.A. *Eligible Applicants* and IAPRA's OCI policy (available at <https://www.iarpa.gov/index.php/working-with-iarpa/iarpas-approach-to-oci>), UARCs are considered to have a special relationship with the Government and are not eligible to submit proposals under this BAA or serve as proposal teammates without a waiver from the IARPA Director. The IARPA OCI policy also provides that individuals who are currently employed by an FFRDC or a UARC are prohibited from proposing or serving as members of a proposal team to an IARPA solicitation without a waiver from the IARPA Director. Offerors intending to propose teams that include individuals having an affiliation with an FFRDC or UARC should provide details regarding the nature of their affiliations, including whether the individuals are employed by the FFRDC, UARC, or another entity, in their OCI notification ( see BAA 3.A.1). IARPA cannot assure offerors that the IARPA Director will issue a waiver to allow the participation of an individual affiliated with an FFRDC or a UARC, should IARPA determine such a waiver is required.

**Q31:** Can individuals employed by the U.S. Military or other Government entities be used by performer teams as Human Subjects under the BAA?

**A31:** No. U.S. Military members or other Government employees can not be included as part of a performer team as sources for Human Subjects testing. It is possible that they could be considered as a Government Furnished Resource (GFR) available to all offerors, if that is determined to be in the best interests of the Government. Offerors that have identified such a resource may bring this to the Government's attention by email to the email contact address in the BAA. If the Government chooses to make such a resource available, the BAA will be amended. The Government cannot assure offerors that it will make the resource available or make a decision whether to make such a resource available before the proposal due date for the initial round of selections.