



DR. JOHN M. FLACH
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Dr. Flach established Perspicacity, LLC in 2023 to provide consulting services to explore and improve performance in sociotechnical organizations. John has extensive experience in the fields of Applied Cognitive Psychology, Cognitive Systems Engineering, and Ecological Interface Design, where he has contributed to the development of both theory and practice. Over his career he has utilized both laboratory and field research methods. His work has spanned a wide range of application domains including aviation, process control, military command and control, and healthcare. In addition to his applied work, he has co-authored and co-edited numerous books and contributed to many other archival publications. He currently authors the Perspicacity blog: <https://perspicacityll.wpengine.com/>

Prior to establishing Perspicacity John was Principal Cognitive Systems Engineer at Mile Two, where he worked with a talented team of user experience (UX) designers and programmers to design and build software solutions to help businesses and other enterprises to manage complex work. Before joining Mile Two, Dr. Flach was involved in graduate and undergraduate education in applied cognitive psychology. From 1984 – 1990, he was an Assistant Professor at University of Illinois at Urbana-Champaign, where he had joint appointments in Mechanical & Industrial Engineering (50%), Psychology (25%), and the Institute of Aviation (25%). In 1990, he moved to Wright State University (WSU) to help establish and develop a Ph.D. program in Human Factors and Industrial/Organizational Psychology. He retired from WSU in 2017 as a Full Professor. From 2004 to 2012 Dr. Flach was chair of the Psychology Department at WSU. During his academic career he supervised 13 Ph.D. dissertations and 29 Master Theses. He also participated on 34 additional Ph.D. committees in a wide range of disciplines, including Psychology, Mechanical & Industrial Engineering, Aeronautical Engineering, and Computer Science. In 2013, Dr. Flach received the Paul M. Fitts Education Award from the Human Factors and Ergonomics Society in recognition of his career contributions as an educator and researcher.

EDUCATION

Ph.D., Human Experimental Psychology, The Ohio State University, 1984

M.S., Psychology, University of Dayton, 1978

B.S., Psychology, St. Joseph's College, IN, 1975

PROFESSIONAL HISTORY

2023 – Present, Principal, Perspicacity LLC, Beavercreek, OH

2017 – Present, Emeritus Professor, Wright State University

2017 – 2023, Senior Cognitive Systems Engineer, Mile Two LLC, Dayton, OH

1998 – 2017, Professor, Departments of Psychology and Biomedical Industrial Human Factors Engineering, Wright State University, Dayton, OH (Chair, 2004–2012)

Visiting appointments: Liberty Mutual Research Institute for Safety (2014); TU Delft, sabbatical (2004); Erskine Fellow, University of Canterbury (2000); Adjunct Research Scientist, Air Force Research Laboratory, Wright-Patterson AFB (1990–1996)

1990 – 1998, Assistant/Associate Professor, Department of Psychology, Wright State University

1984 – 1990, Assistant Professor, Department of Mechanical & Industrial Engineering, Department of Psychology, Institute of Aviation, University of Illinois at Urbana-Champaign

ADDITIONAL LINKS:

- [Full Academic CV](#)
- [Amazon Author Page](#)
- [Bio](#)
- [Cognitive Systems Engineering: Connecting Situations and Awareness](#)