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Future Career Management Systems for U.S. Military Officers

Thie, Harry

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Future Career Management Systems For Us Military Officers

S Ben Porath



Future Career Management Systems For Us Military Officers:

Future Career Management Systems for U.S. Military Officers Harry Thie, Roger Brown, 1994 Much of current officer personnel legislation was created to address the Cold War and is based on the experiences of World War II in developing a large officer corps In the post Cold War environment with the officer corps at its lowest level since the aftermath of World War II and with a changing national security and military strategy Congress in Section 502 of the National Defense Authorization Act for Fiscal Year 1993 Public Law 102 484 asked for a fundamental examination of officer management for the period beyond the current drawdown Congress and the Department of Defense expressed interest in several primary areas to include grade and skill requirements flows into within and out of the services turnover and stability career lengths and promotion The conclusions reached in this study were based on a broad method of analysis designed to provide analytical information about changes that could be made in the officer career management system The authors set forth alternative future systems from which needed policies can be selected to address DoD and service objectives for officer careers The authors also suggested criteria for measuring how well the systems meet the purpose and objectives of officer career management described in this report *Reform of the Military Officer Career Management System* United States. Congress. House. Committee on Armed Services. Military Forces and Personnel Subcommittee, 1995 Distributed to some depository libraries in microfiche

Future Career Management Systems for U.S. Military Officers, 1994 This report describes the outcomes of NDRI's research which centered on three main tasks 1 Identify and evaluate the effects of the post Cold War officer strength reduction and other environmental changes on future requirements for officers 2 Review the officer personnel management systems of the military departments and specify alternative career management systems that include features suggested by the Congress the Department of Defense and NDRI and 3 Assess the adequacy of the alternative systems for managing the officer force in the late 1990s and beyond

A Future Officer Career Management System: An Objectives-Based Design, 2001 This report represents a follow on effort to an earlier National Defense Research Institute study *Future Career Management Systems for U S Military Officers* MR 470 OSD 1994 that serves as a source for alternative career management practices The current report applies an objectives based methodology using preferences of Department of Defense policymakers in the development of a career management system for officers The work was completed and provided to the sponsor in 1997 This study was sponsored by the Under Secretary of Defense for Personnel and Readiness and it was carried out in the Forces and Resources Policy Center of the National Defense Research Institute a federally funded research and development center sponsored by the Office of the Secretary of Defense the Joint Staff the unified commands and the defense agencies The study should interest those involved with military Personnel management

A Future Officer Career Management System Harry Thie, 2001 This report is a follow on to MR 470 OSD *Future Career Management Systems for US Military Officers* 1994 It defines a best officer career system one that

satisfies 11 ranked objectives Hearings Before and Special Reports Made by Committee on Armed Services of the House of Representatives on Subjects Affecting the Naval and Military Establishments ,1995 **Military Retirement** Sharon Cekala,1999-05 Changes made to the design of many civilian retirement systems over the past 2 decades along with increasing federal budget pressures have focused attention on whether the military retirement system is best designed to efficiently meet the needs of the DoD and members of the military services This report addresses 1 military retirement costs 2 the role of military retirement in shaping and managing U S forces and 3 proposed changes to modernize the system and contribute to more efficient force management Charts and tables Filling the Ranks Cindy Williams,2004-04-02 The war in Iraq and the problematic military occupation of that country have called into question the adequacy of America s all volunteer force Politicians and others have expressed doubts about its equity and capability some have called for the reinstatement of the draft Yet over the past twenty years the all volunteer military has become a technologically advanced force that has contributed to America s overall military advantage This book analyzes current military pay and personnel policies and identifies changes needed to maintain and improve America s all volunteer force Filling the Ranks argues that to attract qualified and motivated volunteers the armed forces need to offer better tangible inducements pay benefits and training to accompany such intangible rewards as pride in serving one s country Many of the policies related to tangible rewards were established shortly after World War II and are no longer effective Filling the Ranks presents detailed assessments of US military pay and personnel policies in light of the strategic demographic economic and labor realities of the future It identifies specific problems that today s military career patterns training pay and benefits pose for officers and enlisted men and women in both active duty and reserve forces discussing such issues as competition with the private sector for talent the need to restructure compensation and provision of family support It offers recommendations for more flexible adaptive and effective policies and a blueprint for achieving them *Challenging Time in DOPMA* Peter Schirmer,2006 Many of the laws and policies that govern officer career management often collectively referred to as DOPMA after the Defense Officer Personnel Management Act of 1980 have been in place for decades DOPMA has served the needs of the services reasonably well but the current system may not meet the requirements of the future operating environment One criticism of DOPMA is that it does not allow for much variety in officers career paths because it is time driven Alternatively officers competencies are now emerging as the basis for career management In this monograph the authors demonstrate how a competency based officer personnel management system could provide more flexibility in preparing military officers for the wide range of roles and missions of the U S military in the 21st century This analysis focuses on practices governing promotions for military officers and closely related assignment and retirement policies Rand web site *The Downsized Warrior* David McCormick,1998-02 A former Army officer and Gulf War veteran takes a critical look at the adverse effects of downsizing on the U S Army Though executed with compassion and precision downsizing undermines morale and threatens

the Army at its core David McCormick demonstrates how the Army's experience in downsizing is instructive for all organizations government corporate and nonprofit alike *The Goldwater-Nichols Act and the Joint Duty Promotion Requirement* Michael C. Veneri, 2004 Under the Goldwater Nichols Act of 1986 several changes were instituted by Congress in an effort to reform the U S military Title IV Joint Officer Management of the Act was aimed at reforming the officer development of the services in an effort to eliminate the parochial service dispositions that had previously plagued U S military efforts Title IV instituted policies to provide officers with joint education and joint experience in an effort to develop officers with a multi service or joint perspective In an effort to provide senior officers with joint experience all officers promoted to the rank of brigadier general or rear admiral O7 must have completed a joint duty assignment prior to promotion This dissertation looks specifically at the joint duty promotion requirement instituted under Title IV in an effort to analyze the U S military's ability to implement a congressional mandate The implementation of the joint duty assignment as a promotion requirement has been a source of concern for both the services and congressional policymakers **OPNAV N14 Quick Reference** Roland J. Yardley, 2005 The research in this report was sponsored by the United States Navy The research was conducted in the RAND National Defense Research Institute under Contract DASW01 01 C 0004 P ii **Army RD & A.**, 1999 Professional publication of the RD A community *Army RD & A Bulletin*, 1999-03 **Military Review**, 2013 Defence Management in Uncertain Times Richard Holmes, Teri McConville, 2014-09-19 From the impact of the attacks on New York and Washington in 2001 to the problems of military uncertainty and the role of women in combat this collection of essays explores the changing face of militarism from the perspective of defence management experts **United States Army Aviation Digest**, 1990 Army Reserve Magazine, 1969 *Commissioned Officer Development and Career Management*, 1995 **United States Army Combat Forces Journal**, 1953

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