

DoD HR 2003
Transforming Human Resources



Southbridge, MA July 21-24, 2003



UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

11 JUL 2003

PERSONNEL AND
READINESS

MEMORANDUM FOR WORLDWIDE HUMAN RESOURCES
CONFERENCE PARTICIPANTS

Subject: Department of Defense (DoD) Worldwide Human Resources (HR) Conference

It is my pleasure to extend greetings to you, the participants in the DoD Worldwide Human Resources (HR) Conference. The theme for this year's conference is "DoD HR 2003: Transforming Human Resources." This reflects the HR community's commitment to supporting the President and the Secretary of Defense in transforming our national defense.

With the introduction of the National Security Personnel System (NSPS) bill, we at DoD stand poised to revolutionize the management of human resources within the Department. We have not arrived at this point overnight. In fact, over the last 30 years, we have designed, implemented, managed and evaluated numerous alternative personnel approaches. From the China Lake Project to current demonstration projects, we have vigorously tested innovative and more effective human resource management practices and programs. NSPS provides us the vehicle to migrate the best of these practices across the DoD workforce. With NSPS we believe that DoD can be more competitive, cost effective, and efficient, and can attract and retain a highly creative, educated, and trained workforce. As the President has challenged us to do, we are transforming DoD's management of human resources.

I welcome each of you to this important forum. It is designed to provide the most up-to-date information on a wide range of programs and initiatives that are underway within the Department by focusing on the details of transformation. Each one of you will play a pivotal role in this effort. The Personnel and Readiness family seeks your assistance and looks forward to working with you as we pave the way for these new possibilities. Please enjoy and make the most of your conference.

David S. C. Chu





*"We must be able to get the right people
in the right place, at the right time,
with the right pay."*

President Bush, July 10, 2002



*Dr. David S. Chu
Under Secretary of Defense
For Personnel and
Readiness*

Dr. Chu is the Secretary's senior policy advisor on recruitment, career development, pay and benefits for 1.4 million active duty military personnel, 1.3 million Guard and Reserve personnel and 680,000 DoD civilians and is responsible for overseeing the state of military readiness.

He also oversees the \$15 billion Defense Health Program, Defense Commissaries and Exchanges with \$14.5 billion in annual sales, the Defense Education Activity which supports over 100,000 students, and the Defense Equal Opportunity Management Institute, the nation's largest equal opportunity training program.

Mr. Abell is the primary for Personnel and Readiness providing staff advice to the Secretary of Defense and Deputy Secretary of the Defense for total force management as it relates to manpower; force structure; program integration; readiness; reserve component affairs; health affairs; training; and personnel requirements and management, including equal opportunity, morale, welfare, recreation, and quality of life matters.



*Mr. Charles S. Abell
Principal Deputy Under
Secretary of Defense for
Personnel and Readiness*

BIOGRAPHIES



*Kay Coles James
Director of OPM*

Kay Coles James is the Director of the U.S. Office of Personnel Management (OPM). Director James is an advocate for Federal employees and leader of a dynamic agency with over 3600 employees across the country, an annual budget in excess of 261 million dollars and trust funds that annually exceed 29 billion dollars in appropriations.

Director James is the President's principal advisor in matters of personnel administration for the 1.8 million members of the Federal civil service.

Ginger Groeber Deputy Under Secretary of Defense (Civilian Personnel Policy)

Ms. Groeber is currently the Deputy Under Secretary of Defense for Civilian Personnel Policy. She is responsible for the civilian personnel program for the Department of Defense. The civilian personnel program encompasses over 800,000 civilian employees - appropriated fund, nonappropriated fund, and foreign national; and an annual cost of over \$47.5B. She is charged with the development and implementation of a Department-wide strategic plan and setting the strategic direction for the Department's civilian personnel programs. Within that strategic vision, she ensures that legislative proposals are drafted and supported as well as development and implementation of policy and regulatory guidance.

BIOGRAPHIES

Janet Hale is the Under Secretary for Management, Department of Homeland Security.

Prior to her nomination and confirmation as Under Secretary, Ms. Hale served as the Assistant Secretary for Budget, Technology and Finance for the U.S. Department of Health and Human Services (HHS), and as chief financial officer and chief information officer.

Prior to HHS, she was the Associate Administrator for Finance for the House of Representatives and the Associate Director for Economics and Government at the Office of Management and Budget, responsible for budget and policy development, regulatory reform, and financial management for the departments of Treasury, Transportation, Commerce, Justice, and 25 smaller agencies



*Janet Hale
Under Secretary for
Management,
Department of
Homeland Security*

Mr. Charles A. Rogers Director, Civilian Personnel Management Service

Mr. Rogers is Director of the Defense Civilian Personnel Management Service (CPMS). CPMS provides DoD-wide civilian personnel support in the areas of transition assistance, EEO complaint investigation, executive leadership development, functional advisory service, injury and compensation administration, and wage setting to all levels of the Department. The Service is likewise responsible for regionalization oversight, civilian personnel information systems, workforce reengineering, civilian personnel research, nonappropriated fund employment policy, the intelligence personnel system, and numerous other crosscutting personnel issues.

BIOGRAPHIES



*Jeffrey R. Neal
Director,
Human
Resources for
Defense
Logistics Agency*

Mr. Jeffrey R. Neal oversees human resources (HR) activities for the Defense Logistics Agency's highly dispersed workforce. This responsibility includes all military and civilian personnel issues Agency-wide. He develops DLA's overall HR strategy and leads efforts to apply new technology to DLA's HR service delivery and ensures meaningful metrics are made available to customers that fully assess the quality, timeliness, customer satisfaction, and cost-effectiveness of services provided to them.

The Defense Logistics Agency, headquartered at Fort Belvoir, Virginia, is responsible for providing the Army, Navy, Air Force, Marine Corps and other Federal agencies with a variety of logistics, acquisition and technical services in peace and war. These services include logistics information, materiel management, procurement, warehousing, and distribution of spare parts, food, clothing, medical supplies, and fuel, reutilization of surplus military materiel and document automation and production. This worldwide mission is performed by approximately 23,000 civilian and military personnel.

As Vice President for Policy and Research at the Partnership for Public Service, Mr. Palguta has responsibility for the development and implementation of a comprehensive program of research and analyses on human capital issues in the federal government. The results of these efforts are to assist federal government policy makers, managers, and other interested individuals and organizations in developing viable solutions to the considerable challenges confronting the federal government in its attempts to recruit, motivate and retain a highly talented workforce; provide useful data and analyses on problems and opportunities for change; and identify and constructively communicate the strengths and weaknesses of the federal work environment.



*John M. Palguta
Vice President,
Policy and
Research*



Mission

The mission of the Department of Defense is to provide the military forces needed to deter war and to protect the security of our country.

Organization

The Department of Defense is a Cabinet-level Organization. Reporting to it are the three military departments (Army, Navy and Air Force) and 15 defense agencies. The four armed services are subordinate to their military departments. The Marine Corps is a second armed service in the Department of the Navy. The military departments are responsible for recruiting, training, and equipping their forces, but operational control of those forces is assigned to one of the unified combatant commands.

Army	Navy	Air Force	Marine Corps
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15 Defense Agencies

Defense Advanced Research Projects Agency
 Defense Commissary Agency
 Defense Contract Audit Agency
 Defense Contract Management Agency
 Defense Finance and Accounting Service
 Defense Information Systems Agency
 Defense Intelligence Agency
 Defense Legal Services Agency
 Defense Logistics Agency
 Defense Security Cooperation Agency
 Defense Security Service
 Defense Threat Reduction Agency
 Missile Defense Agency
 National Imagery and Mapping Agency
 National Security Agency

9 Unified Combatant Commands

U.S. European Command
 U.S. Pacific Command
 U.S. Joint Forces Command
 U.S. Southern Command
 U.S. Central Command
 U.S. Northern Command
 U.S. Special Operations Command
 U.S. Transportation Command
 U.S. Strategic Command

7 Field Activities

American Forces Information Service
 Defense Prisoner of War/Missing
 Personnel Office
 Defense Human Resources Activity
 DoD Education Activity
 TRICARE Management Activity
 Office of Economic Adjustment
 Washington Headquarters Services

Office of the Secretary of Defense

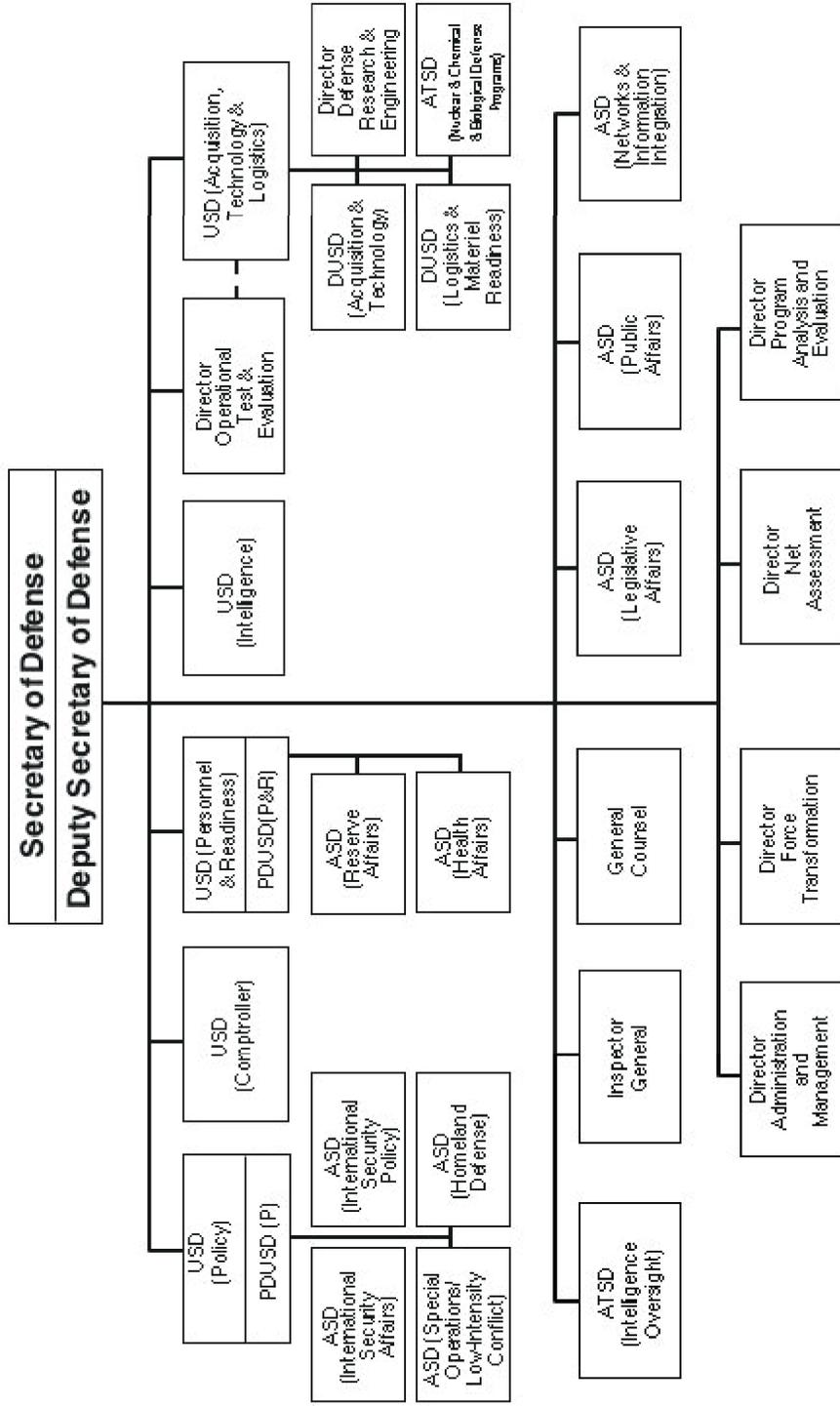


Chart reflects P-AS officials and those reporting directly to the Secretary and Deputy Secretary of Defense

Date: May 2003



Secretary of Defense
**Hon. Donald H.
Rumsfeld**



Deputy
Secretary of Defense
**Hon. Paul D.
Wolfowitz**



Under
Secretary
of Defense
for Policy
**Hon.
Douglas J.
Feith**



Under Secretary
of Defense
(Comptroller and
Chief Financial
Officer)
**Hon. Dov S.
Zakheim**



Under
Secretary of
Defense for
Personnel and
Readiness
**Hon. David S.
C. Chu**



Under Secretary
of Defense for
Acquisition,
Technology and
Logistics
**Hon. E.C. "Pete"
Aldridge**



Assistant Secretary
of Defense
(Command, Control,
Communications and
Intelligence)
**Hon. John P.
Stenbit**



Inspector
General
**Hon.
Joseph E.
Schmitz**



Acting
Assistant
Secretary of
Defense for
Public Affairs
**Lawrence
Di Rita**



Assistant Secretary
of Defense for
Legislative Affairs
**Hon. Powell A.
Moore**



Director,
Operational
Test and
Evaluation
**Hon.
Thomas P.
Christie**



General
Counsel
**Hon.
William J.
Haynes II**



Director of
Administration and
Management
Raymond F. DuBois



Assistant to the
Secretary of Defense
for Intelligence
Oversight
George B. Lotz, II



"DoD is providing all the flexibilities we need in its new personnel proposal. We have an opportunity to make a real and constructive change in the civil service system and we need to grab it."

Paul Volcker
Chairman of the Board of Governors of the
Federal Reserve System

Monday, July 21st

PROGRAM

DoD Worldwide Human Resources Conference

2:00 – 5:00 p.m.	General Registration	Reception Area
5:30 – 6:30 p.m.	Opening Plenary Session	Amphitheater First Floor
	Presentation of Colors	Massachusetts National Guard
	National Anthem and Opening	Video Presentation
	Welcome and Introduction of Speaker	Charles Rogers Director, Civilian Personnel Management Service
	Opening Remarks	Dr. David S. C. Chu Under Secretary of Defense (Personnel and Readiness)
7:00 – 8:30 p.m.	Reception	Ballroom First Floor

*All breakout sessions are located in the
Conference Center, first and second floors.
First Floor rooms will be noted in **RED**.*

Classrooms are marked with signs for easy identification.

*Refreshments for the breaks are located in the
break rooms on the second floor.*

8:30 – 9:30 a.m. Plenary Session

Amphitheater

Introduction

Marilee Fitzgerald

Deputy Director, Advisory Services

National Security Personnel System (NSPS)

Charles Rogers

Director, Civilian Personnel Management Service

9:30 – 9:45 a.m. Break

9:45 – 10:45 a.m. Breakout Sessions

Second Floor

Best Practices

Room J

Charles Rogers, Director, Civilian Personnel Management Service

Turning Stress Into Success

Room K

*Joanne Harty, Civilian Personnel Management Service Division Chief,
Office of Complaint Investigations*

Injury Compensation and Unemployment Compensation
Initiatives: Automated Filing and Reporting

Room B

*Mary Patt Scanlon, Civilian Personnel Management Service
Division Chief, Injury/Unemployment Compensation and
Bryan Richardson, Human Resources Specialist (Employee Relations),
Injury/Unemployment Compensation Division*

DoD – An Equal Opportunity Employer

Room G

*Clarence Johnson, Principal Director, Office of the Deputy
Under Secretary of Defense, Equal Opportunity*

Pilot Program: Integrating Human Resources and Payroll

Room A

*Ed Banka, Civilian Personnel Management Service Deputy Division
Chief, Regionalization and Systems Modernization*

Defense Civilian Personnel Data System (DCPDS) Update

Room F

*Cheryl Fuller, Civilian Personnel Management Service Deputy Director
for Human Resources Automated Systems*

Defense Applicant Assistance Office

Room M

*Diana Ganley, Civilian Personnel Management Service Program
Manager, Defense Applicant Assistance Office*

Human Capital Performance Fund

Room L

*Rita Barnum, Civilian Personnel Management Service Branch Chief,
Field Advisory Services Classification and Pay*

National Security Personnel System
Employment Implications

Room N

*Jim Wachter, Civilian Personnel Management Service Division Chief,
Field Advisory Services*

10:45 – 11:00 a.m. Break

Tuesday, July 22nd

11:00 a.m. – 12:00 p.m. Plenary Session	Amphitheater
Introduction	Marilee Fitzgerald Deputy Director, Advisory Services
Transformation and Human Capital	John Palguta Vice President, Policy and Research Partnership for Public Service
12:00 – 1:30 p.m. Lunch	
1:30 – 2:30 p.m. Plenary Session	Amphitheater
Introduction	Dr. David S. C. Chu Under Secretary of Defense (Personnel and Readiness)
Human Capital Management Initiative	Kay Coles James Director, U.S. Office of Personnel Management
2:30 – 3:00 p.m. Break	
3:00 – 4:00 p.m. Breakout Sessions	First and Second Floors
Senior Executive Personnel Issues <i>Jeanne Raymos, Office of the Deputy Under Secretary of Defense, Civilian Personnel Policy</i>	Room B
Civilian Assistance and Re-Employment Distance Learning Modules <i>Steve Wooley, Civilian Personnel Management Service Deputy Director for Operations, Civilian Assistance and Re-Employment</i>	Room G
Regionalized Service Delivery <i>Moderator - Cheryl Fuller, Civilian Personnel Management Service Deputy Director for Human Resources Automated Systems Panel – David Snyder, Assistant G1 for Civilian Personnel Policy, Department of Army Debra Edmond, Acting Director, Office of Civilian Human Resources, Department of Navy Shirley Williams, Deputy Director, Personnel Policy, Department of Air Force Jeffrey Neal, Director, Human Resources for Defense Logistics Agency</i>	Room 1
Civilian Personnel Productivity System (CIVPRO) <i>Mike Vajda, Director of the Civilian Personnel Operations Center Management Agency, Department of Army</i>	Room M
Systems Innovation Subcommittee Update <i>Ed Banka, Civilian Personnel Management Service Deputy Division Chief, Regionalization and Systems Modernization</i>	Room A

Tuesday, July 22nd

3:00 – 4:00 p.m. Breakout Sessions (Continued)

First and Second Floors

Recruitment One-Stop Update

Room 2

*Claire Gibbons, U.S. Office of Personnel Management,
Recruitment One-Stop Program Manager*

Emerging Human Resources Authorities

Room 3

*Ellen Tunstall, U.S. Office of Personnel Management, Deputy Associate
Director for Talent and Capacity Policy*

National Security Personnel System Employment Implications

Room N

*Jim Wachter, Civilian Personnel Management Service Division Chief,
Field Advisory Services*

National Security Personnel System Labor
and Employee Relations Implications

Room K

*Tim Curry, Civilian Personnel Management Service Branch Chief,
Field Advisory Services, Labor and Employee Relations*

4:00 – 4:15 p.m. Break

4:15 – 5:15 p.m. Component Sessions

First Floor

5:30 p.m. Massachusetts Home-Style Country Buffet – Dining Room

8:00 p.m. Movie - Amphitheater

Wednesday, July 23rd

8:30 – 9:30 a.m. Plenary Session	Amphitheater
Introduction	Marilee Fitzgerald Deputy Director, Advisory Services
DoD Civilian HR Strategic Plan	John Moseley Deputy Director, Program Support
9:30 – 9:45 a.m. Break	
9:45 – 10:45 a.m. Breakout Sessions	First and Second Floors
National Security Personnel System Pay and Classification Implications <i>Rita Barnum, Civilian Personnel Management Service Branch Chief, Field Advisory Services, Classification and Pay</i>	Room L
Civilian Assistance and Re-Employment: Programs in Transition <i>Jorge Araiza, Civilian Personnel Management Service Division Chief, Civilian Assistance and Re-Employment</i>	Room G
Litigation Update <i>Paul Black, Defense Human Resources Activity, Staff Attorney</i>	Room B
Defense Civilian Personnel Data System (DCPDS) Update <i>Cheryl Fuller, Civilian Personnel Management Service Deputy Director For Human Resources Automated Systems</i>	Room F
Pilot Program: Integrating Human Resources and Payroll <i>Ed Banka, Civilian Personnel Management Service Deputy Division Chief, Regionalization and Systems Modernization</i>	Room A
Field Advisory Services: Emerging Issues <i>Jim Wachter, Civilian Personnel Management Service Division Chief, Field Advisory Services</i>	Room M
Legislative Update <i>Steve Ramp, Office of the Deputy Under Secretary of Defense, Civilian Personnel Policy</i>	Room 1
ABC: Activity Based Costing <i>Ellen Capezzeria, ABC Coordinator, Civilian Personnel Operations Center Management Agency, Department of Army</i>	Room K
Training Consortium <i>Marilee Fitzgerald, Civilian Personnel Management Service Deputy Director for Advisory Services</i>	Room J
10:45 – 11:00 a.m. Break	
11:00 a.m. – 12:00 p.m. Plenary Session	Amphitheater
Introduction	Marilee Fitzgerald Deputy Director, Advisory Services
Defense Logistics Agency Human Resources Transformation	Jeffrey Neal Director, Human Resources for Defense Logistics Agency

Wednesday, July 23rd

12:00 – 1:30 p.m. Lunch

1:30 – 2:30 p.m. Breakout Sessions

First and Second Floors

Defense Leadership and Management Program
(DLAMP) Refocused **Room F**

*Diane Lilienthal, Civilian Personnel Management Service Deputy
Director, Defense Leadership and Management Program Office*

Legislative Update **Room 1**

*Steve Ramp, Office of the Deputy Under Secretary of Defense,
Civilian Personnel Policy*

Turning Stress Into Success **Room K**

*Joanne Harty, Civilian Personnel Management Service Division Chief,
Office of Complaint Investigations*

National Security Personnel System Pay and
Classification Implications **Room L**

*Rita Barnum, Civilian Personnel Management Service Branch Chief,
Field Advisory Services Classification and Pay*

National Security Personnel System Labor and
Employee Relations Implications **Room G**

*Tim Curry, Civilian Personnel Management Service Branch Chief,
Field Advisory Services, Labor and Employee Relations*

Defense Applicant Assistance Office **Room M**

*Diana Ganley, Civilian Personnel Management Service
Program Manager, Defense Applicant Assistance Office*

Systems Innovation Subcommittee Update **Room A**

*Ed Banka, Civilian Personnel Management Service Deputy
Division Chief, Regionalization and Systems Modernization*

Litigation Update **Room B**

Paul Black, Defense Human Resources Activity, Staff Attorney

Training Consortium **Room J**

*Marilee Fitzgerald, Civilian Personnel Management Service
Deputy Director for Advisory Services*

2:30 – 3:00 p.m. Break

3:00 – 4:00 p.m. Plenary Session

Amphitheater

Introduction

Charles Rogers

Director, Civilian Personnel Management Service

DoD Computer/Electronic Accommodations
Program (CAP)

Dinah F.B. Cohen

Director, DoD Computer/Electronic
Accommodations Program

5:30 p.m. Backyard Barbecue – Dining Room

8:00 p.m. Movie – Amphitheater

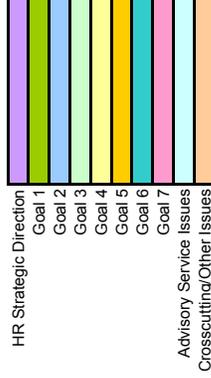
Casino Tour Available

Thursday, July 24th

8:30 – 9:30 a.m. Plenary Session	Amphitheater
Introduction	Charles Rogers Director, Civilian Personnel Management Service
Challenges Implementing Homeland Security Legislation	Janet Hale Under Secretary for Management, Department of Homeland Security
9:30 – 9:45 a.m. Break	
9:45 – 10:45 a.m. Breakout Sessions	First and Second Floors
Best Practices <i>Charles Rogers, Director, Civilian Personnel Management Service</i>	Room 1
Bargaining Obligations During a National Emergency <i>Tim Curry, Civilian Personnel Management Service Branch Chief, Field Advisory Services, Labor and Employee Relations</i>	Room B
DoD Competitive Sourcing Program - Changes to OMB Circular Number A-76, Performance of Commercial Activities <i>Annie L. Andrews, Assistant Director for Competitive Sourcing & Privatization, Office of the Deputy Under Secretary of Defense (Installations & Environment)</i>	Room 2
Field Advisory Services: Emerging Issues <i>Jim Wachter, Civilian Personnel Management Service Division Chief, Field Advisory Services</i>	Room M
Leading Transformation: Demonstration Projects, Best Practices, & Successes <i>Moderator: Marilee Fitzgerald, Civilian Personnel Management Service Deputy Director for Advisory Services</i> <i>Panel: Ric Sylvester, Deputy Director, Defense Procurement and Acquisition Policy (Acquisition Workforce & Career Management)</i> <i>Rafe Villalba, Air Force Special Assistant to Deputy Under Secretary of Defense (LABS)</i>	Room 3
Emerging Issues	Room F
Emerging Issues	Room N
10:45 – 11:00 a.m. Break	
11:00 a.m. – 12:00 p.m. Closing Plenary Session	Amphitheater
Introduction	Charles Rogers Director, Civilian Personnel Management Service
Closing Remarks	Charles S. Abell Principal Deputy Under Secretary of Defense (Personnel and Readiness)

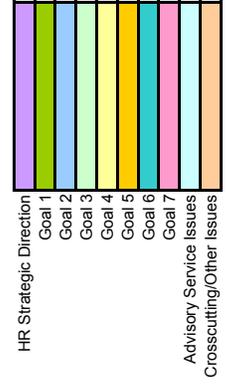
DoD Worldwide HR Conference - Agenda-at-a-Glance

Day	Time	
MON-Jul 21	2:00 - 5:00	GENERAL REGISTRATION RECEPTION AREA
MON-Jul 21	5:30 - 6:30	OPENING PLENARY SESSION - Dr. David S. C. Chu, Under Secretary of Defense (Personnel and Readiness) AMPHITHEATER
MON-Jul 21	7:00 - 8:30	RECEPTION BALLROOM



DoD Worldwide HR Conference - Agenda-at-a-Glance											
Day	Time										
TUES-Jul 22	8:30 - 9:30	<p style="text-align: center;">PLENARY SESSION - NSPS - C.Rogers AMPHITHEATER</p>									
TUES-Jul 22	9:45 - 10:45	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 16.6%;">Best Practices - C.Rogers Room J</td> <td style="width: 16.6%;">Turning Stress Into Success - J.Harty Room K</td> <td style="width: 16.6%;">ICUC Initiatives: Automated Filing and Reporting - P.Scanton/ B.Richardson Room B</td> <td style="width: 16.6%;">DoD - An Equal Opportunity Employer - C.Johnson Room G</td> <td style="width: 16.6%;">Pilot Program - Integrating HR & Payroll - E.Banka Room A</td> <td style="width: 16.6%;">DCPDS Update - C.Fuller Room F</td> <td style="width: 16.6%;">DAAO - D.Ganley Room M</td> <td style="width: 16.6%;">Human Capital Performance Fund - R.Barnum Room L</td> <td style="width: 16.6%;">Employment Implications of NSPS - J.Wachter Room N</td> </tr> </table>	Best Practices - C.Rogers Room J	Turning Stress Into Success - J.Harty Room K	ICUC Initiatives: Automated Filing and Reporting - P.Scanton/ B.Richardson Room B	DoD - An Equal Opportunity Employer - C.Johnson Room G	Pilot Program - Integrating HR & Payroll - E.Banka Room A	DCPDS Update - C.Fuller Room F	DAAO - D.Ganley Room M	Human Capital Performance Fund - R.Barnum Room L	Employment Implications of NSPS - J.Wachter Room N
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TUES-Jul 22	11:00 - 12:00	<p style="text-align: center;">PLENARY SESSION - John Paiguta, Partnership for Public Service AMPHITHEATER</p>									
TUES-Jul 22	1:30 - 2:30	<p style="text-align: center;">PLENARY SESSION - Kay Coles James, U.S. Office of Personnel Management AMPHITHEATER</p>									
TUES-Jul 22	3:00 - 4:00	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 16.6%;">Senior Executive Personnel Issues - J.Raymos Room B</td> <td style="width: 16.6%;">CARE Distance Learning Modules - S.Wooley Room G</td> <td style="width: 16.6%;">Regionalized Service Delivery - M.Fitzgerald/ D.Snyder/ D.Edmond/ S.Williams/J.Neal Room 1</td> <td style="width: 16.6%;">Civilian Personnel Productivity System (CIVPRO) M.Vajda Room M</td> <td style="width: 16.6%;">Systems Innovation Subcommittee Update - E.Banka Room A</td> <td style="width: 16.6%;">Recruitment One- Stop Update - C.Gibbons Room 2</td> <td style="width: 16.6%;">Emerging Human Resources Authorities - E.Tunstall Room 3</td> <td style="width: 16.6%;">Employment Implications of NSPS - J.Wachter Room N</td> <td style="width: 16.6%;">Employee and Labor Relations Implications of NSPS - T.Curry Room K</td> </tr> </table>	Senior Executive Personnel Issues - J.Raymos Room B	CARE Distance Learning Modules - S.Wooley Room G	Regionalized Service Delivery - M.Fitzgerald/ D.Snyder/ D.Edmond/ S.Williams/J.Neal Room 1	Civilian Personnel Productivity System (CIVPRO) M.Vajda Room M	Systems Innovation Subcommittee Update - E.Banka Room A	Recruitment One- Stop Update - C.Gibbons Room 2	Emerging Human Resources Authorities - E.Tunstall Room 3	Employment Implications of NSPS - J.Wachter Room N	Employee and Labor Relations Implications of NSPS - T.Curry Room K
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DoD Worldwide HR Conference - Agenda-at-a-Glance								
THUR-Jul 24	8:30 - 9:30	PLENARY SESSION - Challenges Implementing Homeland Security Legislation - Janet Hale Under Secretary for Management, Department of Homeland Security AMPHITHEATER						
THUR-Jul 24	9:45 - 10:45	Best Practices - C.Rogers Room 1	Bargaining Obligations During a National Emergency - T.Curry Room B	DoD Competitive Sourcing Program - Changes to OMB Circular Number A-76 - A.Andrews Room 2	FAS: Emerging Issues - J.Wachter Room M	Leading Transformation: Demo Projects, Best Practices, & Successes - M.Fitzgerald/ R.Sylvester/ R.Villalba Room 3	EMERGING ISSUES Room F	EMERGING ISSUES Room N
THUR-Jul 24	11:00 - 12:00	CLOSING PLENARY SESSION - Charles S. Abell, Assistant Secretary of Defense (Force Management Policy) AMPHITHEATER						





"Leadership is not magnetic personality - that can just as well be a glib tongue. It is not making friends and influencing people - that is flattery.

Leadership is lifting a person's vision to higher sights, raising a person's performance to a higher standard, the building of a personality beyond its normal limitations."

Peter F. Drucker
Consultant/Author

HR Strategic Direction

- **DoD Civilian HR Strategic Plan**

Presenter: John Moseley

Plenary Session

GOAL 1. PROMOTE FOCUSED, WELL-FUNDED RECRUITING TO HIRE THE BEST TALENT AVAILABLE.

- **Defense Applicant Assistance Office (DAAO)**

This presentation will provide information and insight into the establishment of this new office where a toll free number, website, and email access to all job applicants seeking careers in the Department are now available. This office is a connection between the job seekers and the DoD recruiters and this presentation describes the elements, challenges, and marketing aspects of this new office.

Presenter: Diana Ganley

- **National Security Personnel System Employment Implications**

This presentation will provide an overview of how NSPS provides additional hiring flexibilities to management and streamlines the process while maintaining merit principles and protecting veterans' preference. Flexibilities include categorical rating and ranking, scholastic achievement appointments, and modified term appointments.

Presenter: Jim Wachter

- **Recruitment One-Stop Update**

This presentation will provide an update on Recruitment One-Stop. Building on the current success of USAJOBS, the Recruitment One-Stop e-Gov initiative is a collaborative effort between the Office of Personnel Management (OPM) and Federal agencies to design an innovative Internet site that assists applicants in finding employment with the Federal government. ROS will be one integrated system that communicates with Federal agency recruitment systems, such as Resumix for DoD.

Presenter: Claire Gibbons, OPM

GOAL 2. PROVIDE A HUMAN RESOURCES SYSTEM THAT ENSURES THE READINESS OF TOMORROW'S INTEGRATED FORCE STRUCTURE.

- **National Security Personnel System (NSPS)**

Presenter: Charlie Rogers

Plenary Session

- **Best Practices**

Presenter: Charlie Rogers

- **Defense Civilian Personnel Data System (DCPDS) Update**
This presentation will provide an update on DCPDS, including the migration to Oracle 11i. 11i is the web-based version of the Oracle HR software and enables access and use of the system through a standard Internet web browser. The presentation will include an overview of the features and functions of the new 11i software version, as well as an update on the migration project.
Presenter: Cheryl Fuller
- **Pilot Program: Integrating Human Resources and Payroll**
This presentation will provide information on the potential benefits and challenges in upgrading to an integrated HR/Payroll capability for the Department. The Department needs an automated payroll application that will fully integrate with DCPDS. The presentation will cover recent efforts and studies, including a discussion of the OPM e-Payroll initiative.
Presenter: Ed Banka
- **Systems Innovation Subcommittee Update**
This presentation will provide information on the process and objectives of the DCPDS SIS. The SIS is composed of Component representatives and is a subcommittee of the DCPDS Change Control Board. The SIS evaluates potential enhancements to DCPDS for enterprise-wide implementation. Recent initiatives that will be discussed include the Electronic Official Personnel Folder and Resumix enhancements.
Presenter: Ed Banka
- **Leading Transformation: Demonstration Projects, Best Practices, & Successes**
The briefing, entitled "Preparing for a Culture Change," discusses considerations in the transition from AcqDemo to Best Practices and lessons learned from the AcqDemo in how to generate acceptance and support for the Best Practices Demo.
Moderator: Marilee Fitzgerald
Panel: Ric Sylvester/Rafe Villalba
- **Legislative Update**
FY04 and 05: program, strategy, and issues
Presenter: Steve Ramp
- **Emerging Human Resources Authorities**
Presenter: Ellen Tunstall, OPM

GOAL 3. PROMOTE AND SUSTAIN AN EFFECTIVE CIVILIAN WORKFORCE THAT IS AS RICHLY DIVERSE AS AMERICA ITSELF.

- **DoD Computer/Electronic Accommodations Program (CAP)**
Presenter: Dinah Cohen
Plenary Session
- **DoD – An Equal Opportunity Employer**
Presenter: Clarence Johnson

GOAL 4. INVEST IN HUMAN CAPITAL TO IMPROVE EFFECTIVENESS OF THE WORKFORCE.

- **Defense Leadership and Management Program (DLAMP) Refocused**
DLAMP is the Department's flagship program for civilian leader and executive development. Based on an in-depth program assessment, significant changes to DLAMP were announced in December 2001. This presentation will highlight the elements of the refocused program, status of the transition, DLAMP's role in succession management, and on-going initiatives to enhance the program and increase return on investment.
Presenter: Diane Lilienthal
- **Senior Executive Personnel Issues**
This presentation will cover:
 - Pay for Performance: New SES Pay setting policy.
 - Biennial: Trends in SES allocation requirements.*Presenter: Jeanne Raymos*
- **Human Capital Performance Fund**
This session will provide:
 - Update on legislation to establish a Human Capital Performance Fund for 2004.
 - Report on progress to develop DoD plan for use of HCPF monies in 2004.*Presenter: Rita Barnum*

- **Turning Stress Into Success**

Supervisors and managers deal with many issues each day. How they deal with these issues can be the difference between a productive workplace and a stressful one. Even with the best of intentions, managers do foolish things that end up causing conflict and turmoil in the workplace. CPMS shares insights and lessons-learned on the *Things Managers Do That Get Them in Trouble* and how through the use of Alternative Dispute Resolution (ADR) supervisors, managers, and the Office of Complaint Investigations are *Turning Stress into Success*.

Presenter: Joanne Hartly

- **Civilian Assistance and Re-Employment: Programs in Transition**

Presentation will include information on:

- Evolving transition issues and transition assistance programs.

- Continued DoD transformation and future base realignment and closure activity.

- Historical data and statistical information.

- Voluntary Early Retirement and Voluntary Separation Incentive

- Authorities (both traditional and workforce restructuring).

- Their evolution

- What we can expect

- What action may lay ahead

Presenter: Jorge Araiza

- **Civilian Assistance and Re-Employment Distance Learning Modules**

This presentation will:

- Provide an overview of the establishment of the CARE Distance Learning Center for Computer-Based Training.

- Preview currently available on-line courses:

- Navigating and Using the ASARS Web

- Reemployment Priority List

- Releasing Activity

- Discuss modules under development for deployment by end of FY03:

- Gaining Activity

- Administration and History

Presenter: Steve Wooley

GOAL 5. PROVIDE MANAGEMENT SYSTEMS AND TOOLS THAT SUPPORT TOTAL FORCE PLANNING AND INFORMED DECISION-MAKING.

- **Injury Compensation and Unemployment Compensation**

Initiatives: Automated Filing and Reporting

The Secretary of Defense has made reducing lost production days due to on the job injuries a priority and challenged the Components to reduce preventable injuries by 50% over the next two years. This presentation describes how Personnel may interact with Safety to meet this challenge. This presentation will include:

A demonstration of the Defense Portal and Analysis Center. ICUC Power Cubes are web-based reporting tools designed to support injury and unemployment compensation, safety, and occupational health administration gather statistical data necessary to identify areas to improve within each program, and develop program initiatives to manage programs more effectively.

A demonstration of the Electronic Data Interchange for Submitting Injury Claim Forms. This presentation includes a demonstration of the web-based reporting tool that coordinates the submission of EDI claims to the Department of Labor on a daily basis.

Presenters: Patt Scanlon/Bryan Richardson

- **Civilian Personnel Productivity System (CIVPRO)**

This session will provide information on CIVPRO, the Army's human resource (HR) reporting and analysis tool. The CIVPRO database captures workload data on core and related HR functions and provides statistics that measure the efficiency, performance, and workload of each Civilian Personnel Operations Center (CPOC) and Civilian Personnel Advisory Center (CPAC).

Presenter: Mike Vajda, Department of Army

- **ABC: Activity Based Costing**

This session will provide information on ABC, a process that traces historical costs (resources consumed) to activities and then through those activities to the products or services provided. The quality of the data that ABC captures and the reports it generates will, for the first time, provide the detailed costs of conducting the HR program. The data will also ensure HR competitiveness in the marketplace.

Presenter: Ellen Capezzer, Department of Army

GOAL 6. FOCUS THE HUMAN RESOURCES COMMUNITY ON THE NEEDS OF ITS CUSTOMERS.

- **Training Consortium**

This session will provide an overview of the steps currently underway to establish Centers of Excellence for the delivery of human resources training throughout DoD.

Presenter: Marilee Fitzgerald

- **Regionalized Service Delivery**

Component representatives explain their respective HR service delivery models and discuss the pros and cons of the models.

Moderator: Cheryl Fuller

Panel: David Snyder, Department of Army

Debra Edmond, Department of Navy

Shirley Williams, Department of Air Force

Jeffrey Neal, Defense Logistics Agency

GOAL 7. PROMOTE QUALITY OF WORKLIFE AS AN INTEGRAL PART OF DAILY OPERATIONS

Advisory Services Issues

- **Field Advisory Services: Emerging Issues**

This session will cover FAS issues of interest, such as the Contingency Operations Guide, proposed changes to the Special Retirement procedures, changes in hazardous duty pay, CPM update, etc.

Presenter: Jim Wachter

- **National Security Personnel System Pay and Classification Implications**

This session will discuss:

Classification and pay flexibilities that permit pay banding

Limitations on pay flexibilities imposed by NSPS

Presenter: Rita Barnum

- **Bargaining Obligations During A National Emergency**

The national emergency that has existed since September 11, 2001, highlights the need for the Department to act quickly on matters impacting national security. This ability to act quickly must be balanced with employee collective bargaining rights under the Federal Service Labor Management Relations Statute. This presentation will highlight what management's labor obligations and responsibilities are when taking action during an emergency.

Presenter: Tim Curry

- **National Security Personnel System Labor and Employee Relations Implications**

This presentation will provide an overview of how NSPS protects employee rights to collective bargaining and union representation while striving to break away from the traditional adversarial labor-management atmosphere created by the Federal Service Labor Management Relations Statute. NSPS will facilitate the streamlining of the labor relations process at all levels through the use of national level bargaining and other flexibilities provided by NSPS. The presentation also provides an overview of the appeals process that will ultimately replace the Merit Systems Protection Board appeals process available to employees today. Finally, the presentation will provide an overview on the Department's proposal to implement a pay-for-performance evaluation system which will serve as the cornerstone for Human Resources management reform in the Department.

Presenter: Tim Curry

Crosscutting/Other Issues

- **Litigation Update**

The review includes litigation before Federal courts, the MSPB, the FLRA, the EEOC, and arbitrators, and the review of recent legislation and Federal agency rule-making which could lead to significant litigation.

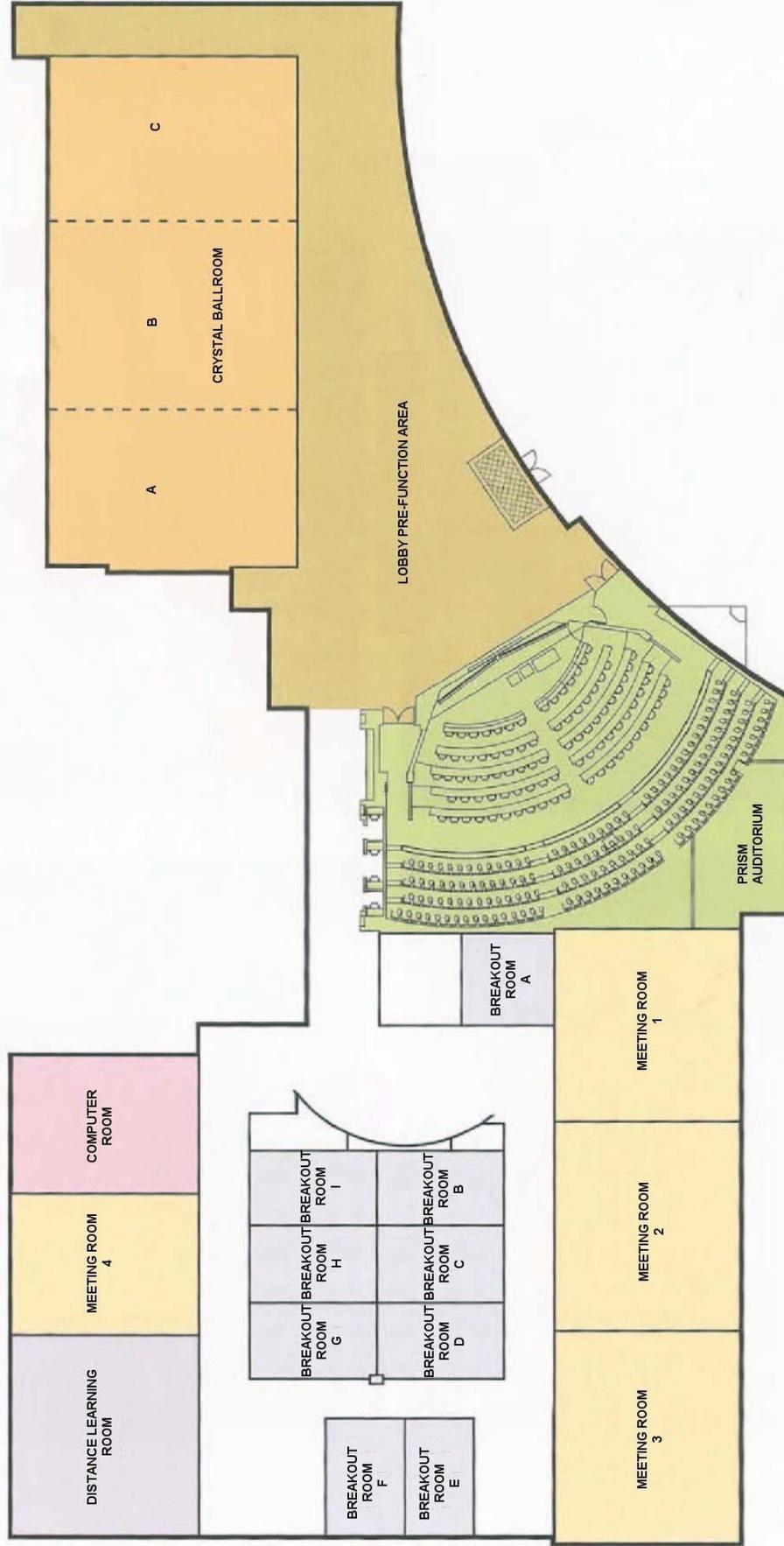
Presenter: Paul Black

- **DoD Competitive Sourcing Program - Changes to OMB Circular Number A-76, *Performance of Commercial Activities***

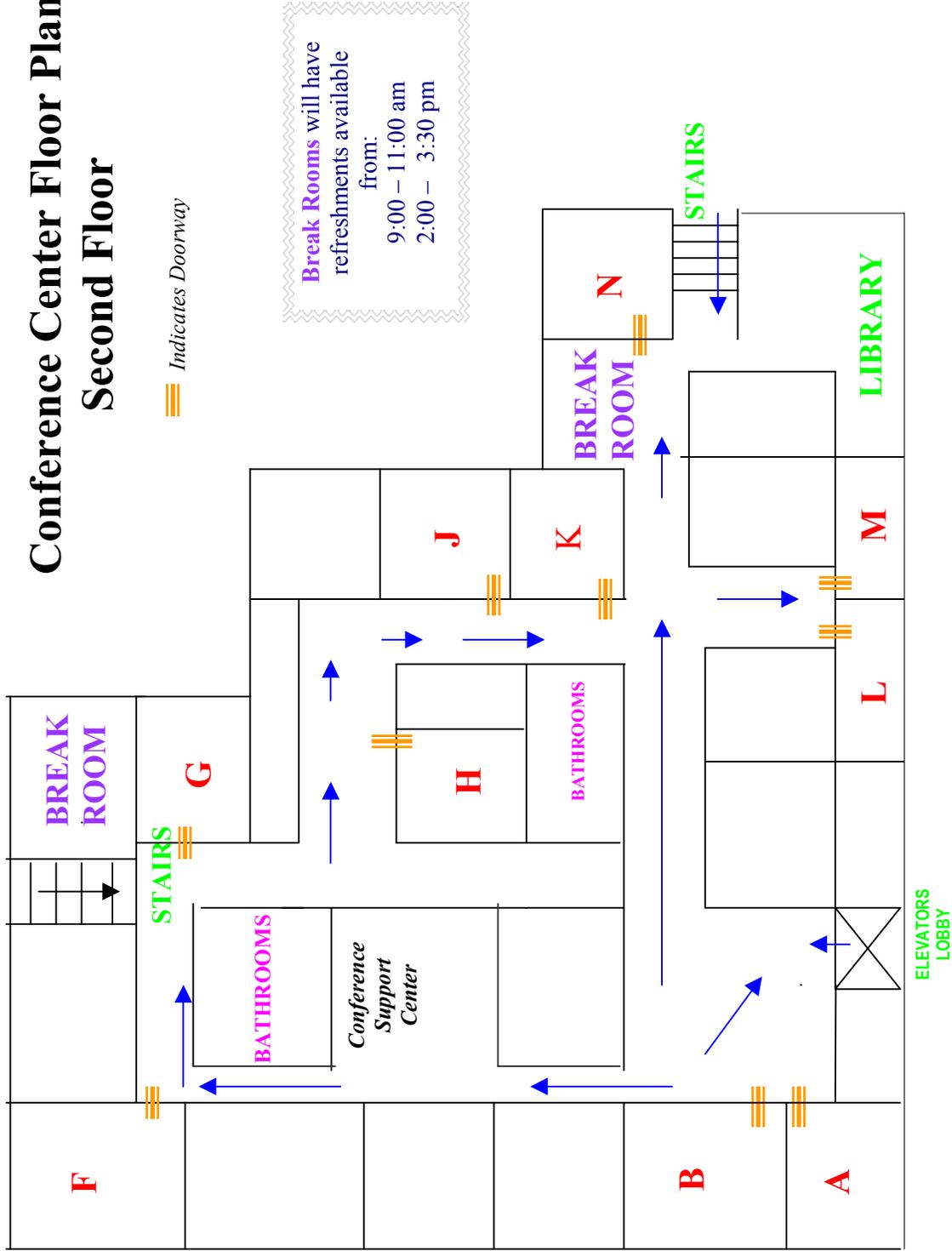
The review will address the circular's new requirement to appoint key competitive sourcing officials including a human resource advisor (HRA). The review includes the circular's specified HRA responsibilities, designation of a DoD Competitive Sourcing Official, transition of in-progress A-76 competitions to the new process, and an overview DoD's historical execution data based on completed A-76 competitions.

Presenter: Annie L. Andrews

Conference Center Floor Plan First Floor



Conference Center Floor Plan Second Floor





"There is an enormous change going on in our society now because of the information revolution....

It will take leadership and willingness to change, and experimentation, not just technological experimentation, but experimenting in the way we organize, the way we communicate, the way we relate to one another, and the way that government relates to citizens."

Sharon Dawes
Director, Center for Technology in Government
State University of New York at Albany

ATTENDEES

Last Name	First Name	Component	Telephone Number	Email
ADAMS	PATRICIA	Navy	(703) 695-2533	PATRICIA.C.ADAMS@NAVY.MIL
ALEXANDER	EDITH	Navy	(202) 764-0642	EDITH.ALEXANDER@NAVY.MIL
ALLEN	ROBERTA	Navy	(619) 615-5515	ROBERTA_ALLEN@SW.HROC.NAVY.MIL
ALSOP	SHARON	Navy	39 081 568-5758	ALSOPS@NSA.NAPLES.NAVY.MIL
AMARAL	DAVID	Navy	(703) 784-9762	AMARALD@MANPOWER.USMC.MIL
ANDREWS	PATRICIA	Army	(916) 557-7499	PATRICIA.L.ANDREWS@USACE.ARMY.MIL
ARAIZA	G. JORGE	CPMS - CARE	(703) 696-1799	JORGE.ARAIZA@CPMS.OSD.MIL
BAILEY	D. MICHAEL	EUCOM	DSN: 314 430-8282	BAILEYM@EUCOM.MIL
BANKA	EDWARD	CPMS - REGMOD	(703) 696-3543	EDWARD.BANKA@CPMS.OSD.MIL
BARGER	BARBARA	Air Force	(719) 692-5696	BARBARA.BARGER@PETERSON.AF.MIL
BARNUM	RITA	CPMS - FAS	(703) 696-1284	RITA.BARNUM@CPMS.OSD.MIL
BARTHOLOMEW	LARRY	Navy	(360) 476-3142	BARTHOLOMEWLK@PSNS.NAVY.MIL
BAYNE	NADINE	Navy	(808) 473-8000 EXT 5701	NADINE.BAYNE@NAVY.MIL
BERGERON	MICHELE	Navy	(504) 678-2120	BERGERON@HRO.NOLA.NAVY.MIL
BERRYHILL	TIM	Navy	(228) 813-1000	TIM_BERRYHILL@SE.HROC.NAVY.MIL
BIBB	PHYLLIS	Air Force	(757) 764-3689	PHYLLIS.BIBB@LANGLEY.AF.MIL
BINGHAM	CYNTHIA	JCS	(703) 614-6335	CYNTHIA.BINGHAM@JS.PENTAGON.MIL
BLACK	PAUL	DHRA	(703) 696-0851	PAUL.BLACK@OSD.PENTAGON.MIL
BRANSFORD	LEONARD	DODEA	(703) 696-3081, EXT 2642	LBRANSFO@HQ.ODEDODEA.EDU
BRAY	BETTY	Army	(703) 806-0341	ELIZABETH_P_BRAY@BELVOIR.ARMY.MIL
BRIGSTOCK	KATHRYN	DECA	(757) 284-3147	KATHRYN.BRIGSTOCK@DECA.MIL
BROOKS	AGNES	Navy	(202) 685-9104	AGNESA@NAVFAC.NAVY.MIL
BROOKS	DAVID	Army	(256) 313-0684	DAVID.B.BROOKS@US.ARMY.MIL
BROWN	DESIREE	Navy	(757) 396-7050	DESIREE_BROWN@EAST.HROC.NAVY.MIL
BROWN	DIANE	Navy	(215) 897-1619	BROWNDJ@NSWCCD.NAVY.MIL
BROWN	THERESA	Navy	(202) 764-0738	THERESA.BROWN@NAVY.MIL
BUCK	ARTHUR	Navy	(202) 764-0674	ARTHUR.BUCK@NAVY.MIL
BURKE	JAMES	Air Force	Not Provided	JAMES.BURKE@SCOTT.AF.MIL
CABRERA	JAHNDRA	DISA	(703) 607-4468	CABRER2J@NCR.DISA.MIL
CALHOUN	THOMAS	DFAS	(317) 510-2372	BRENDA.FRYE@DFAS.MIL
CANELAKES	TED	Navy	(202) 764-0729	TED.CANELAKES@NAVY.MIL
CAPEZZERA	ELLEN	Army	(410) 306-1704	ELLEN.CAPEZZERA@CPOCMA.ARMY.MIL
CAPPS	LYNNE	OSD	(703) 693-8544	CAPPSL@PSD.WHS.MIL
CASS	JOSEPH	DCMA	(617) 753-4036	JOSEPH.CASS@DCMA.MIL
CAZAUBON	JEAN	Navy	(202) 764-0886	JEAN.CAZAUBON@NAVY.MIL
CODORI	CAROL	OSD	(703) 617-7177	CODORC@PSD.WHS.MIL
COLLATT	DEBRA	Air Force	(757) 764-7621	DEBRA.COLLATT@LANGLEY.AF.MIL
COTE	NATHAN	Air Force	(508) 846-9548	NATHAN.COTE@KIRTLAND.AF.MIL
CRACRAFT	RICHARD	Navy	(760) 939-8115	RICHARD.CRACRAFT@NAVY.MIL
CROWNOVER	SONJA	Air Force	(210) 652-7724	SONJA.CROWNOVER@RANDOLPH.AF.MIL

ATTENDEES

Last Name	First Name	Component	Telephone Number	Email
CURRY	TIM	CPMS - FAS	(703) 696-1450	TIM.CURRY@CPMS.OSD.MIL
CYNKAR	MARIBETH	Air Force	(937) 656-9760	MARIBETH.CYNKAR@WPAFB.AF.MIL
D'AMICO	PARTICIA	Navy	(215) 408-5099	PARTICIA_DAMICO@NE.HROC.NAVY.MIL
DAVENPORT	DAVID	Air Force	(210) 565-1138	DAVID.DAVENPORT@RANDOLPH.AF.MIL
DAVIS	JIMMY	NGB	(404) 624-6421	JIMMY.DAVIS@GA.NGB.ARMY.MIL
DEL BARTO	JUDY	USSOCOM	(813) 828-4112	DELBARJ@SOCOM.MIL
DEVLIN	DEBORAH	Army	(732) 532-2101	DEBORAH.DEVLIN@MAILL.MONMOUTH.ARMY.MIL
DICKER	JOAN	DLA	(717) 770-5406	JOAN.DICKER@DLA.MIL
DIXON	LYN	Air Force	Not Provided	Not Provided
DODD	JON	Navy	(860) 694-3934	DODDJ@SUBASENLON.NAVY.MIL
DUNLAP	FRIEDA	Air Force	(719) 692-5696	FRIEDA.DUNLAP@PETERSON.AF.MIL
EDMOND	DEBRA	Navy	(202) 764-0820	DEBRA.EDMOND@NAVY.MIL
ELLIS	JAMES	Navy	(202) 764-0727	JAMES.ELLIS@NAVY.MIL
ERWIN	DEBBIE	Navy	(202) 404-5264	DERWIN@HRO1.NR1.NAVY.MIL
EVANS	LEE	DFAS	(703) 607-1139	LEE.EVANS@DFAS.MIL
FEAGINS	JAMES	Army	(703) 693-2127	JAMES.FEAGINS@HQDA.ARMY.MIL
FELDMANN	CINDY	Air Force	Not Provided	CINDY.FELDMANN@SCOTT.AF.MIL
FERGUSON	PHILLIP	DTRA	(703) 767-4493	PHILLIP.FERGUSON@DTRA.MIL
FITZGERALD	MARILEE	CPMS	(703) 696-2720	MARILEE.FITZGERALD@CPMS.OSD.MIL
FRYE	BRENDA	DFAS	(317) 510-7359	BRENDA.FRYE@DFAS.MIL
FULLER	CHERYL	REG/MOD	(703) 696-1760	CHERYL.FULLER@CPMS.OSD.MIL
GANLEY	DIANA	DAAO	(703) 696-1723	DIANA.GANLEY@CPMS.OSD.MIL
GERSTNER	HEIDI	Air Force	Not Provided	HEIDI.GERSTNER@ANDERSEN.AF.MIL
GIBSON	JOHN	DIA	(202) 231-8135	JOHN.GIBSON@DIA.MIL
GREEMORE	SUSAN	DCMA	(703) 428-1172	SUSAN.GREEMORE@DCMA.MIL
GRIGNON	JOYCE	Army	(703) 695-1046	JOYCE.GRIGNON@HQDA.ARMY.MIL
GRIGNON	PHILIP	Army	(703) 704-3003	GRIGNONP@CPAC.BELVOIR.ARMY.MIL
GRIMM	LINDA	NSA	(301) 688-9930	Not Provided
HACKNEY	ANGELICA	OSD	(703) 617-7098	HACKNA@PSD.WHS.MIL
HAGER	JUANITA	Navy	(202) 764-1604	SP142@SSP.NAVY.MIL
HANLON	SHARON	Air Force	(703) 693-3256	SHARON.HANLON@BOLLING.AF.MIL
HANNAH	KAREN	CPMS - DAAO	(703) 696-6301 EXT 752	KAREN.HANNAH@CPMS.OSD.MIL
HARRIS	DIANE	DECA	(804) 734-8517	DIANE.HARRIS@DECA.MIL
HARRIS-HARRISON	PATRICIA	OSD	(703) 617-7943	HARRIP@PSD.WHS.MIL
HARTY	JOANNE	OCI	(703) 696-1720	JOANNE.HARTY@CPMS.OSD.MIL
HERLING	JULIE	Navy	(360) 315-8073	JULIE_HERLING@NW.HROC.NAVY.MIL
HIGGINS	MAUREEN	OSD	(703) 617-7110	HIGGIM@PSD.WHS.MIL
HILLIARD	KAREN	DLA	(703) 767-6412	KAREN.HILLIARD@DLA.MIL
HORER	JAMES	Air Force	Not Provided	JAMES.HORER@AFRC.AF.MIL
HUTCHISON	JOANN	Air Force	Not Provided	JOANN.HUTCHISON@ROBINS.AF.MIL
JIMENES	FELIPE	Air Force	Not Provided	FELIPE.JEMINEZ@KADENA.AF.MIL
JOHNSON	CAROLE	Army	(703) 325-1998	CAROLE.JOHNSON@ASAMRA.HOFFMAN.ARMY.MIL
JORDAN	NONA	Navy	(757) 836-0497	NONA.JORDAN@NAVY.MIL
KENYON	CHERI	USSOUTH COM	(305) 437-1106	KENYONC@HQ.SOUTHCOM.MIL

ATTENDEES

Last Name	First Name	Component	Telephone Number	Email
KERNS	CRYSTAL	Navy	(717) 605-7051	CRYSTAL.KERNS@NAVY.MIL
KHAN	MARILYN	Air Force	(808) 448-0944	MARILYN.KHAN@HICKAM.AF.MIL
KING	VIRGINIA	Army	(703) 428-2531	KINGV@MTMC.ARMY.MIL
KLUH	CHRIS	Army	(703) 614-8590	CHRISTINE.KLUH@HQDA.ARMY.MIL
KNIGHT	ARLEEN	DISA	(703) 607-4472	KNIGHTA@NCR.DISA.MIL
KRAMME	GUSTA	DSS	(703) 325-6063	GUSTA.KRAMME@MAIL.DSS.MIL
KUHNS	BART	CPMS - NAF	(703) 696-2793	BART.KUHNS@CPMS.OSD.MIL
LANDER	JANICE	Army	(703) 325-1349	JANICE.LANDER@ASAMRA. HOFFMAN.ARMY.MIL
LAO	ROB	DFAS	(703) 607-5124	R/97SS@AOL.COM
LAVAGE	WILLIAM	Navy	(717) 605-3358	WILLIAM_LAVAGE@ICPMECH. NAVY.MIL
LEBLEU	SHIRLENE	Air Force	Not Provided	SHIRLENE.LEBLEU@RANDOLPH.AF. MIL
LEE	DEANNA	Air Force	Not Provided	DEANNA.LEE@HICKAM.AF.MIL
LEISZ	RALPH	Navy	(619) 532-3012	LEISZ.RALPH@CNRSW.NAVY.MIL
LEVY	JOE	Army	(202) 761-1767	JOSEPH.A.LEVY@USACE.ARMY.MIL
LEWIS	VONE	Air Force	(703) 695-4520	LARVONE.LEWIS@PENTAGON. AF.MIL
LIACI	EUPHA	OSD	(321) 494-1687	EUPH.LIACI@PATRICK.AF.MIL
LILIENTHAL	DIANE	CPMS - DLAMP	(703) 696-9614	DIANE.LILIENTHAL@CPMS.OSD.MIL
LITTLE	PAULA	DODIG	(703) 602-4544	PLITTLE@DODIG.OSD.MIL
LOCKE	HOWARD	DFAS	(317) 510-7363	HOWARD.LOCKE@DFAS.MIL
LOONEY	RITA	Air Force	(240) 857-3167	RITA.LOONEY@ANDREWS.AF.MIL
LUNDBERG	DOUGLAS	Navy	(301) 342-5397	LUNDBERGD@NAVY.NAVY.MIL
MANN	STEVE	Air Force	(478) 327-1215	STEVE.MANN@AFRC.AF.MIL
MARKHAM	RODNEY	Navy	(202) 764-0650	RODNEY.MARKHAM@NAVY.MIL
MARKS	LARRIS	Army	(404) 464-6108	MARKSL@FORSCOM.ARMY.MIL
MARTINES	VALERIE	Navy	(808) 471-9159	VALERIE.MARTINES@NAVY.MIL
MARTINO	CHARLES	Navy	(504) 678-5280	MARTINO@CNRF.NAVY.MIL
MATSUKAWA	WAYNE	Navy	(808) 474-0176 EXT 202	WAYNE_MATSUKAWA@PAC. HROC.NAVY.MIL
MCALPIN	MARIA	ArmyMY	(703) 588-1770	MARIA.MCALPIN@HQDA.ARMY.MIL
MCCAFFERTY	WILLIAM	Navy	(202) 781-3169	MCCAFFERTYWD@NAVSEA. NAVY.MIL
MCCAIN	BRENDA	Air Force	Not Provided	BRENDA.MCCAIN@BROOKS.AF.MIL
MCFADDEN	ANN	Army	(703) 325-9989	ANN.MCFADDEN@ASAMRA. HOFFMAN.ARMY.MIL
MCGEHEE	LEE	Air Force	(210) 565-3054	LEE.MCGEHEE@RANDOLPH.AF.MIL
MCQUINN	CAROL	Army	(845) 938-3943	CAROL.MCQUINN@USMA.EDU
MEADOWS	GARY	CPMS - WAGE	(703)696-1735	GARY.MEADOWS@CPMS.OSD.MIL
MERCER	JEAN	Navy	(202) 764-0868	JEAN.MERCER@NAVY.MIL
MILLAS	DIANE	Navy	850 452-3511 EXT 410	DMILLAS@HROPENSACOLA. NAVY.MIL
MILLER	NANCY	Navy	(202) 764-0747	NANCY.MILLER@NAVY.MIL
MITCHELL	GLORIA	Army	(404) 464-9017	GLORIA.MITCHELL@USARC- EMH2.ARMY.MIL
MOSELEY	JOHN	CPMS	(703) 696-2720	JOHN.MOSELEY@CPMS.OSD.MIL
NACHREINER	NANCY	DTRA	(703) 767-0155	NANCY.NACHREINER@DTRA.MIL
NAZARI	MARIE	DCAA	(703) 767-1042	MARIE.NAZARI@DCAA.MIL
NEAL	JEFFREY	DLA	(703) 767-6445	JEFFREY.NEAL@DLA.MIL
NELSON	JEFF	Air Force	(703) 697-5285	JEFF.NELSON@PENTAGON.AF.MIL
NEWMAN	PETER	USPACOM	(808) 477-1381	PMNEWMAN@HQ.PACOM.MIL

ATTENDEES

Last Name	First Name	Component	Telephone Number	Email
O'CONNOR	AMY	USTRANS COM	(618) 229-8181	AMY.OCONNOR@HQ.TRANSCOM.MIL
OESTREICH	JERRY	DECA	(804) 734-8508	JERRY.OESTREICH@DECA.MIL
O'HARA	MICHAEL	Air Force	(912) 926-3805 X 159	MICHAEL.OHARA@ROBINS.AF.MIL
OLSON	LARRY	Army	(703) 602-3330	LARRY.OLSON@HQDA.ARMY.MIL
OLSON	STEPHANIE	DLA	(703) 767-6410	STEPHANIE.OLSON@DLA.MIL
OTT	KATHLEEN	Navy	(202) 764-0859	KATHLEEN.OTT@NAVY.MIL
PASTUSEK	JUDY	Air Force	(703) 601-0452	JUDY.PASTUSEK@PENTAGON.AF.MIL
PATRICK	PAULA	Air Force	(703) 697-7654	PAULA.PATRICK@PENTAGON.AF.MIL
PETERSON	LEIF	Air Force	(937) 257-2806	LEIF.PETERSON@WPAFB.AF.MIL
PHILLIPS	EARL	Navy	(202) 764-0766	EARL.PHILLIPS@NAVY.MIL
PHILLIPS	ELIZABETH	Army	(703) 693-1121	ELIZABETH.PHILLIPS@HQDA.ARMY.MIL
PHILLIPS	LORRAINE	Army	(703) 325-4391	LORRAINE.PHILLIPS@US.ARMY.MIL
POSKUS	MICHELLE	Navy	(202) 764-0851	MICHELLE.POSKUS@NAVY.MIL
PYOTT	SANDRA	Air Force	(210) 652-7734	SANDRA.PYOTT@RANDOLPH.AF.MIL
RAMP	STEVE	CPP	(703) 697-5421	STEPHEN.RAMP@OSD.MIL
RAY	BARBARA	Army	(404) 562-5030	BARBARA.J.RAY@USACE.ARMY.MIL
RAYMOS	JEANNE	CPP	(703) 695-7901	JEANNE.RAYMOS@OSD.MIL
REHLING	CANDACE	Army	(410) 306-1728	CANDACE.REHLING@CPOCMA.ARMY.MIL
RICHARDSON	BRYAN	CPMS - ICUC	(703) 696-1989	BRYAN.RICHARDSON@CPMS.OSD.MIL
ROACH	DAVID	Air Force	(210) 565-0195	DAVID.ROACH@RANDOLPH.AF.MIL
ROBERTSON	JO ANN	Army	(210) 221- 6858/6859	JOANN.ROBERTSON@CEN.AMEDD.ARMY.MIL
ROBEY	PATRICIA	Air Force	(703) 697-5895	PATRICIA.ROBEY@PENTAGON.AF.MIL
RODRIGUEZ	MARY	Army	011-49-621-487- 2500	MARY.RODRIGUEZ@CPOCEUR.ARMY.MIL
ROGERS	CHARLES	CPMS	(703) 696-2720	CHARLES.ROGERS@CPMS.OSD.MIL
ROSENBERG	SUSAN	Navy	(732) 323-7069	SUSAN.ROSENBERG@NAVY.MIL
ROSIN	DAN	Army	(847) 688-3735	DROSIN@MEPCOM.ARMY.MIL
ROSS	TESS	DECA	(804) 734-9592	TESS.ROAA@DECA.MIL
RUSH	RAYMOND	Air Force	(937) 257-3277	RAYMOND.RUSH@WPAFB.AF.MIL
SAAVEDRA	CARLOS	Navy	(202) 764-0754	CARLOS.SAAVEDRA@NAVY.MIL
SAUNDERS	DEREK	DLA	(614) 692-0238	DEREK.SAUNDERS@DLA.MIL
SAVENA	JAMES	Air Force	Not Provided	JAMES.SAVENA@EDWARDS.AF.MIL
SCANLON	M. PATT	CPMS - ICUC	(703) 696-1986	PATT.SCANLON@CPMS.OSD.MIL
SCARLATA	DONNA	Air Force	(937) 257-3699	DONNA.SCARLATA@WPAFB.AF.MIL
SCHMALFELDT	LARRY	DFAS	(317) 510-2368	LARRY.SCHMALFELDT@DFAS.MIL
SCHULER	BETTY	Army	(703) 325-2630	BETTY.SCHULER@US.ARMY.MIL
SCOTT	DENNIS	DCMA	(310) 900-6301	DENNIS.SCOTT@DCMA.MIL
SCOTT	SHIRLEY	Navy	(301) 744- 6508/4409	SCOTTSB@IH.NAVY.MIL
SEAWARD	DEBORAH	Navy	(302) 669-2422	Not Provided
SEYMOUR	SHARON	Air Force	(703) 604-8126	SHARON.SEYMOUR@PENTAGON.AF.MIL
SHIPE	PAULA	NGB	(703) 607-5491	PAULA.SHIPE@NGB.ANG.AF.MIL
SMITH	ANDRE	DTRA	(703) 767-4618	PHILLIP.FERGUSON@DTRA.MIL
SMITH	CHARLES	Air Force	Not Provided	CHARLESC.SMITH@OSAN.AF.MIL

ATTENDEES

Last Name	First Name	Component	Telephone Number	Email
SMITH	MARK	DLA	(703) 767-5401	MARK.SMITH@DLA.MIL
SNYDER	DAVID	Army	(703) 695-5701	DAVID.L.SNYDER@US.ARMY.MIL
SOMMERS	STEVEN	Navy	(619) 532-3021	SOMMERS.STEVEN@CNRSW.NAVY.MIL
SOTO	JOHN	Navy	(228) 813-1001	JOHN_SOTO@SE.HROC.NAVY.MIL
ST. JOHN	WILLIAM	Army	(513) 684-2822	WILLIAM.D.STJOHN@USACE.ARMY.MIL
STEWART	SHARON	Navy	(202) 764-0734	SHARON.STEWART@NAVY.MIL
STEWMAN	LIZANNE	CPMS - SID	(703) 696-2104	LIZANNE.STEWMAN@CPMS.OSD.MIL
STINE	STEPHEN	NGB	(703) 607-5479	STEVE.STINE@NGB.ANG.AF.MIL
SULLIVAN	HELEN	GC	(703) 695-1078	SULLIVAH@DODGC.OSD.MIL
SUTTLE	ROBERT	Air Force	(334) 416-3263	ROBERT.SUTTLE@MAXWELL.AF.MIL
SWEET	POLLY	Air Force	(937) 257-2806	POLLY.SWEET@WPAFB.AF.MIL
SYLVESTER	RICHARD	AT&L	(703) 697-6399	RICHARD.SYLVESTER@OSD.MIL
TALCOTT	CHRISTAL	NSA	(443) 479-5515	SJTAFLA@NSA.GOV
TERHAAR	RITA	Navy	Not Provided	Not Provided
VAJDA	MICHAEL	Army	(703) 325-8724	MICHAEL.VAJDA@ASAMRA.HOFFMAN.ARMY.MIL
VELDHUIS	NANCY	DCAA	(703) 767-1032	NANCY.VELDHUIS.DCAA.MIL
VELONI	DENNIS	Navy	(360) 315-8073	DENNIS_VELONI@NW.HROC.NAVY.MIL
VIAL	MAUREEN	Army	(703) 617-9330	VIALLM@HQAMC.ARMY.MIL
VIEIRA	TOM	Navy	(202) 764-0634	TOM.VIEIRA@NAVY.MIL
VILLALBA	RAFE	OSD	(703) 696-5228	RAFAEL.VILLALBA@OSD.MIL
WACHTER	JIM	CPMS - FAS	(703) 696-1615	JAMES.WACHTER@CPMS.OSD.MIL
WALDMANN	GEORGE	OSD	(703) 617-7087	WALDMG@PSD.WHS.MIL
WARD	ALICE	Army	(757) 788-5223	ALICE.WARD@MONROE.ARMY.MIL
WARNER	DEBBIE	Air Force	011 49 6302 67 6713	DEBBIE.WARNER@SEMBACH.AF.MIL
WAYE	RONDY	Navy	011 44 207 514- 4801	RONDY_WAYE@ESC.HROC.NAVY.MIL
WEIL	PAMELA	Air Force	(703) 695-4525	PAM.WEIL@PENTAGON.AF.MIL
WEST	LAWRENCE	Navy	(202) 764-0820	LAWRENCE.WEST@NAVY.MIL
WHITAKER	CURTIS	Air Force	(931) 454-4311	CURTIS.WHITAKER@ARNOLD.AF.MIL
WHITEHOUSE	TONY	Army	(520) 533-8155	TONY.WHITEHOUSE@US.ARMY.MIL
WHITING	TOM	Army	(410) 306-1749	TOM.WHITING@CPOCMA.ARMY.MIL
WILLIAMS	SHIRLEY	Air Force	(703) 695-2142	SHIRLEY.WILLIAMS@PENTAGON.AF.MIL
WILLIAMS	YVONNE	Navy	(703) 696-7223	YVONNE_WILLIAMS@ONR.NAVY.MIL
WINCHELL	TIM	Navy	011 81 311 743-5739	WINCHELL.TIM@CNRFE.NAVY.MIL
WINDISH	JOHN	Navy	(717) 605-3358	JOHN_WINDISH@ICPMECH.NAVY.MIL
WINDMILLER	MADELYN	Army	(703) 706-1393	MRWINDM@INSCOM.ARMY.MIL
WOLFE	PAUL	DODEA	(703) 696-1352 X1701	PWOLFE@HW.ODEDODEA.EDU
WOOLEY	STEVEN	CPMS - CARE	(478) 926-3706	STEVEN.WOOLEY@CPMS.OSD.MIL
ZEINER	WILLIAM	DECA	(804) 734-8587	WILLIAM.ZEINER@DECA.MIL



"To face tomorrow with the thought of using the methods of yesterday is to envision life as a standstill.

Each one of us, no matter what our task, must search for new and better methods – for even that which we now do well must be done better tomorrow."

James F. Bell, PhD.
Assistant Professor of Astronomy
University of Hawaii

NOTES



Lined writing area consisting of multiple horizontal lines for notes.



"The ultimate measure of a man is not where he stands in moments of comfort, but where he stands at times of challenge and controversy."

Martin Luther King, Jr.
Civil Rights Leader

