

A Future Officer Career Management System

An Objectives-Based Design

Harry J. Thie
Margaret C. Harrell
Roger A. Brown
Clifford M. Graf II
Mark Berends
Claire M. Levy
Jerry M. Sollinger

National Defense Research Institute

RAND

Future Officer Career Management System An Objectives Based Design

United States. Navy Department



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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

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

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

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

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

Department of Defense Authorization for Appropriations for Fiscal Year 2015 and the Future Years Defense Program, Part 1, February 27: March 5, 6, 13, 25, 27; April 3, 8, 10, 29, 30, 2014, 113-2, 2015

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

General and Flag Officer Careers Harry Thie, 2001 Congress has recently expressed concern that the current tenure system for developing general and flag officers does not effectively prepare them for handling increasing levels of responsibility and for performing with maximum efficiency at each level of assignment This report assesses the continued appropriateness of mandatory

retirement of general and flag officers after 35 years It focuses on the value of extending tenure specifically examining promotions number of assignment and career length The study discusses two types of consequences resulting from such an extension Systemic results of longer service lead to fewer promotions and fewer rising to the highest grades but increased stability and experience Career path consequences indicate more depth or breadth of experience could result for officers The appropriateness of continued mandatory retirement after 35 years depends finally on objectives If the objective is rapid career path movement to positions of responsibility the 35 year limit accomplishes this If the goal is more experienced officers and greater stability removing the limit seems best Decision makers will need to decide which objective is most important

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Selected Rand Abstracts Rand Corporation,2001 Includes Reports R series Rand Memorandums RM series papers P series and Books

Department of Defense Authorization for Appropriations for Fiscal Year 2015 and the Future Years Defense Program United States. Congress. Senate. Committee on Armed Services,2015

Enlisted Management Policies and Practices Sheila Nataraj Kirby,Scott Naftel,2001 This report examines management policies and practises in the military and their effectiveness in an attempt to understand how best to manage the enlisted force in the future

MR ,2001 Italy's All-volunteer Army Michele Zanini,2002 This dissertation builds an analytical framework for understanding the key policy issues and tradeoffs for the Italian Army during its transition toward an All Volunteer Force The analysis specifically focuses on the management of the enlisted and noncommissioned officer force in order to 1 assist the army in identifying transition paths most likely to lead to a balanced force taking costs into account where the balanced force objective is related to how personnel are distributed by grade and years of service YOS and 2 provide guidance on force management processes such as recruitment and identify areas for improvement The author uses a simulation model of army personnel dynamics to identify alternative strategies designed to improve outcomes Performance is tracked for multiple measures of effectiveness and costs strategies were then ranked on the basis of their aggregate cost and effectiveness The performance of a given alternative is ultimately judged on its robustness across a different set of assumptions of how much policymakers would value an outcome measure or set of measures over the rest

Forthcoming Books Rose Arny,2001-06

Commissioned Officer Development and Career Management ,1995 American Book Publishing Record ,2002

RAND Research in Brief Rand Corporation,1995 *Navy Management Review* United States. Navy Department,1970

Navy Management Review ,1967

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Table of Contents Future Officer Career Management System An Objectives Based Design

1. Understanding the eBook Future Officer Career Management System An Objectives Based Design
 - The Rise of Digital Reading Future Officer Career Management System An Objectives Based Design
 - Advantages of eBooks Over Traditional Books
2. Identifying Future Officer Career Management System An Objectives Based Design
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Future Officer Career Management System An Objectives Based Design
 - User-Friendly Interface
4. Exploring eBook Recommendations from Future Officer Career Management System An Objectives Based Design
 - Personalized Recommendations
 - Future Officer Career Management System An Objectives Based Design User Reviews and Ratings
 - Future Officer Career Management System An Objectives Based Design and Bestseller Lists
5. Accessing Future Officer Career Management System An Objectives Based Design Free and Paid eBooks
 - Future Officer Career Management System An Objectives Based Design Public Domain eBooks
 - Future Officer Career Management System An Objectives Based Design eBook Subscription Services

- Future Officer Career Management System An Objectives Based Design Budget-Friendly Options
- 6. Navigating Future Officer Career Management System An Objectives Based Design eBook Formats
 - ePub, PDF, MOBI, and More
 - Future Officer Career Management System An Objectives Based Design Compatibility with Devices
 - Future Officer Career Management System An Objectives Based Design Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Future Officer Career Management System An Objectives Based Design
 - Highlighting and Note-Taking Future Officer Career Management System An Objectives Based Design
 - Interactive Elements Future Officer Career Management System An Objectives Based Design
- 8. Staying Engaged with Future Officer Career Management System An Objectives Based Design
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Future Officer Career Management System An Objectives Based Design
- 9. Balancing eBooks and Physical Books Future Officer Career Management System An Objectives Based Design
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Future Officer Career Management System An Objectives Based Design
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Future Officer Career Management System An Objectives Based Design
 - Setting Reading Goals Future Officer Career Management System An Objectives Based Design
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Future Officer Career Management System An Objectives Based Design
 - Fact-Checking eBook Content of Future Officer Career Management System An Objectives Based Design
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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