



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G8
WASHINGTON, DC 20310-0700

REPLY TO
ATTENTION OF
DAPR-DP

16 September 2003

MEMORANDUM FOR OPERATIONS RESEARCH/SYSTEMS ANALYSIS ADVISORY
COMMITTEE

SUBJECT: Minutes of the 25th Operations Research/Systems Analysis (ORSA) Advisory
Committee Meeting

1. The ORSA Advisory Committee held its 25th session on 3 September 2003 in the Pentagon. The agenda is at enclosure 1 and the list of attendees is at enclosure 2.

2. The principal focus of the meeting was to provide a "state of the union" for FA49 and CP16, 1515 series analysts, develop a consensus for the way ahead on various initiatives including advancing a concept plan to introduce FA49 cells into Corps and Division staffs, and conduct a review of the pilot version of the new Functional Area 49 Qualification Course.

3. Summary of major tasks from the meeting.

a. FA49 Personnel Proponent Office (PPO) tasks.

(1) Coordinate for and submit the abbreviated concept plan for moving 32 FA49 TDA positions from the Institutional Army to Augmentation TDAs in the Corps and Divisions.

(2) Obtain the Infantry or Armor school "Hall of Fame" by-laws and provide them to AMSAA for consideration in the ORSA Hall of Fame by-laws.

(3) Solicit the Major FA49 organizations represented in this meeting for names of officers and civilians to attend the FY04 Pilot FA49 Qualification course. Plan is to send 15 officers and 1-2 civilians to the course in June 2004.

(4) Include an article in the next quarterly FA49 newsletter discussing the appropriate timing and conditions for FA49 officers to pursue a PhD.

(5) Work with future AORS sponsors to set up a session for FA49s that is specifically aimed at presenting where FA49s are assigned and what they do in those assignments.

b. PERSCOM tasks (FA 49 Assignment Officers). Provide statistics on CFD preference for the FY03 board – percentage of officers getting 1st, 2nd, 3rd choice across the Army and for those 40 who CFD to FA49. Include the latest such statistics available in future ORSA Advisory Committee updates.

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c. ALMC tasks.

(1) Refine the developing tool kit for officers serving in corps and division staff positions. Work with CAA and TRAC to define the requirements and modify the existing product.
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(2) Coordinate with TRAC, NPS, and AMSAA to spearhead development of a “System of Systems” training program that teaches analytic techniques for quantifying and measuring the effectiveness and viability of the Army’s future family of systems of systems.

d. AMSAA tasks.

(1) Provide the ORSA Hall of Fame by-laws to the Hall of Fame Executive Board of Directors for approval.

(2) Coordinate with the TRAC, ALMC and NPS as appropriate to help define the requirements for the System of Systems training program.

e. TRAC tasks. Pass lessons learned from analysis of FCS family of systems for incorporation into ALMC’s design of a “System of Systems” analytical training program.

f. NPS OR Department Tasks.

(1) Coordinate with TRAC, ALMC and AMSAA to develop the “math” behind the analysis techniques required for design of the system of systems training program.

(2) Reestablish an annual forum for presenting the senior ORSA Advisory Committee members with the best 2-3 thesis papers from Army students in the NPS OR program.

4. Meeting summary.

a. Mr. Hollis, the DUSA(OR), welcomed the committee to the Pentagon and expressed that the committee was facing some important issues concerning recent initiatives to outsource or privatize many of our analysts and voiced concern over ensuring FA49s maintain operational relevance.

b. MG Melcher, the FA49 Personnel Proponent Executive Agent, set the tone for the meeting to allow for discussion of ideas and building of consensus for the road ahead for the ORSA community.

c. LTC Mark Von Heeringen, the FA49 Personnel Proponent Action Officer, discussed the current status on recent initiatives to outsource analysts and convert FA49 positions to civilian. He also presented the FA49 Proponent’s initiative to move 4 LTC and 28 MAJ positions from the Institutional Army TDA to Corps and Division Augmentation TDAs, the proposed updates to DA Pam 600-3, the need to support the FA49 Qualification course and identify participants

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early, and discussed some web-based improvements the personnel proponent office is undertaking. The senior advisory group members decided that the FA49 Proponent should submit an abbreviated concept plan for moving the 32 FA49 authorizations to the Corps and Division TDAs IAW the following proportions:

TRADOC - 16 authorizations (2 LTC, 14 MAJ)
DA-Staff - 4 authorizations (1 LTC, 3 MAJ)
CAA - 2 MAJ
PERSCOM - 1 MAJ
USMA - 4 MAJ
Joint Test Agency (Non JDAL) - 1 MAJ
FORSCOM HQs - 1 LTC
DMDC or DORO - 1 MAJ
ATEC - 2 MAJ

d. MAJ Firman Ray, Junior Officer Sub-Committee representative, had the unique distinction of addressing the ORSA Advisory Committee with the brainstorming results of the inaugural Junior Officer Sub-Committee session. The J.O. Sub-Committee convened for the purpose of allowing junior to mid-level FA49s to introduce ideas, concerns, and solutions to the senior leaders of Army analysis. The committee consisted of 11 officers including one each from ARNG and USAR. MAJ Rays's brief eloquently addressed the top three ways to improve FA49, the top three areas to sustain within FA49, ways to allow FA49s opportunities to gain operational experience, and ideas for future FA49 training concepts. The senior members of the advisory group decided future AORS would be an excellent forum to have a professional development seminar for FA49s, where military analysts from various organizations could present their organization's FA49 structure, organization, and analytical duties to the rest of the FA49 community.

e. MAJ Mike Hamm, the PERSCOM FA49 field grade assignment officer, briefed the current personnel status of the functional area. He presented a good news story regarding FA49 promotions and advanced civil schooling numbers. He also addressed the new officer distribution system (ODS) that replaced ODP. The new system allows MACOMS to prioritize their authorizations by MOS and grade, which it then balances against anticipated available population in an effort to provide commands the personnel they need most. MAJ Hamm emphasized that there are, and will continue to be, more FA49 authorizations than officers available despite ODS, some authorizations would remain unfilled.

f. MAJ Marc Lee, PM for the FA49 Q-Course, presented an after-action-review of the FA49 Qualification Course pilot that ran from 2 JUN 03 to 24 JUL 03. The student body totaled 15 in number and included 1 ARNG, 3 USAR, and 11 AC officers representing 10 different basic branch backgrounds. Student comments were overwhelmingly positive and, along with faculty observations, contained some useful recommendations for adjustments to course content and sequencing. The senior advisory group members made clear that all the major organizations represented at the meeting need to start planning early for identifying which of their assigned officers would attend the FY04 pilot course in JUN 04. Senior members also decided that 1-2 civilian analysts would attend the FY04 pilot course.

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g. Dr. Bob Simmonds, Chief of ALMC Systems Engineering Department (SED), highlighted the current SED training programs, ORSAMAC 1 attendance statistics, on-going marketing and course expansion initiatives, and the emerging FA49 tool kit proposed for officers going to Corps and Division FA49 positions. Senior advisory group members asked ALMC to refine the tool kit presented in response to feedback from CAA and TRAC and commented that officers need to have the tool kit available to them before going to any of the Corps and Division analytical cell assignments.

h. Ms. Pat Cook, from the CP16, 1515 Coordinator Office, presented statistics on the 1515 ORA community, addressed training concerns, and facilitated a discussion on the developing by-laws for the ORSA "Hall of Fame." She stated a chief training concern for the 1515 series analysts is the lack of any formal training programs addressing analysis or associated techniques for evaluating the Army's FCS family of systems and systems of systems in general. In response to this, Mr. Hollis asked for cooperation among TRAC, ALMC, and NPS, and AMSAA to develop a system of systems analysis training program.

i. LTC Saverio Manago, Army Liaison at NPS, discussed the current large size of the FA49 population in the OR program compared to inputs from recent years, how to maintain large class sizes, how to potentially take advantage of a simultaneously large USMC population, and asked the committee to consider opportunities for coordinated experience tours and thesis work along with how to leverage joint analysis out of the population mix.

j. Mr. Hollis and MG Melcher adjourned the meeting and thanked members of the committee for their attendance. Mr. Hollis mentioned that we are making progress on getting the Army to accept operations research analysts into the Operational Army.

4. The POC for this request is LTC Mark R. Von Heeringen, FA49 Personnel Proponent Action Officer, DSN 225-3869, Commercial (703) 695-3869, or e-mail Mark.VonHeeringen@hqda.army.mil

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DAVID F. MELCHER
Major General, GS
Director, Program Analysis
and Evaluation

TWENTYFIFTH ADVISORY COMMITTEE MEETING
(3 September 2003)

AGENDA

1200-1205	Welcome Luncheon*	Mr.Hollis
1205-1210	Opening Remarks	Mr. Hollis / LTG Griffin
1210-1220	Old Issues	LTC Von Heeringen
1220-1240	CP16, 1515 Update	Ms. Cook
1240-1420	FA49 Personnel Proponent Update	LTC Von Heeringen
	<ul style="list-style-type: none">- 3rd Wave Implications- Corps Division Positions- Other Greening Opportunities?- Support for FA49 Q-Course- Other "Way Ahead" Initiatives- J.O. Sub-Committee Meeting	
1420-1430	Break #1	
1430-1515	FA49 Personnel Management Update	MAJ Hamm / MAJ Henry
	<ul style="list-style-type: none">- Population Trends/Demographics- ACS New - Starts for FY03- Promotion Statistics- Officer Distribution	
1515-1525	NPS Update (discussion only)	LTC Manago
1525-1535	Break #2	
1535-1635	FA49 Qualification Course (Pilot AAR)	MAJ Lee
1635-1650	ALMC Update	Dr. Simmonds
1650-1700	Wrap-up	Mr. Hollis/ MG Melcher

*Lunch begins at noon and ends at 1300

25th ORSA Advisory Committee Meeting
The Pentagon, Room 1A1079, Washington, DC
3 Sep 03
Attendees

Advisory Committee Members:

Mr. Walter W. Hollis	Deputy Under Secretary of the Army for Operations Research
LTG Benjamin S. Griffin	Deputy Chief of Staff, G-8
Mr. E. B. Vandiver III	Director, Center for Army Analysis
MG Robert E. Armbruster, Jr.*	Commanding General, U.S. Army Test and Evaluation Command
MG David F. Melcher	Director, Program Analysis and Evaluation, Office of the Deputy Chief of Staff, G-8
Mr. Vernon Bettencourt	Director of Analysis and CIO, Office of the Deputy Chief of Staff, G-3
Mr. David Shaffer*	Director, US Army Material Systems Analysis Activity
Mr. Michael F. Bauman	Director, TRADOC Analysis Center
Mr. Robert W. Young	Deputy Assistant Secretary of the Army for Cost and Economics
BG Rhett A. Hernandez*	Director, Officer Personnel Management Directorate, USTAPERSCOM
Mr. Richard W. Price	Dean, School of Systems and Acquisition Management, ALMC
COL Steven Galing	Chief, Strength Analysis and Forecasting Division, Office of the Deputy Chief of Staff, G-1
COL Mark Cain	Chief, Accessions Research Center, U.S. Army Accessions Command
COL Michael McGinnis*	Professor and Head, Department of Systems Engineering, USMA
Dr. James N. Eagle	Chairman, Operations Research Department, Naval Postgraduate School
COL Glenn Sinclair	Chief, OCAR, PAE
Ms. Maureen Wylie*	Acting Director, J-8, NGB

**Members not attending*

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3 Sep 03
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Other Attendees:

Mr. Brian Barr**	Representing MG Armbruster (ATEC)
COL Phil DiSalvo**	Representing Mr. Schaffer (AMSAA)
LTC Robert Porter**	Representing Ms. Wylie (NGB)
Dr. Robert Simmons	Chair, Systems Eng. Dept., ALMC
COL Nicholas C. Amodeo	Chief, MAFPAD, G-8, PA&E
COL Gary W. Krahn	Professor and Head, Department of Mathematical Sciences, USMA
COL James T. Treharne	Deputy Director, TRAC
COL Hoa Generazio	Executive Officer, Office of DUSA (OR)
COL Robert Kazimer	Chief, Military Personnel Strength and Plans Division, Office of the Deputy Chief of Staff, G-1
LTC(P) Allen East	Chief, Operations Branch, PERSCOM
Mr. Duane Clark	ISCF Coordinator, Office of the Vice Director of the Army Staff
LTC Margaret Belnap	Professor, Systems Eng Dept USMA
LTC Saverio Manago	FA49 NPS Liaison
LTC Mark Von Heeringen	FA49 Personnel Proponent Action Officer
MAJ Michael Hamm	FA49 Assignment Officer, PERSCOM, OPMD
MAJ Todd Henry	FA49 Future Readiness Officer, PERSCOM, OPMD
MAJ Marc Lee	PM, FA49 Qualification Course
MAJ Firman Ray	Junior Officer Sub-Committee Member
MAJ Mark Phillips	XO, TRADOC Analysis Center
MAJ Patrick Kirk	FA50 PPO Action Officer
Ms. Patricia J. Cook	US Army Material Systems Activity
MAJ Scott Nestler	FA49 PERSO, Deputy Chief of Staff, G-1

** *Representing Advisory Committee Member*