



# Third Annual Navy Workforce Research and Analysis Conference

March 31–April 1, 2003

Sponsored by:  
VADM Gerald L. Hoewing, (N1/CNP)

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## Participating Organizations:



Office of Naval Research (ONR)



Center for Naval Analyses



Navy Personnel Research, Studies, and  
Technology



Naval Postgraduate School



## Notes

## Objectives of the Conference

Many different organizations provide research and analytical support to the Navy workforce (*i.e.*, manpower, personnel, and training) system. These organizations receive funding for this work from different components of the Navy at different points in time. As a result, this work may not be integrated as well as it might be. The purpose of this conference is to bring together researchers from a variety of organizations so that they can exchange ideas about their work and improve communication lines across organizations. In addition, the conference will allow the Navy's senior leadership to better understand the strengths of each component of the research community and to discuss its top priorities for the year ahead.

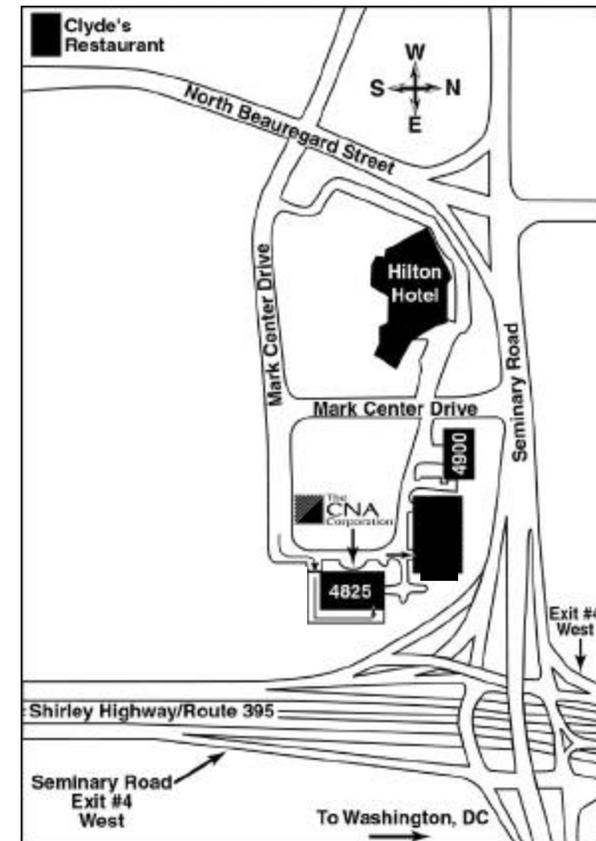
## The ADM J.M. Boorda Award for Outstanding Integration of Analysis and Policy-Making

One of the exemplary traits of ADM J.M. Boorda, former CNO and CNP, was his willingness to include research and analysis in the decision-making process. As Deputy Chief of Naval Operations (Manpower, Personnel, and Training (OP-01)), he frequently turned to the research community for advice on policy issues. He also strengthened the relationship between his staff and the major institutions of the Navy manpower community. The ADM J.M. Boorda Award honors those who have made a significant contribution on either side of the intersection of analysis and policy.

# Monday, March 31st Agenda

- 7:00 – 8:00** Registration & Continental Breakfast
- 8:00 – 8:10** Welcome and Opening Remarks  
Mr. W. Scott Slocum,  
*Assistant Deputy Chief of Naval Operations for Manpower and Personnel, N1B*
- 8:10 – 8:45** Keynote Address: VADM Gerald L. Hoewing,  
*Deputy Chief of Naval Operations for Manpower and Personnel/Chief of Naval Personnel, N1/CNP*
- 8:45 – 9:15** The Secretariat's Perspective  
The Honorable William A. Navas, Jr.,  
*Assistant Secretary of the Navy for Manpower and Reserve Affairs*
- 9:15 – 9:45** The Revolution in Training  
Mr. Terry Halvorsen  
*Executive Director, Naval Personnel Development Command*
- 9:45 – 10:15** R&D Priorities for Manpower & Training  
RADM Jay M. Cohen (ONR),  
*Chief of Naval Research/Director, Test and Evaluation and Technology Requirements, N091*
- 10:15 – 10:30** Break
- 10:30 – 10:45** Creating a Navy Manpower Analysis Website, N-81 Staff
- 10:45 – 12:00** Update on Manpower Research Programs at NPRST, NPS, ONR, and CNA
- 12:20 – 2:15** Lunch
- Guest Speaker:** Dr. Bernard Rostker, former Under Secretary of Defense (Personnel & Readiness)
- 2:15 – 2:30** Break
- 2:30 – 4:30** Breakout sessions 1, 2, & 3:  
#1: Establishing and Displaying MPT Metrics  
Session Leader: Mr. Ilia Christman, NPRST  
#2: Compensation Issues  
Session Leader: Dr. Joyce McMahon, CNA  
#3: Developing a Well-Trained and Diverse Force  
Session Leader: Dr. Paul Rosenfeld, NPRST
- 4:45 – 6:30** Conference Reception with Presentation of the ADM J. M. Boorda Award for Outstanding Integration of Analysis and Policy-Making

## Map



## Hotel Parking

Daily Parking Charge: \$11.00 per day

## Directions

The Hilton of Alexandria at Mark Center  
5000 Seminary Road  
Alexandria, VA 22311  
(703) 845-1010

The Hilton of Alexandria at Mark Center is located in Alexandria, VA off route 395 exit 4- Seminary Road.

From Shirley Highway (I-395), take Seminary Road (Exit 4 West). At first traffic light, turn left onto Mark Center Drive. Take the first right, which will take you to the front entrance of the Hilton of Alexandria.

If you are traveling east on Seminary Road, turn right on Mark Center Drive, one block east of Beaugard Street (before you reach Shirley Highway (I-395)). Take the first right, which will take you to the front entrance of the Hilton of Alexandria.

CNA's shuttle to the Pentagon (van marked CNA/IDA) departs from the front of the 4825 Mark Center Drive building every 15 minutes starting at 0700. The shuttle departs the Pentagon from DoD shuttle bus stop "F" every 15 minutes on the quarter hour starting at 0715. The last shuttle leaves the Pentagon at 1815. (This is an option if you plan to take Metro transportation, as CNA is directly across the street from the Hilton of Alexandria). The Hilton also operates its own shuttle, which leaves from the hotel every half hour starting at 0600. This shuttle first goes to Reagan National Airport, then to the Pentagon City Metro stop—taking an estimated 35 minutes round trip. The last Hilton shuttle leaves the hotel at 2300. Finally, there is a Mark Center shuttle which departs from the Pentagon City Metro station every 15 minutes between 0645 am– 0915 and every 20 minutes between 1630-1910 daily. This shuttle goes to CNA (located across from the Hilton).

## Tuesday, April 1st Agenda

- 6:45 – 7:45** Registration & Continental Breakfast
- 7:45 – 9:45** Breakout Sessions 4, 5, 6, & 7:
- #4: Using Technology and Data Advancements to Improve MPT Management  
Session Leader: Dr. Wallace Wulfeck, ONR
- #5: Shaping the Force through a Total Force Management Strategy  
Session Leader: Dr. Stephen Mehay, NPS
- #6: Recruiting and Retention Modeling  
Session Leader: Dr. Wesley Nimon, NPRST
- #7: Selecting & Developing the Right Sailor with the Right Skills  
Session Leader: Dr. Federico Garcia, CNA
- 9:45 – 10:00** Break
- 10:00 – 12:00** Breakout sessions 8, 9, 10, & 11:
- #8: Enlisted Volunteerism  
Session Leader: Dr. Heidi Golding, CNA
- #9: Deploying Reservists/Personnel and its Implications  
Session Leader: Ms. Kristie Thomas (*Deputy Chief of Staff of Manpower and Personnel, Commander Naval Reserve Force, N1*)
- #10: Innovations in Classification  
Session Leader: Dr. Jackie Mottern, NPRST
- #11: Forecasting Accuracy and Validation/Verification of MPT Models  
Session Leader: Dr. Aline Quester, CNA
- 12:00 – 12:15** Wrap-up/Lessons Learned Discussions  
Mr. W. Scott Slocum, *Assistant Deputy Chief of Naval Operations for Manpower and Personnel, N1B*

## Registration

Conference fees (per registrant): \$50.00

Meal events are included in the conference fees.

### ***Ways To Register***

- (1) Fax the enclosed registration form to (703) 824-2541
- (2) E-mail your registration to  
Bernadette Lynch at [lynchb@cna.org](mailto:lynchb@cna.org)  
Include the following in your e-mail:  
full name, title, organization, address,  
telephone number, which meal events you will attend,  
and method of payment.

### ***(Methods of Payment)***

- Checks (payable to CNA) or
- Credit card (Mastercard or VISA only).

Payment due at time of registration.

## Hotel Accommodations

CNA has reserved a limited number of rooms for conference participants at:

The Hilton of Alexandria at Mark Center  
*(across the street from CNA)*

5000 Seminary Road

Alexandria, VA 22311

Rate: \$149.00 per night

Please contact Bernadette Lynch at (703) 824-2804  
or [lynchb@cna.org](mailto:lynchb@cna.org) for more information.

## Additional Information

Administrative questions:

Please contact Ms. Bernadette M. Lynch, (703) 824-2804

Program questions:

Please contact Ms. Anita Hattiangadi, (703) 824-2522

Visit our website at

[www.cna.org/newsevents/manpowercnf.html](http://www.cna.org/newsevents/manpowercnf.html)

for:

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Downloadable registration form