THE ROCKET SPRING 2016

GENERAL & MRS. LLOYD J. AUSTIN, III

The National Board of the ROCKS, Incorporated

Board Members
Chairman – BG(R) Earl Simms
Vice Chairman – COL(R) Conrado Morgan
Vice President, Civilian Affairs – Mrs. Delores Johnson-Davis
VP, Communications & Publications – COL(R) Dorene Hurt
VP, Corporate Outreach – BG(R) Clara Adams-Ender
VP, Finance – COL(R) Lucretia McClenney
VP, Membership Development – COL Eric P. Flowers
VP, Mentorship – COL(R) Austin D. Bell
National Guard and Reserve Affairs - MG Sanford Holman
VP, ROTC Programs – MG(R) Reuben Jones
VP, Programs & Strategic Planning – BG(R) Velma Richardson
Historian – COL(R) Frank Francois
Secretary – MAJ(R) Diedre Windsor
General Counsel – MAJ(R) Horace McClerklin

Chapter Representatives
Aloha ROCKS Chapter - COL Bernard Warrington, Jr.
Hampton Roads ROCKS Chapter – LTC(R) Charles Holden
Fort Bliss (El Paso ROCKS) - CPT Kevin Montgomery
Washington, DC Chapter – COL Sheila Howell-Flowers

Associate National Board Members (Appointed)
Transitioning Mbrs & Veteran Affairs – COL(R) L. Anita Dixon

National Board Volunteers
COL (R) Debra A Thedford
MAJ Natasha S Clarke
MAJ Mishenda Siggal
MAJ Linda C. Wade
CPT Jessica Wilkin

MISSION

The mission of The ROCKS, Inc. is to strengthen the Officer and Senior Civilian Corps by serving as a world class organization that provides and promotes mentorship, coaching, scholarship, networking, leader diversity and professional development to maximize the use of talent and promote opportunities across the U.S. Armed Forces.

STRATEGIC VISION

To be the premier mentoring, professional development, and networking organization to strengthen the U.S. Armed Forces Officer and Senior Civilian Corps (GS12 and above).

INSIDE THIS ISSUE

- Austin Departs CENTCOM,
- AMC Names Leadership Award IHO Logistics Legend LTG Gregg
- West Promoted, Becomes first African American Surgeon General
- AMC Commander Celebrates 100 Year ROTC Milestone
- ROCKS on the Move: Sargent Selected for Major General

ROCKET STAFF

Editor: COL Dorene Hurt USA (Ret.)

Assistant Editor: COL Karen M. Wrancher USA (ROCKET Cover Designer since 2014)

Design & Layout: WSC Associates, LLP

The National Board of the ROCKS, Inc. is seeking professional writers and editors for the ROCKET. If you are interested, please send an email to dhurtserves@gmail.com. WE NEED YOU!

Chairman's Message

We once again have arrived at that special time of the year when nature begins to awaken from its winter slumber. This awakening provides us with a sense of revival and rejuvenation. This time of the year also marks a time to come together and renew our focus, energy and commitment to the ROCKS and what we stand for.

I would like to take this opportunity to pay homage to one of our Nation's finest Leaders. General and Mrs. Lloyd Austin Ill. This humble hero and family are about to join those of us who serve the Army outside the uniform. We have dedicated this edition of the ROCKET to recognize his achievement and contributions to our Nation.

We all know this gentle giant of a man as a Soldiers Soldier, always in command of the environment regardless of the circumstances, whether it be the academic halls or athletic fields of his alma mater West Point, the Halls of Congress, the White House or the many battlefields where he led those he cherished most the Soldiers under his charge. His career is chronicled by so many firsts that we are left to marvel in amazement. This quintessential Infantryman has led Soldiers in mechanized, airborne and light infantry formations all in combat. He is the 1st African American to lead a Division size formation into combat as the ADC(M) of the 3RD Infantry Division into Iraq and subsequently Bagdad, and earning a Silver Star in the process. As the Commanding General of the 10th Mountain Division he fought the Combined Joint Task Force 180 in Operation Enduring Freedom Afghanistan in 2006. He subsequently commanded the 18th Airborne Corps then became the Commanding General of US Forces Iraq the first African American to Command a theater of war. In this capacity he had the distinction of having been the first General to enter and the last to leave Iraq bringing the colors home, even though ISIL has prompted a reengagement which he has spent the last several years fighting as the Commander of US Central Command. History will recognize this warrior and his many achievements. This humble giant of a Leader will serve as the standard by which we measure future Leaders. We all know that it takes a team to be successful and that is especially true in this case Charlene Austin has been a leader innumerous programs supporting Soldiers and their families. We salute her on behalf of the many families she has impacted in her roles as the first Lady.

So as we honor and recognize this power couple as they move to the next stage of their lives we thank them for all they have done for our ARMY, the Department of Defense, our Country and the Service men and women they have touched. We wish them all the best the future holds them, God bless.

To all the young Officers and Spouses who read this, you can never say you are void of a role model. We are looking for the next Lloyd Austin I am confident it is someone reading this article.

I was fortunate to witness a historic event on the 9th of February when LTG Nadja West was promoted and sworn in as the 44th Army Surgeon General making her the first African American female to be promoted to Lieutenant General and become the Surgeon General of the Army. Congratulations to General West and her family. We are exceedingly proud of her for this momentous achievement

We have been very busy over the last few months ensuring that our core programs are functioning properly so that you our Chapters have the tools to properly execute them. Our pending training Conference will allow us to communicate them with your representatives.

Every two years the Board reviews our Goals and Objectives to ensure they remain viable. The following are our 2016 Goals:

1. *Establish and maintain an effective mentorship and outreach program.*
2. *Recruit, and retain members.*
3. *Expand membership incentives and regionalization.*
4. *Establish a long term fund raising program.*
5. *Design and implement an effective strategic communication program.*
6. *Establish a viable financial management program.*
7. *Help expand and diversify the pool of proficient military officers.*
8. *Broaden The ROCKS, lnc. stakeholder base by strengthening and targeted relationships and engagements.*

The objectives associated with these Goals will be discussed at the Training Conference. Preparation for the Training Conference continues at a hectic pace. The Conference has been approved. We now are awaiting acceptance of our invitations. We hope to have the Acting Secretary of the Army, Chief of Staff of the Army, DCS-G1, TRADOC Dep. CofS, just to name a few.

The best part of this time of the year is to recognize our heroes. From ROTC, to the ROCKS of The Year, MG Stephen Twitty, BG David Turner, and Col(R) Lucretia McClenney, to our Honorary ROCKS of the Year Adm. Michelle Howard Vice CNO Navy to former Vice Chief of Staff Army Gen.(R) Peter Chiarelli, we congratulate them.

Also, congratulations to our 2016 Colonel Robert "Bobby" Burke winner, MAJ Byron Matthews.

I would like to pay a special tribute to a very special friend to the ROCKS, Mr. Larry Stubblefield, the Deputy ASA (M&RA) for Diversity. Mr. Stubblefield served as a spokesman for the ROCKS at the Secretary of the Army & Army Chief of Staff. He was instrumental in ensuring the ROCKS were involved in the Army's meetings with HBCU Presidents. He also ensured the ROCKS were included as a part of the Army's Diversity Conference. For his efforts, we will recognize him with the Chairman's Award. Unfortunately, Mr. Stubblefield has moved to a new position with the Small Business Administration. He will truly be missed.

As I close, I again salute our award winners, retiring Hero, and new Army Surgeon General.

Remember we still have Soldiers in Harm's way.....Keep them in your prayers.

Earl Simms
BG USA (Ret.)
Chairman

The National Board of the ROCKS, Inc.
2nd Annual Golf Outing

Friday, October 7, 2016

Be sure to visit www.rocksinc.org for more details.

2016 National ROCKS Leadership & Training Conference

We are excited about assembling the ROCKS membership from around the world again in Washington D.C. for the ROCKS, Inc. 2016 National Biennial Professional Development Conference and Gala. We invite all members of the ROCKS Inc. (military, civilian and cadets) and non-members to join us from 21 - 23 April 2016 at the Sheraton Pentagon City Hotel, 900 South Orme Street, Arlington, Virginia 22204. Our theme is "OPERATION Rejuvenation: Renewing and Reaffirming our commitment to Mentorship". Our keynote speaker for the conference is the Acting Secretary of the Army, Honorable Patrick J. Murphy on 21 April 2016, 0930-1010 hours. Our primary focus this year is mentorship, and we have developed a great program for our military, senior civilian and cadet attendees. We also continue our partnership with the Army by inviting several key General Officers and members of the Senior Executive Services from the Army and OSD Staffs, TRADOC, Cadet Command, Human Resources Command, and Recruiting Command.

You are also invited to attend our Gala also at the Sheraton Pentagon City Hotel beginning at 1830 hours on 23 April 2016. We will recognize our 2016 Honorary ROCKS of the Year and ROCKS of the Year, in addition to awarding several scholarships to cadets. We expect approximately 500 participants at the years Gala.

Tickets for both events are available on our website at www.rockinc.org. Register early so you do not miss out on a very exciting and informative engagement.

On **page 50 of this newsletter** you will find the Army letter of support, approving our Conference as an army-wide diversity outreach events supported by EXORD 003-12, 21 May 2012. You should use this letter when submitting your TDY request to attend the Conference and Gala.

You can register at www.rocksinc.org. If you are a member, ensure you log in to the system using your ROCKS user name and password. If you need any assistance contact me at —phone: 703-986-7606 or email: bdds_land120@yahoo.com.

TOP STORIES

A Fond Farewell to the Austins

Submitted by COL (Ret) Dorene Hurt

Where does one begin to thank a "soldier's soldier" for over four decades of intense commitment to our nation and untold sacrifices that few could ever imagine wrapping their heads around?

I guess that the best place is to begin where General Lloyd Austin began, because understanding his family roots is essential to understanding the man and "Warrior" that he became.

Lloyd J. Austin, III, was born in Mobile, Alabama, but reared in Thomasville, Georgia. He and his five siblings grew up in a loving household with parents who instilled in them the importance of hard work, integrity, self discipline, being accountable for one's actions, character, respect, and many other traits. Parents work hard to teach their children these traits, but are never certain about what will truly 'stick' until their child matures.

By all accounts, Lloyd J. Austin, III's parents had little to worry about with their son. Between the wonderful foundation that he had at home, his community, relatives, extended family members, and coaches, young Lloyd internalized the lessons learned and values taught well before heading off to West Point in 1971 as a plebe.

A two sport athlete in high school, (football and basketball) young Lloyd would probably never have guessed that he would become a two sport athlete at West Point, but not in the sports that he was most familiar. Rugby and track became his sports. True to his nature, he embraced the opportunity to challenge himself by doing new things.

He also realized the importance of humility in a place like West Point that was awash in cadets that were both athletically and academically gifted. According to many who knew him then, Cadet Austin demonstrated an early knack for leadership. A fellow West Pointer, and future CENTCOM Commander, Cadet John Abizaid, was Cadet Austin's squad leader in Company G1. He and others who were at West Point during Cadet Austin's four years have stated publicly that he also demonstrated unique problem solving skills early on. Little did Cadet Abizaid or Cadet Austin know that the foundation of respect and trust forged at West Point, would be of tremendous import decades later during their careers.

West Point was not Cadet Austin's first introduction to the importance of service to our nation. Young Lloyd saw great examples of relatives who served as positive role models, despite the conditions under which they served and endured. Members of his family have worn the cloth of our nation since at least the 1800s. One such distant relative that is a part of his family's military service lineage, and U.S. history, not just Black History, was the first Black to graduate from the United States Military Academy at West Point: Henry O. Flipper. Flipper's ability to endure the kind of horrific treatment at West Point with an unwavering steadfast focus on why he was there speaks volumes about his character and sense of purpose.

Army

MISSION FIRST: The Warrior Leader
By Mark Mohrman
Athletics
Posted: September 08, 2015
Everyone has a role model. An older brother or sister, a parent, an actor or athlete, a teacher or coach are all examples of people who positively influence and motivate others to accomplish their own goals.

Gen. Lloyd James Austin III should be everyone's role model. A humble man with a decorated

After being commissioned and receiving his Bachelor of Science degree from West Point in 1975, Second Lieutenant Austin did what most bright young infantrymen aim to do out of the proverbial gate, serve as an infantry platoon leader. You can read the many bios of his storied military career online. The aim of this article is not to regurgitate them here. My aim is for you to get an appreciation of his journey from very humble beginnings like many fellow ROCKS, to the highest levels of leadership in not only the Army, but the Defense Department.

The building blocks to greatness take time. For many, the ability to attain greatness, if that is one's primary aim, is quite elusive. However, if your building blocks are: an attitude of service, lifelong learning, a commitment to taking care of your soldiers and their families, developing and continually sharpening your skills, having the intellect and capacity to become a strategic thinker and doer, a strong spiritual foundation and support system, plus accomplishing the mission come heck or high water, you might have a shot at achieving what not even you thought possible. Having served 31 years in uniform myself, I would dare to say that for most military leaders, proper preparation for weighty, life altering senior leader responsibilities is evolutionary, not revolutionary.

GEN Austin with Secretary Paneta

General Austin served in a wide array of command and staff positions throughout his illustrious career including at an Indianapolis, Indiana U.S. Army Recruiting Battalion and at West Point. It is not an understatement to say that General Austin spent a considerable amount of time at Fort Bragg in the 82nd Airborne Division.

I believe he may have wanted to keep returning because he wanted to earn the record for the most jumps into his favorite Drop Zones. I have been told that hearing someone mention the Green Ramp, and the Normandy, Siciliy, Salerno, Holland, Nijemegen, and St. Mere Eglise Drop Zones may bring a tear to his eyes. A manly tear of course, but still a tear! By the way, another great lesson in leadership is to take what you do seriously, but never take yourself too seriously.

From command in the 2nd Bn, 508th Infantry, to command of the 2nd Bn 505th PIR (Parachute Infantry Regiment), to the 82nd Airborne Division G3, and later as the Commander, 3rd Bde, 82nd ABN Div. before heading to the Pentagon to the Joint Staff J3, he excelled in every assignment, especially in the toughest ones. Later he would command the 10th Mountain Div (Light) and the XVIII Airborne Corps at Fort Bragg. He is a member of an elite group of General Officers that have had strategic level commands in both Iraq and Afghanistan. According to General Milley, the current Army Chief of Staff, General Austin is the ONLY Army General to command in combat in every rank as a general officer. Each and every assignment served as a building block for what was to come.

Mrs. Charlene Austin & GEN Lloyd Austin

A quietly competent and effective strategic thinker and leader, who focuses on getting the job done without a lot of fanfare, pontificating, or attention on himself, Brigadier General Austin became a lot more well known as the Assistant Division Commander for Manuever, 3rd Infantry Division (Mechanized), Fort Stewart, Ga., when he masterfully led the Operation Iraqi Freedom combined arms attack into Iraq beginning on 11 September, 2011. His extraordinary bravery and competence earned him the Silver Star for gallantry in combat, our nation's third highest medal.

Along his historic journey, General Austin made history with a lot of FIRSTS. He was the first African American to command a Division in combat; the first African American to command a Multi-National Corps in combat; the first African American to command CENTCOM; first African American Vice Chief of Staff of the U.S. Army, and many more. My sense from watching his steady rise through the ranks is that although it was important and symbolic to break down barriers so that opportunities are available for every qualified leader, it wasn't as important being the first, as much as being the BEST, but not the LAST to earn the opportunities that he ultimately realized.

Like many senior level officers, General Austin has been blessed with an extraordinary life partner in Charlene Austin. In my humble view, the spouses and family members of Warriors like General Austin, are best described as unsung heroes. They are the ones who strive mightily to support our Servicemen and women no matter where they are, while simultaneously ensuring some sense of normalcy on the home front.

Extended absences and multiple deployments can wreak havoc in families. With her understanding and formal

training as a counselor, Mrs. Austin understood both individual and family dynamics. No matter what the assignment or where the location, she was a staunch supporter of, and advocate for, families for decades. Her long term contributions were formally highlighted by the former Secretary of the Army, John M. McHugh.

Mrs. Charlene receives award from Secretary of the Army John M. McHugh for her many years of service.

The depth and breadth of Mrs. Austin's active engagement and commitment to Service members and their families in every assignment was summed up in her own words as she departed Fort Bragg for the last time as first lady of the XVIII Airborne Corps.

She started by saying that it is taking everyone at Fort Bragg and within our community, everyday, helping as volunteers, commands, individuals and civilians to care for Soldiers and Families who call Fort Bragg home. Together, they have been doing an "Army Strong ... Family Strong" job.

In December 2006, she returned to serve as the First Lady of the XVIII Airborne Corps and a Forces Command Senior Spouse Family Readiness advisor. Over the years, she has been committed to supporting Soldiers and their Families.

"Through various incidents, I learned the importance of being there for Families," she said. "And as a senior spouse leader, and part of the Big Army Family Readiness Team, listening to Families to understand and address their concerns and needs of the moment." Austin served as an advocate for Families with several community projects during her time here at Fort Bragg.

She served as a board member for the United Way and was able to see firsthand some of the assistance military Families receive from the local community. It was very heartwarming to see the community in action. "In some cases, I got to visit organizations," she said, "and talk to people who were directing programs to see the depth of support they are providing our Families."

In addition to the United Way, Austin kept a full schedule working with the Base Realignment and Closure local education initiative, "Living In the New Normal" along with the Partnership for Children of Cumberland County, Military Child Education Coalition, Camp Victory Junction-Survivor Outreach Program and Army Community Service, as well as many other projects and organizations on post and within the community.

Austin said First Lady Michelle Obama's visit to Fort Bragg to meet and hear from our Soldiers and Families first hand will be one of her fondest, lasting memories. "I know Mrs. Obama truly is concerned about military families. She joins the ranks of top Army Senior Leadership in Washington in their daily efforts for us," said Austin.

Another memory that she will carry with her will be Families celebrating the return of the Corps from its recent 15-month rotation to Iraq."Knowing the contributions the Corps had made and the sacrifices and spirit I see on the home front along with everyone reuniting, was just a time I will never forget.

She also had a message for the Families of the XVIII Airborne Corps and Fort Bragg. "I have considered my time at Fort Bragg an honor and another opportunity the Army provided to serve Families. The command journey is never one you take alone or one about you. Much is owed to the Families and others who have given me guidance and were there supporting the effort. We know the repeated deployments and situations that have impacted your lives in ways you could never have imagined."

"If you try to carry all of the various life situations that impact us as a result of the multiple deployments, pretty soon your load will get real heavy," she said. "Know that the Army, Fort Bragg, the community and America will help. We need your voices, we hear your voices, and are

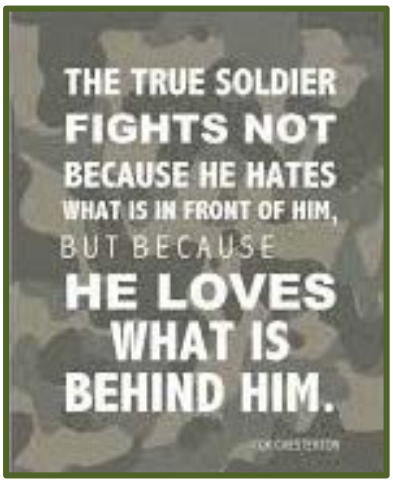
working hard to provide the highest levels of programs and services.

"No matter where you live, work or play, you are part of the Army Family, 'stay connected'," Austin said. "Reach out, call, because there are those that stand ready to help us each and every day. Continue to encourage our schools, churches and places where we gather to continue to be connected and continue learning more about us."

Our Nation has counted on the Austins to willingly sacrifice immeasurably over a sustained period of time that is hard to fathom. But serve they did, and proudly! Serving is what the small percentage of Americans will continue to do for the rest of us who can go about our daily lives knowing that we have Servicemen and women and their families who are willing to do the heavy lifting for our treasured liberties.

Although we know that THANK YOU will never be enough to repay the debt that we all owe you both for your steadfast support and commitment to our nation and the ROCKs, Inc.for decades.... We humbly say CONGRATULATIONS and THANK YOU and BEST WISHES in the next chapter of your lives!

It's time to go fishing Gen Lloyd..... It's time to go fishing.



Leadership award named for Army logistics trailblazer

Submitted by U.S. Army Materiel Command

Honoring one of the Army's great logistics leaders of the 20th century, the Army established a leadership award this year named for retired Lt. Gen. Arthur J. Gregg for the standards of excellence he set.

The Lt. Gen. Arthur J. Gregg Sustainment Leadership Award will recognize Soldiers or civilians whose leadership is credited with making significant and measureable contributions by improving operating efficiencies, readiness levels, or demonstrating fiscal responsibility.

This fitting tribute honors a man who blazed trails in Army logistics and will serve to remember his lasting contributions and legacy.

The recipient of the inaugural Sustainment Leadership Award was its namesake, Lt. Gen. Gregg, who received the honor from Army Materiel Command Commander Gen. Dennis L. Via at the AUSA Global Force Symposium and Exposition, March 16 in Huntsville, Alabama.

Gen. Dennis L. Via, Army Materiel Command commander, congratulates retired Lt. Gen. Arthur J. Gregg, after presenting him the inaugural Lt. Gen. Arthur J. Gregg Sustainment Leadership Award, March 16 in Huntsville, Alabama.

Gregg began his career as a private in 1946, and in a span of 35 years, advanced to hold the premier logistics position as the Army's Deputy Chief of Staff for Logistics as a three-star general.

Born in Florence, South Carolina, he served in combat positions in both Korea and Vietnam.

Gregg commanded a Supply and Services Battalion in Vietnam where he began advocating for In-Transit Visibility after being confronted with a significant logistical challenge. In assignments from commanding an Army depot to directing logistics for the Joint Chiefs of Staff, he improved supply performance, enhanced readiness, and better equipped Army warfighters.

Serving during racially turbulent times in the 1950s and 1960s, Gregg was subjected to acts of discrimination, but that never impeded his determination or dedication to the Army. He stood out as an unpretentious and selfless individual with an inspiring work ethic.

Gregg earned, among other awards, the Defense Distinguished Service Medal, Legion of Merit, Joint Service Commendation Medal, and Army Commendation Medal.

He is quoted as saying that his leadership is simple and straightforward – always put the mission first and himself or herself last.

The Lt. Gen. Arthur J. Gregg Sustainment Leadership Award will forever distinguish a great man, leader, and Army officer who paved the way for generations to follow.

ROTC: A century of success

Submitted by Gen. Dennis L. Via
AMC Commanding General

For 100 years, the Army has expertly combined the academic rigor of civilian education and the high standards of military training into a united system - the Army Reserve Officers' Training Corps, or ROTC. President Woodrow Wilson signed the National Defense Act of 1916 creating ROTC and the foundation for more than half a million second lieutenants over the past century to serve in the Regular Army, Army Reserve and Army National Guard. The Army would not exist as it does today without ROTC and the powerful leadership the program has produced.

ROTC draws from the American well, representing the full fabric of the nation with nearly 300 programs dispersed across all 50 states, as well as Guam and Puerto Rico. ROTC is largely responsible for propelling the Army forward to inclusion and diversity. This fusion of varied races, backgrounds, religions and career fields makes the United States Army the best in history, with the unrivaled ability to win in a complex world.

The ROTC lineage is rich with trailblazers who set the conditions for the Army's current makeup and success. For many, ROTC was the bridge between small beginnings and realized dreams. Retired Gen. Colin Powell, the son of Jamaican immigrants, was the first African-American to serve as U.S. Secretary of State and the first African-American to serve on the Joint Chiefs of Staff. He found his calling through the ROTC program at the City College of New York. When asked by National Public Radio what would have been his career choice outside of the Army, he simply responded, "I'd probably be a bus driver."

Army Materiel Command Commander Gen. Dennis L. Via speaks to nearly 600 cadets from Cadet Leadership Course 8 during a leadership development presentation Aug. 3, 2015, in Fort Knox, Ky.
(U.S. Army Photo by William Kolb)

Another trailblazer, Retired Lt. Gen. Henry Doctor, Jr., commissioned from South Carolina State College's ROTC and was the first African-American Inspector General of the Army. A Distinguished Military Graduate of Morgan State University ROTC, Retired Gen. William (Kip) Ward served as the inaugural Commander of the United States Africa Command.

Gen. Larry Ellis, also a graduate of Morgan State University ROTC, was the first African-American G-3 of the Army and a former Commander of the United States Army Forces Command. Maj. Gen. Marcia Anderson, the Army's first female African-American promoted to two-star general, also commissioned through ROTC. Still more ROTC alumni carry success outside of the military box, like award-winning actor James Earl Jones and Earl G. Graves, Sr., the founder and publisher of Black Enterprise magazine. ROTC is the foundation for about 70 percent of the Army's new commissions each year. More than 40 percent of current Active Duty Army General Officers found their beginnings in the ROTC program.

As the Army celebrates 100 years of success, sacrifice, growth and freedom through ROTC, the future dictates that leaders remain forward-focused on the next century. Many

forerunners built the bridge to inclusion, and today's Army is responsible for extending that bridge for the next generation. A commitment to developing strong Army Officers is demonstrated through strategic investments of time and resources. The return on investment is high for ROTC, as leadership laboratories across the nation keep production up, providing stability during war and peace.

Congratulations to the U.S. Army ROTC program on 100 years of immeasurable contributions to the defense of our nation.

Army strong!

TACOM Life Cycle Management Command to academia: the U.S. Army is hiring civilians

Submitted By Rae Higgins, U.S. Army TACOM Life Cycle Management Command Public Affairs

DETROIT (Jan. 15, 2016) -- The U.S. Army Materiel Command seeks to add to its civilian ranks, and its major subordinate command, the TACOM Life Cycle Management Command (LCMC), took to the 2016 North American International Auto Show here Jan. 13 to help spread the word.

Photo Credit: Greg Pici, U.S. Army Garrison Detroit Arsenal
Tim Tarczynski, U.S. Army TACOM Life Cycle Management Command's G1, welcomes Academia Day attendees Jan. 13. The event was held adjacent to the U.S. Army exhibit at the 2016 North American International Auto Show in Detroit

The TACOM LCMC Deputy Chief of Staff for Human Capital team (G1) hosted "Academia Day" adjacent to the U.S. Army exhibit at the auto show to provide undergraduate and graduate career counselors and placement professionals with information on federal careers. This is the third such event held in support of the Army Materiel Command's 1,000 Intern program, which seeks to bolster the Army civilian workforce.

Photo Credit: Greg Pici, U.S. Army Garrison Detroit Arsenal
Maj. Gen. Gwen Bingham, U.S. Army TACOM LCMC commanding general, addresses the crowd while kicking off Academia Day Jan. 13 in Detroit. Bingham characterized federal service as a noble calling.

According to Tim Tarczynkski, who leads the TACOM LCMC G1 team, 50 career placement professionals representing 25 academic institutions hailing from Michigan, Ohio and Indiana attended. "We are very pleased with the turn out," he said. "We are grateful so many braved the bitter cold to travel to Detroit to learn more about federal civilian career opportunities within the Army Materiel Command.

"Creating this dialogue with colleges and universities is very important," he continued. We want to develop strong relationships with those guiding students into careers so they understand the Army is a terrific place to work, develop, grow and excel."

Gen. Dennis L. Via, AMC Commanding General, inaugurated the1,000 Intern initiative in 2015 to spark interest in federal service and infuse the Army with new, innovative civilian talent -- to the tune of 1,000 interns per year over five years. AMC puts a priority on developing adaptive Army leaders, and this push to attract new civilians to service is aligned with the U.S. Secretary of Defense's effort to attract the best talent to DoD and foster innovation.

Efforts exceeded expectations last year, in that more than 1,200 interns were hired AMC-wide, with 153 assigned to TACOM, which is headquartered in Warren, Michigan, on the historic Detroit Arsenal.

TACOM LCMC Commander Maj. Gen. Gwen Bingham welcomed the representatives from academia and explained federal service is a "noble calling." She spoke of the rich ties the Army shares with Detroit and the automotive industry, dating back to the 1940s, and explained AMC's mission in very simple terms. "If a Soldier drives it, flies it, wears it, shoots it, communicates with it or eats it, AMC provides it. We are very proud of that fact," she emphasized.

Lisha H. Adams, Gen. Via's executive deputy, attended the TACOM-hosted event, delivering the keynote address. She is AMC's top civilian, equivalent to a three-star general. Citing her own personal experience beginning her Army civilian career as a GS-5 intern more than 30 years ago, she shared it has been very gratifying to serve the country and the military as a civilian. "The Army has been a great place for me to work," she said, "and public service equals good citizenship."

Photo Credit: Greg Pici, U.S. Army Garrison Detroit Arsenal
Marion Whicker, TACOM LCMC deputy chief of staff, joined Lisha Adams, AMC's executive deputy to the commanding general, to share her experience as an Army civilian who began her career as an intern. AMC seeks to hire 1,000 interns per year over five years to infuse its Army civilian workforce with new talent.

Adams explained AMC "commands the (Army's) global supply chain." She noted that if AMC were compared to Fortune 500 companies with similar missions, it would rank between FedEx and Johnson Controls.

Photo Credit: Greg Pici, U.S. Army Garrison Detroit Arsenal
Lisha Adams, the executive deputy to the commanding general, Army Materiel Command, delivered the keynote address. Adams began her career as an intern and has risen through the ranks to be the Army Materiel Command's senior-most civilian.

AMC's 63,000-strong workforce includes highly skilled and uniquely qualified professionals, many of whom are one-of-a-kind second-and third-generation industrial artisans. No organization in the world can match their skills. Adams went on to say while AMC's workforce is highly skilled and specialized, approximately 20 percent of its civilians are currently eligible to retire. To that end, she outlined the 30-plus civilian career programs AMC seeks to infuse with new talent.

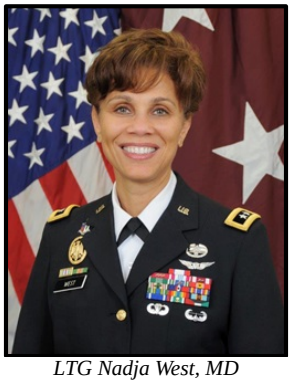
Adams concluded her remarks by acknowledging TACOM LCMC leaders who, like her, also began their respective federal careers as interns, including Magid Athnasios, Tank-Automotive Research, Development and Engineering Center executive director for Systems Integration and Engineering; Marion Whicker, TACOM LCMC deputy chief of staff; David Holm, TACOM LCMC director of Cost and Systems Analysis; and TACOM G1's Tarczynski.

"It was a pleasure for all four of us to have the opportunity to discuss with our partners in academia our respective

careers in the government," said Whicker. "We all started as interns, but quickly realized that the opportunities in federal service are limitless, and we could follow many different career paths."

LTG West Becomes the Army 44th Surgeon General

Submitted By Yolanda Arrington (RARE STAFF) and COL (Ret) Dorene Hurt



LTG Nadja West, MD

The Army formally welcomed its 44th surgeon general on February 9, 2016. A member of the ROCKS, Inc., Lt Gen Nadja West made history as the first African American to serve as the Army's surgeon general. She's been in office since December 2015.

During the ceremony, West was promoted to lieutenant general. Adopted by an Army officer in Germany, West is the first black woman to hold the rank of lieutenant general and the highest-ranking woman of any race to graduate from West Point.

West is a graduate of the United States Military Academy with a Bachelor of Science Degree in Engineering. She attended the George Washington University School of Medicine in Washington, DC, where she earned a Doctorate of Medicine Degree.

She has performed brilliantly in the two months she's been the surgeon general, and I can personally attest to that," said Army Chief of Staff Gen. Mark A. Milley.

West said one of her priorities on her new job will be to ensure the Performance Triad continues to prosper. The initiative focuses on sleep, nutrition and activity as key factors to help soldiers stay at peak performance.

"Gen. Milley says readiness is his number one priority […] and there is no other number one, so my job will be to ensure that from the health care aspect, that I can enhance the readiness of our soldiers, our families and those who are entrusted to our care," West said. "You can't lead people if you don't care about them. It has to be genuine care," she added.

Army Surgeon General Lt. Gen. Nadja Y. West has her three-star shoulder boards pinned on by son, Logan, and daughter, Sydney while her husband, COL (Ret) Don West looks on, Feb. 9, 2016. (U.S. Army photo/J.D. Leipold)

Gen West most recently served as the Joint Staff Surgeon at the Pentagon and succeeded Honorary Rock, Lt. Gen. Patricia D. Horoho as 44th Surgeon General of the Army.

The Surgeon General provides advice to the Secretary of the Army and Army Chief of Staff on all health care matters pertaining to soldiers. West will develop policy and is responsible for the overall management of an integrated Army-wide health service system. She will also oversee more than 48 medical treatment facilities as the MEDCOM commanding general.

West completed her internship and residency in family medicine at Martin Army Hospital, Fort Benning, Ga. She deployed during Operation Desert Shield and was attached to the 2/69th Armored Battalion during Desert Storm. She then served at Fort Campbell, Kentucky as a staff family physician and then the Officer in Charge of the Aviation Medicine Clinic. While there she also participated in a medical mission with the 5th Special Forces Group (Airborne).

LTG West completed a second residency in dermatology at Fitzsimons Army Medical Center and the University of Colorado Medical Center in Denver, CO. She was then assigned as the Chief, Dermatology Service at Heidelberg Army Hospital in Germany. In her following assignment, she served as the Division Surgeon of the 1st Armored Division, Bad Kreuznach, Germany; deploying to the former Yugoslavian Republic of Macedonia and Kosovo as the Deputy Task Force Surgeon.

She was then assigned as Chief, Department of Medicine and the Dermatology Service at 121st General Hospital in

Seoul, Republic of Korea. LTG West then commanded McDonald Army Community Hospital, Fort Eustis, VA.

Army Surgeon General Lt. Gen. Nadja Y. West has her three-star shoulder boards pinned on by her son, Logan (a West Point plebe), and daughter, Sydney while her husband, COL (Ret) Don West and Chief of Staff of the Army, Gen. Mark A. Milley look on, Feb. 9, 2016. (U.S. Army photo/J.D. Leipold)

Following command she served as the Deputy Commander for Integration at the National Naval Medical Center (NNMC), Bethesda, MD where she became the first Army Officer to join the leadership team at NNMC. She then served as the J-3, Director of Operations, for Joint Task Force National Capital Regional Medical. Following this assignment LTG West commanded Womack Army Medical Center, Fort Bragg, NC and then went on to serve as the Commanding General, Europe Regional Medical Command.

Following command in Europe, LTG West served as the Deputy Chief of Staff, G1/4/6, Office of the Surgeon General, Falls Church, VA. Following this assignment she moved to her most recent assignment as the Joint Staff Surgeon at the Pentagon, Washington, DC. As the Joint Staff Surgeon she served as the chief medical advisor to the Chairman of the Joint Chiefs of Staff and coordinated on all issues related to Health Services including operational medicine, force health protection, and readiness within the US military.

LTG West completed the Army Medical Department Officer Basic and Advanced Courses and the Army Command and General Staff College. She is also a graduate of the National War College; earning a Master of Science in National Security Strategy.

Her awards and decorations include the Distinguished Service Medal, the Legion of Merit with three Oak Leaf Clusters, the Defense Meritorious Service Medal, the Army Meritorious Service Medal with two Oak Leaf Clusters, the Army Commendation Medal, the Army Achievement Medal with two Oak Leaf Clusters, the NATO Medal, various campaign medals, the Combat Medical Badge, the Flight Surgeon Badge, the Army Parachutist Badge, the Army Air Assault Badge, and the German Armed Forces Proficiency Badge in Gold.

She is a member of the Order of Military Medical Merit and the Order of Saint Christopher and is a Fellow of the American Academy of Dermatology and the American Academy of Family Practice.

ROCKS Board Member Visits Historic First Baptist Church of Williamsburg

Submitted by Clara L. Adams-Ender, BG, USA, Retired
Joseph Straw, Colonial Williamsburg Foundation

Brigadier General (Retired) Clara L. Adams-Ender, VP, Corporate Outreach was a guest of the Colonial Williamsburg Foundation and the leaders of the First Baptist Church when she visited on March 4 to ring the bell as part of the "Let Freedom Ring Challenge. " The bell had hung silent for 130 years in the belfry. It was restored in 2015 by Colonial Williamsburg's conservators under a program sponsored by the Church and the Colonial Williamsburg Foundation. During the month of February this year, the congregation challenged freedom-loving people to ring the bell for hope, peace and justice. By the church's registry, more than 4,000 people rang the bell in a house of worship that seats fewer than 300.

Pastor Rev. Dr. Reginald Davis and Brig. Gen. Clara Leach Adams-Ender (U.S. Army, Retired) ring the Freedom Bell at Williamsburg's Historic First Baptist Church Friday morning.

The First Baptist of Williamsburg originated in 1776 by a group of courageous slaves and free blacks who wanted to worship God in their own way. Since they were forbidden from gathering in groups, they built a brush harbor a few miles from town to gather secretly in song and prayer. Later organized by Baptists by 1781 by Rev. Gowan Pamphlet, a

Williamsburg slave, they moved to a rural area just outside Williamsburg. A member of the Cole family who was moved by their stirring hymns and sincere prayers, offered the use of his carriage house on Nassau Street for a meeting place. Their first brick church was dedicated in 1856 and was home to the congregation for the next 100 years. It was renamed First Baptist Church of Williamsburg in 1863. The present church on Scotland Street has served the congregation since 1956.

Colonial Williamsburg Foundation President and CEO Mitchell B. Reiss and Brig. Gen. Clara Leach Adams- Elder (U.S. Army, Retired) meet March 4, 2016 at the historic First Baptist Church, where Adams-Elder rang the church's restored Freedom Bell.

After General Adams-Ender rang the bell, she stated, "It is the experience of a lifetime to visit historic First Baptist Church on its 240th anniversary, to meet with its leaders and to 'Let Freedom Ring.'" "I know that the bell's message of healing, justice and peace is resonating around the nation and the world." "I encourage ROCKS members to visit The First Baptist Church of Williamsburg and ring the Freedom Bell."

Sue Wilson, internal communications officer of the Let Freedom Ring Movement for First Baptist Church, Brig. Gen. Clara Leach Adams-Ender (U.S. Army, Retired), and Ethel Hill, co-lead of the Let Freedom Ring Movement Content Committee for First Baptist Church, ring the Freedom Bell Friday, March 4.

General Adams-Ender had coffee, cake and participated in a discussion with Rev. Dr. Reginald Davis, Pastor of First Baptist and his congregation. She also met with Ambassador Mitchell B. Reiss, President and CEO of the Colonial Williamsburg Foundation and attended a luncheon with other leaders of the Foundation.

Leadership Professional Development – Kaiserslautern, Germany

Submitted by CPT James A. Broadie

In June of 2005, the Army's senior leadership strategically enhanced its mentorship concept. This transition led to the development of the Army Mentorship Program, through the Army Knowledge Online (AKO). In less formal settings across the service, some of the Army's best and brightest have taken it upon themselves to professionally captivate and uplift those around them. One of the leaders at the frontline of this mission is Brigadier General Charles R. Hamilton. Currently serving as the Commanding General of Defense Logistics Agency, Troop Support (DLA-TS), BG Hamilton oversees an annual budget of $13 billion in commodity support to Soldiers, Sailors, and Airmen across the globe. Prior to taking command of DLA-TS, BG Hamilton commanded one of the Army's thirteen sustainment brigades, in the illustrious 101st Airborne Division (Air Assault).

From left to right, LTC Shane Cuellar (Commander, DLA Troop Support Europe & Africa), BG Charles Hamilton (Commander, DLA Troop Support), and LTC Caprissa Brown-Slade (Commander, 21st TSC STB)

On 08 February, 2016 members of the 21st Theater Sustainment Command (TSC) in Kaiserslautern, Germany hosted a Leader Professional Development (LPD) session with BG Hamilton. While travelling through the European Command (EUCOM) area of responsibility (AOR) to conduct battle field circulation at his Troop Support office in the Kaiserslautern region, BG Hamilton took the time to share some valuable mentorship and guidance. The audience, while varied in rank, branch, and demographics,

were all united in their captivation of the guest speaker's vignettes and counsel.

The LPD began with a brief introduction of attendees in the standing room only conference room; this set the stage for engaging and responsive dialogue. Key topics throughout the session transitioned from evaluations, to varied career paths, and onto to an in depth analysis of how boards are conducted. Utilizing BG Hamilton's past experiences serving and recording on Department of the Army level boards, the discussion highlighted the importance of candid rater/senior rater feedback and understanding where you stand, in comparison to your peers. In an operational environment which is exposed to continual Officer and Non-Commissioned Officer separation boards, it has never been more critical to do your best and ensure you and your leadership relay the right message to board members. BG Hamilton emphasized that, "performance dictates promotion and selection - not the unit, job, or duty station". He also highlighted the value in remaining, "Fit-Trained-Disciplined" and ensuring your "Audio matches your Video". These were references to maintaining core Soldier competencies and a cool demeanor, especially during challenging times.

As the LPD came to its conclusion, BG Hamilton afforded attendees the opportunity to address individual questions in a closed forum. The level of comfort and ease which was permeated by BG Hamilton was reflected in the high number of officers whom stayed to address him personally, several of which had served under his command in past units.

As the EUCOM AOR continues to grow in size as a result of the resounding expansion of the operational tempo, the ROCKS community will grow along with it. This LPD, along with the enduring efforts of other key leaders will assist in developing upon the mentorship platform which has already been laid here in Europe.

BG Hamilton shares candid feedback on career progression with attendees.

Observance honors women in public service, government

By Adrienne Anderson/Staff writer Mar 10, 2016
** (Originally printed in the Mar 10th Belvoir Eagle)*

Maj. Gen. Gwen Bingham, commander of U.S. Army TACOM Life Cycle Management Command, addresses the audience at a Women's History Month celebration at Fort Belvoir Community Center, March 3. Photo by Paul Lara

Bingham was guest speaker at the Women's History Month observance March 3 at the Fort Belvoir Community Center.

Women's History Month is about paying tribute to women's contributions in the U.S. and globally, she said. From the highest ranking woman in the military to your everyday woman, each has something to contribute.

Bingham described her mother as a mentor and role model. "My mom was an ordinary woman who worked inside the home," she said. Her mother raised three kids and influenced Bingham's father, an Army medic. "You won't find her in the history books … but, to me, she was my hero."

Bingham's mother taught her to dream big and to step outside of her comfort zone to achieve her goals, she said. "Women play pivotal roles in today's Army," Bingham said. "All are critical members of our joint-forces team."

This year's Women's History Month theme is "Working to form a more perfect union: Honoring women in public service and government." Bingham recalled several military and civilian women who had major influence in the military.

From Air Force Col. Nicole Malachowski, the first woman to be selected as part of the USAF Air Demonstration Squadron, also known as Thunderbirds; to Brig. Gen. Loretta Reynolds, commander of the U.S. Marine Corps Forces Cyberspace Command, women have achieved many goals and have had great influence in the military.

In the government, almost 300 women have served in the House of Representatives since 1917. Today, 81 women serve in the House of Representatives and 20 in the Senate, Bingham said.

What do the many women in government and military service have in common? Bingham said these women are driven to make a difference. “Never say never,” Bingham said about setting goals. “It can happen and it can happen to you” she added.

Maj. Gen. Gwen Bingham addresses audience at Fort Belvoir.
Photo by Paul Lara

If she could change one thing about the U.S. Constitution’s preamble, Maj. Gen. Gwen Bingham, commanding general of the U.S. Army TACOM Life Cycle Management Command, said it would be to include women in the phrase “All men are created equal.”

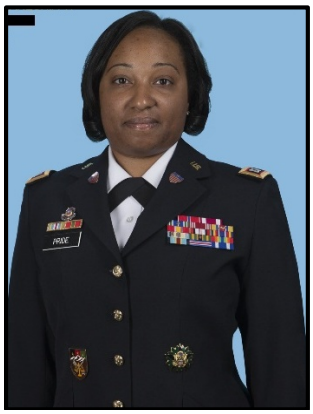
Although many strides have been made to bring equality to women, Bingham said there is still work to be done. But she is proud of what the military has done so far and is proud to have served 34 years in an institution that strives for diversity and inclusion.

Although March is meant to discuss the contributions of women, Bingham said she hasn’t forgotten about the men who have also strived for equality.

“Thank you for being supportive of all of us,” she said.

Why I “Rock” with The ROCKS: A Personal Reflection of a ROCK

Submitted by CPT Keshia Pride



CPT Keshia Pride, VP, Administration
Washington DC Chapter of the ROCKS, Inc..

I recall sitting in my living room in 2011 with a battle buddy from AG BOLC that was in town TDY. She I had only just graduated as second lieutenants earlier that year. She was explaining to me how she was trying to finagle her TDY schedule in order to return to the DC area so she could attend the Bi-annual ROCKS Conference and Gala in March of the following year.

“ROCKS, what’s that?” I asked. She gave me that ‘throw-your-head-back deep stare’ and said “You don’t know about the ROCKS!” That immediately placed the fear of missing out feeling in me and I proceeded to the research what this organization was online.

I was present at the next DC Chapter meeting. I struggled as young lieutenant assigned to a National headquarters to find mentorship or “sponsorship” – it was Mr. Larry Stubblefield who later helped me distinguish the difference between the two concepts. The ROCKS, Inc. was what I needed and where I needed to be. A multitude of officers that came before me and understood exactly what I was struggling with. They were able to meet me at my point of need – I felt like I had walked in church and the Holy Spirit had called me home! I was welcomed, embraced, and mentored. I felt like I had joined this secret society to which only those that members where able to truly understand the secrets to success as an Army Officer. For me, however, it was not a secret I could keep. There were others out there like me, a young officer, a female officer, a minority officer, an un-sponsored officer, and I wanted them to know there was an organization out there that was seeking them. I became one of the biggest supporters and spokesman for The ROCKS, Inc. from that point on.

In 2012, my battle buddy I reunited again at the National Conference. My first time attending such an event – I was in awe at the level of *concern, dedication, and*

professionalism exhibited by senior leaders in support of The ROCKS – in support of mentorship and professional development of me and officers like me! I felt like I was visiting Disney World for the first time. Officers came from across the world – literally, across the world – to be a part of this conference, it was that serious! The atmosphere was so genuine and I sat each day attentive to each presenter on topics that ranged from diversity in the military to family housing on military installations. Being a ROCK in that moment made me proud to be an officer and I felt like I had the tools to succeed. It was during that conference that BG (then COL) Richard Dix and COL Flip Wilson taught us the benefit of the Professional Book – a powerful tool that I believe I would have never learned outside of The ROCKS.

Camp Sabalu-Harrison Interest Group of the ROCKS, Inc.
(Group photo taken December 29, 2012)

A month later, I was headed to Afghanistan for a yearlong deployment. COL (R) Dorene Hurt put me in contact with COL Flip Wilson so that I could stay connected to the ROCKS – remember I said earlier across the world. With some geographic distance between us in theater, that didn't stop the ROCKS from continuing its mission. Having so much conviction in my heart for this organization and surrounded by officers at my deployment location, I reached back to the National Board to get a recognized interest group started at Camp Sabalu-Harrison. Officers from all services gathered monthly to discuss and embraced the vision of the ROCKS, Inc. It was fulfilling to see other officers react as I did that first time my battle had mentioned the ROCKS to me. "Why is that I never knew about the ROCKS?" or "How can I get involved with the ROCKS when I go home?" were some of the recurring questions.

It's all these reasons and experiences that keep me "rocking" with The ROCKS. There is always a Rock in my corner and always a Rock ready to answer the call of mentorship. I will always be a Rock.

Camp Sabalu-Harrison Interest Group of the ROCKS, Inc.
(Group photo taken September 2012)

2016 Virginia Women Veterans Summit

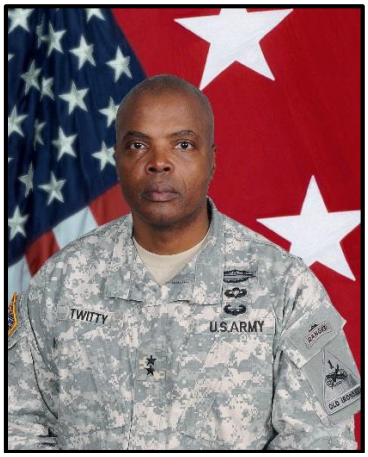
This event brings together veterans, community leaders, employers, and government agencies from the federal, state, and local levels to raise awareness about the services and benefits offered specifically for women veterans. The summit will also host exhibitors whose mission involves the wellness and wholeness of women veterans and feature notable presenters. In addition to dynamic sessions, speakers and vendors representing various agencies and employers, this is a powerful time for networking and connecting. FRIDAY, June 24, 2016: AGENDA 8:00 – 9:00 a.m. Registration, Networking & Breakfast 9:00 – 9:45 a.m. Welcome Remarks 9:45 – 10:15 a.m. Keynote Speaker - Ginger Miller 10:15 - 10:30 a.m. Morning Break 10:30 – 11:30 a.m. Panel Discussion | Reintegration, Wellness and Life Balance 11:30 – 12:00 p.m. Vendor Networking 12:00 – 12:45 p.m. Lunch & Virginia Values Veterans Employer Panel 12:45 p.m. - 1:00 p.m. Break ; 1:00 – 3:00 p.m. Breakout Sessions focusing on Employment Veteran Entrepreneurship Transition: "From Boots to Suits" Mental Health Financial Health Women's Wellness 3:00 – 4:00 p.m. Closing Remarks and Vendor Social

Location: 5000 Dominion Blvd., Glen Allen, VA. 23060. Please register online using EVENTBRITE:

https://www.eventbrite.com/e/2016-virginia-women-veterans-summit-registration-21116065721

Note: Please keep in mind that this summit is focused on our Women Veterans past and present who have served our Nation. If you are not a veteran, we ask that you refrain from attending these sessions to allow the presenters to use the allotted times to speak to the intended audience and address topics that are relevant and resonant with our veterans.

2016 ROCKS OF THE YEAR



MG Stephen M. Twitty, USA

BG C. David Turner, USA

COL Lucretia M. McClenney, USA, Retired

2016 HONORARY ROCKS OF THE YEAR

Admiral Michelle J. Howard, USN

GEN Peter W. Chiarelli

You are invited to help us celebrate ROCKS of the Year on Saturday, April 23, 2016 at the 42nd Annual Spring Gala being held at the Sheraton Hotel, Arlington, VA. Visit www.rocksinc.org for more information and to register.

CONGRATULATIONS TO ALL OUR AWARDEES!!

CHAIRMAN'S AWARD FOR EXCEPTIONAL SERVICE WINNERS

All American ROCKS (Fort Bragg, NC)
Major Tanisha Currie
Major Andre Battiste
Captain Vivian Leavens

Aloha ROCKS (Oahu, HI)
Major James Kerns

Buffalo Soldier ROCKS (Fort Leavenworth, KS)
Major Barry Brazzell Farmer
Lieutenant Colonel Bernard Levern Snow

Central Virginia ROCKS (Fort Lee, VA)
Major Byron Matthews
Captain Nina Copeland
Captain Yasheba Robinson

Washington DC ROCKS
Lieutenant Colonel (R) Kay Linda Emerson,
Colonel Eric Hoggard

Screaming Eagles ROCKS (Ft. Campbell, KY)
First Lieutenant Natiesha A Grant
Captain Timothy B. Peters
Chief Warrant Officer (2) Raquel K. Cadengo

Gold Vault ROCKS (Fort Knox, KY)
Major Tilisha Lockley

Hampton Roads ROCKS
Major(R) Hubert Becton,
Colonel(R) Julius Coats, Jr.

Chairman Selection
Major General Hawthorne "Peet" Proctor, USA, Retired
Colonel Rex Allen, USA, Retired
Colonel Lillian Anita Dixon, USA, Retired
Colonel Conrado B. Morgan, USA, Retired
Colonel Debra A. Thedford, USA, Retired
Major Linda Wade, USA
Major Mishenda Siggal, USA
Captain Jessica Wilkin, USA
Lieutenant Colonel Charles Holden, USA, Retired
Mr. Dan Daddario
Mr. Larry Stubblefield

SCHOLARSHIP WINNERS

LTG Edward Honor Leadership Award
Shanita Danielle Bailey, Virginia State University MSIV

BG R.C. Cartwright Scholarship Award
Ra'Mecca-Assanta RaSun, SC State University MS I
Damien A. Smith, SC State University MS I

Timothy Hallaren, Hampton University MS II
Karriem Davis, Howard University MS II
Aide Gonzalez, Lincoln University MS II

Pierce A. Watson, Hampton University MS III
Olivia DeShon McNeal, Jackson State University MS III

Keyna Clark, Alabama A&M University MS IV
LeTasha Carrie McFarlane, Howard University MS IV

TO ALL OUR WINNERS

Information from the National Board

When making your reservations for the 2016 ROCKS Leadership & Training Conference at the Sheraton Pentagon City Hotel, 21-23 April 2016 log on to StayFaster.com to make your reservations. Use the promotion code to make money for your ROCKS chapter.

Steps:

1. Google StayFaster.com

2. Go to the Log In site and scroll to bottom of page to create an account.

   a. Promo Code for your chapter

   b. First and last name

   c. Email address

   d. Password(must be 8-20 characters)

3. Once account is established, go back Log In page. Log in and fill in profile data.

4. Now go back to web link " Stay Faster- The Fastest Way to Book Your Next Hotel

5. Follow instructions by providing requested info, then hundreds of hotels to select from will appear. Select your hotel and Book your reservation.

6. A confirmation notice from "Front Desk" will be sent to the email address you provided.

7. The more you book through this site will increase the "royalty" to your Chapter.

8. Safe travels and remember this is a fundraiser. Encourage friends and family to use it as well using your chapter's promo code.

StayFaster.com Promo Codes:
ROCKS01-Weisbaden, Germany
ROCKS02-Fort Benning, GA
ROCKS03-Fort Bliss, TX
ROCKS03-Fort Bliss, TX
ROCKS04-Fort Bragg, NC
ROCKS04-Fort Bragg, NC
ROCKS05-Fort Gordon, GA
ROCKS06-Fort Hood, TX
ROCKS08-Fort Leavenworth, KS
ROCKS09-Fort Lee, VA
ROCKS10-Fort Stewart, GA
ROCKS11-Hampton Roads, VA
ROCKS12-San Antonio, TX
ROCKS13-South Korea
ROCKS14-Washington, DC
ROCKS15-West Point, NY
ROCKS16-Oahu, HI
ROCKS17-Fort Campbell, KY
ROCKS18-Fort Leonard Wood, MO
ROCKS19-Fort Knox, KY
ROCKS19-Fort Knox, KY
ROCKS20-Fort Carson, CO
ROCKS21-Atlanta, GA
ROCKS07-Fort Jackson, SC
ROCKS07-Fort Jackson, SC
ROCKS22-Carlisle Barracks, PA

ROCKS------National Board (all others should use this promo code)

News from (Y)our Membership Development Team

By COL Eric P. Flowers, USA
VP, Membership Development

A common challenge that seems to be prevalent in many of our chapters is consistent, robust membership involvement. It seems to be an acceptable, albeit reluctant, norm that is hampering our desired way of doing business. In more instances than we would like, the same, handful of people do the majority of the chapter's work. Thank God that they get the job done; their efforts are the wind beneath our collective wings. At the same time, conventional wisdom holds that our over-reliance on these heroes can produce fatigue and burnout that can be detrimental to both the chapter and the member. A pressing need exists to "spread the wealth" when it comes to increasing member participation. Of course, the impetus to get involved begins with the individual member. However, the chapter has an inherent responsibility to create & sustain conditions that make it easier, even desirable for members to easily comply with their urgings to get involved. Subsequently, the chapter's best interests are served if we evolve from this condition and strive for diversified, widespread participation from our members.

In light of this challenge, an observer may wonder how in the world could this end state ever be achieved? One way is through proactive communication - timely information sharing that lets members know what must be done, when it is to be done, and in what manner. To facilitate this effort, chapters should leverage the instructive benefits of volunteer job descriptions.

Volunteer job descriptions are efficient ways that we in The ROCKS can (and should) inform each other of various opportunities for: a) self-development and/or b) selfless service to our respective chapters. Volunteer job descriptions are important enablers in the communications process because they basically answer the 5Ws. Those answers can be gleaned from a document that conveys, at a minimum, an: overview of a position's duties & responsibilities; the expected amount of time required to do those duties & responsibilities; the basic qualifications needed for the position, and; the measures of success.

For those chapters interested in leveraging this opportunity, I encourage chapter leaders to reach out to me for sample job descriptions – I will freely share. The job descriptions are tailorable for both elected and appointed positions within a chapter. Investing the time and effort into developing these documents will make a positive contribution to a chapter's efforts to recruit, reclaim and engage members. This is a "service" we owe our members and the sooner we can live up to this responsibility, the sooner we'll be able to boast of the levels of membership participation that we will be enjoying across all chapters.

I look forward to hearing from you, and between now and then, I encourage all of you to:

Be THE standard!!!

National Board of The ROCKS, Inc. Mentorship Program

By Austin D. Bell III
VP, Mentorship

Notes from the Mentorship Corner

Mentorship Continues to be of Vital Importance to The ROCKS, Inc.

Three key data points concerning The ROCKS, Inc. and mentorship:

1. Since its inception, the ROCKS, Inc. has embraced the provision of mentorship to junior Army officers within and outside of its membership ranks as the most important of its key core competencies. Indeed, mentorship is the raison d'etre of the organization and pursuit of this mission is what distinguishes it from other more social organizations.
2. Since January 2014, The ROCKS, Inc. has had in place a fully formed and comprehensive mentorship program. Furthermore, the program is in concert with the Army Mentorship Program and has been acknowledged and given high marks by TRADOC. The mentorship program has been promulgated to the membership through its Chapters/Interest Groups and the contents of the program and supporting documents permanently resides on the National Board of the ROCKS, Inc. website. Unfortunately, to date Chapters/Interest Groups' adoption and execution of the program has been tepid at best and very inconsistent. In addition, only three of the Chapters/Interest Groups consistently report out on mentorship status and activities. If The ROCKS, Inc. is going to fulfill its mentoring mandate, then we collectively have to begin doing a better job of formally mentoring our junior officer and civilian members.
3. Just in case there is a question as to whether mentorship is a worthy endeavor to be pursued by The ROCKS, Inc., then one only needs to review the results of the current downsizing era promotion, command and school boards to get a resounding answer of yes, and more than ever. Bottom line, selection rates of minority officers consistently are falling woefully short, percentage wise, as compared with their peers, particular when compared to majority officers.

National Board of The ROCKS, Inc. B-Annual Leader and Training Conference

So as to set the stage for wider adoption of mentorship and the mentorship program by Chapters/Interest Groups and their respective members, the upcoming leader and training conference is focused on the following theme: "OPERATION Rejuvenation: Renewing and Reaffirming our Commitment to Mentorship." This theme will shape all presentations and sessions, as the conference will seek to jumpstart a renewed focus on mentorship throughout organizations and membership. For those members who will participate in the conference, recommend the following actions be completed prior to arrival:

1. Review and be familiar with the National ROCK Inc. Mentorship program and supporting documents that reside on the National Board ROCK, Inc. website in the mentorship section.
2. Review and be familiar with the Army Mentorship program that is also located on the website in the mentorship section.

3. Come prepared to discuss the status of mentorship in your respective Chapter/Interest Group and detail any challenges and impediments encountered, to include recommendations on how to overcome them.
4. Come prepared to share your personal experiences of either being a mentee, mentor or both and the effects these interactions had on your current or former career.
5. There will be opportunities to be mentored at the conference. If you desire to be linked up with a mentor to discuss your current military career and receive advice on next steps, please contact National Board of The ROCKS, Inc. VP, Mentorship or the National Board member responsible for your Chapter/Interest Group before or during the conference and you will be linked up with an available mentor.

VP, Military Transition & Veterans Affairs

By COL (R) Lillian Anita Dixon

Transitioning from the military creates plenty of anxiety, whether you are separating or retiring. Your healthcare and benefits should be the last thing you have to worry about as you contemplate the move out of the uniform. While you serve in the military, you do not have to worry about these entitlements, so why should you have to after the transition. The fact of the matter is your status changes, your priority is different, and depending on your characterization of service at separation, you may now fall under the responsibility and care of the Department of Veterans Affairs (DVA). I attended several Transition Assistance Program (TAP) sessions prior to retirement. I recommend you do the same before separation, refresher and repetition is good. What I discovered during my three sessions was that the number one topic of interest of all service members regardless of rank is Veteran Affairs benefits; specifically disability. When that subject comes up, all cell phones drop, computers close and 100 percent attention is given to the instructor. Most attendees want to know about disability compensation and how do they apply for it.

First, let me provide a definition of disability compensation. It is a tax-free monetary benefit paid to Veterans with disabilities that are the result of a disease or injury incurred or aggravated during active military service. The benefit amount is graduated according to the degree of the Veteran's disability on a scale from 10 percent to 100 percent (in increments of 10 percent). Compensation may also be paid for disabilities that are considered related or secondary to disabilities occurring in service and for disabilities presumed to be related to circumstances of military service, even though they may arise after service. Generally, the degrees of disability specified are also designed to compensate for considerable loss of working time from exacerbations or illnesses.

If you elect to file for disability compensation, you have three options. You can submit a fully developed claim (FDC), benefits delivery at discharge (BDD) or the Quick Start Program.

Fully Developed Claim (FDC)

The DVA established the Fully Developed Claim Program Fully to expeditiously process claims certified by the claimant or his/her representative as meeting the Fully Developed Claim criteria. In order for you to participate in the Fully Developed Claim Program, **you** must obtain the relevant service treatment and personnel records and provide them to DVA. You must have all documentation to submit as a fully developed claim.

Benefits Delivery at Discharge (BDD)

BDD allows a Servicemember to submit a claim for disability compensation 60 to 180 days prior to separation, retirement, or release from active duty or demobilization. BDD can help you receive VA disability benefits sooner, with a goal of within 60 days after release or discharge.

Eligibility

BDD requires a minimum of 60 days to allow sufficient time to complete the medical examination process (which may involve multiple specialty clinics) prior to separation from service. If you are closer than 60 days to separation from service, you can submit a Quick Start claim. BDD is available nationwide and open to all Servicemembers on full time active duty, including members of the National Guard and Reserve. Members of the Coast Guard may also participate.

Quick Start

The Quick Start Program is for Servicemembers with 1 – 59 days remaining on active duty or full time Reserve or National Guard (Title 10 or Title 32)

To get started, I recommend you contact a Veteran Service Organization (VSO), and they will help you fill out a VA Form 21-526 or VA Form 21-526e. You can allow them to submit your claim which I recommend or you can do yourself through eBenefits. Either way, you can track the status through your eBenefits account. I also don't recommend hiring a private company to assist with filing your claim for a price. The facts of the matter are, they provide the same services as the free VSO and the Department of Veterans Affairs has the "duty to assist", so if something is missed they will tell you. So save yourself the $300 - $1000 charged by these private companies. You

can visit www.va.gov, and search Directory of Veteran Service Organizations to see the online list.

If you have any questions about VA disability compensation or filing your claim you can contact me at bdds_land120@yahoo.com.

Goals & Objectives from the VP, Communications & Publications

COL Dorene Hurt, USA, Retired

7 Objectives for 2016:

• Develop and disseminate the 2016 communications plan after Board approval.

• Facilitate and support the conduct of a virtual ROCKS meeting with all Chapters and Interest Groups during 2016.

• Publish 4 ROCKET Newsletters.

• Increase visibility of ROCKS efforts and contributions to strengthen the officer and senior civilian corps.

• Develop new, and update current information and marketing materials, including working collaboratively with National Board members, Chapters and Interest Groups to produce Rocks materials that provide consistent messages.

• Leverage the power of social media to advance achieving ROCKS goals and objectives. Examples include: the African American Officers website, PSAs, MOAA. AUSA, various newspapers, including the Afro-American newspaper.

• Support Chapters and Interest Groups including assistance, problem resolution, and serving as the National Board Mentor for assigned and selected unassigned Chapters & Interest Groups.

11 Key Responsibilities

• Responsible for collaborating with National Board members to develop The ROCKS, Inc. communication strategy to broaden awareness of our programs and priorities and increase visibility of our programs across key stakeholder audiences.

• Contribute to the organizational strategic planning process.

• Develop and distribute a comprehensive communications plan that promotes, enhance, and protects the organization's brand reputation.

• Responsible for developing, integrating, and implementing a broad range of public relations activities relative to the strategic direction and positioning of the organization and its leadership.

• Serve as an ambassador for the organization to advance the organization's position with relevant constituents, as well as to drive broader awareness and support for the organization.

• Responsible for producing integrated communications products to include the ROCKET newsletter, other print publications, marketing materials and online communications. Recruit, mentor and support a communications team to support the development and execution of the communications strategy.

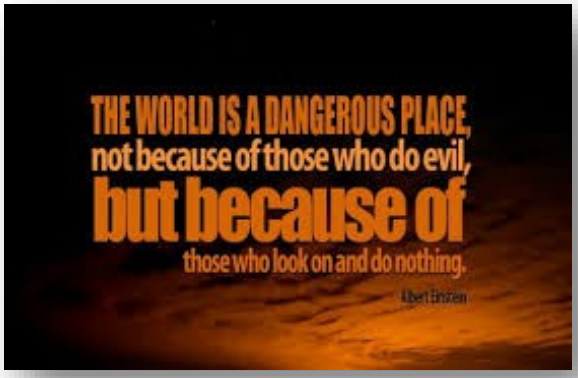
• Provide assistance and serve as mentor to selected Chapters/Interest Groups.

• Create marketing/public relations strategy that will allow The ROCKS, Inc., to cultivate and enhance meaningful relationships with targeted, high-level external audiences, including the media and key influencers.

• Identify challenges and emerging issues faced by the organization. Work with the National Board, Chapters/Interest Groups and members to recognize internal and external communications opportunities and solutions, and define and execute appropriate strategies to support them.

• Work closely with individuals and committees within the organization as the communications partner on a variety of strategic initiatives.

• Participate in selected committees and working groups to advance the goals of the organization.



ROCKS ON THE MOVE

ROCKS Member selected for AG CORPS HALL OF FAME - CLASS OF 2016

MG (Ret) Reuben Jones was selected for induction into "The 2016 Class of the AG Corps Hall of Fame (HOF)." MG Jones is a faithful member of ROCKS and currently serves as the V.P. ROTC Programs for the National Board of the ROCKS.

In his last assignment of his illustrious career, MG Jones served as the Deputy Commanding General of Operations for the Installation Management Command from June 3, 2011 to Dec. 3, 2012. Prior to that, he served as Commanding General, Family and Morale and Recreation Command from July 30, 2009 until the deactivation of the command in June 2011 and as Adjutant General of the U.S. Army; Commanding General, U.S. Army Physical Disability Agency and Executive Director, Military Postal Service Agency, Alexandria, VA.

His distinguish accomplishments and career as an Adjutant General Corps officer has earned him this special recognition.

Again, congratulations MG Jones for this outstanding achievement!!!

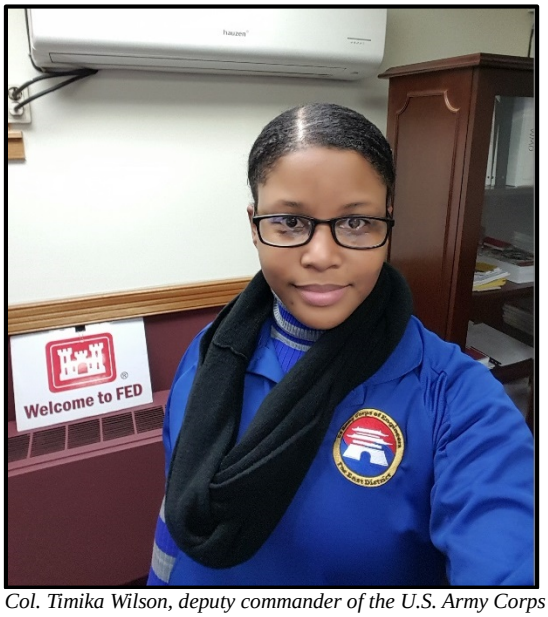
BG PATRICK D. SARGENT ROCK ON THE MOVE

Brigadier General Patrick D. Sargent was recently nominated for promotion to Major General. He is an Army Medical Service Corps Officer and current Commanding General of the U.S. Army Regional Health Command - Pacific, CEO of the Hawaii Enhanced Multi-Service Market, Command Surgeon for U.S. Army Pacific, and Chief of the U.S. Army Medical Service Corps. As an Aeromedical Evacuation Pilot and leader, BG Sargent commanded at the company and battalion levels.

BG Sargent received a Bachelor of Arts Degree in Political Science and his commission from Florida State University. He holds a Master of Arts Degree in Human Resource Development from Webster University and Master of Science Degree in National Security Strategy from the National War College at the National Defense University. He also holds a Certificate in Healthcare Leadership from Cornell University.

Full circle career for ROCKS member Lt. Col. Timika Wilson

Submitted by Stephen Satkowski



Lt. Col. Timika Wilson, deputy commander of the U.S. Army Corps of Engineers Far East District

Lt. Col. Timika Wilson, deputy commander of the U.S. Army Corps of Engineers Far East District, has had Army in her blood her whole life. Born on an American military installation in Germany, her father and Aunt spent more than 20 years serving their country, with both retiring from the Army and her sister served in the Air Force and continues to serve in the civil service as a contracting flight chief.

“I would love to follow in their footsteps,” said Wilson. “They were a very big influence on my choices to stay in the military once I got in. All I’ve known my entire life is the military.”

A graduate of Clemson University, she attended with the help of an Army ROTC scholarship completing her undergraduate degree in ceramic engineering before being

commissioned in 1997. She later completed her masters in science in engineering management from University of Missouri-Rolla.

Her career has touched on many different aspects of the Army. She has held positions as a platoon leader in an engineer battalion, recruiting company commander and deployed to southwest Asia as a division engineer planner.

“The best advice I got in the military was to do different jobs,” said Wilson. “Don’t be afraid to do the job that someone else doesn’t want to do.”

She said that advice prepared her mindset and provided her with an array of experiences and challenges that made her a better officer. One of those challenges was serving as a company commander in a recruiting battalion.

“I heard General Officers say it was one of the toughest jobs they had in the military and I couldn’t agree more,” said Wilson. “Not a lot of officers get to do recruiting and have that experience. It’s a tough job, but seeing a person raise their right hand and sign on the dotted line and take that next step into maturity was very fulfilling.”

As an engineer officer in the Army, she had always wanted to join the U.S. Army Corps of Engineers (USACE). That dream came close to becoming a reality when she worked closely with the Corps as a customer with Transatlantic Division and Middle East District, completing charrettes in the continental United States and in Afghanistan as the Army Central Action Officer for Operation Enduring Freedom, military construction programming. The opportunity to work for USACE presented itself in 2013 when she served as the Commander of the 71st Engineer Detachment Forward Engineer Support Team-Advance (FEST-A) North Atlantic Division, and Baltimore District, USACE completing a six-month deployment to Jordan, before coming to the Far East District.

“When I came here I wanted to influence and impact the district to be better,” said Wilson. “Wherever you go you want to leave something better than you found it. The district was already at 95%. I want to take it to 98%”

She identified communication as sometimes being a challenge in an organization that is spread out as much as the Far East District and with a workforce that is multi-cultural, but said a career broadening assignment like this can only enhance your resume and career.

“Working here can provide you with an opportunity you may not get somewhere else,” said Wilson. “You are overseas, so you’re operating slightly differently and there are different challenges than other districts. These challenges will distinguish you and make you a better engineer, resource manager and public affairs director.”

Wilson said the deputy commander position has been the culmination of a career that has come full circle.

“I can tell you what it means to bring someone in the Army and train them up, what it takes to be in the military and eventually what it will take to transition to civilian service,” said Wilson.

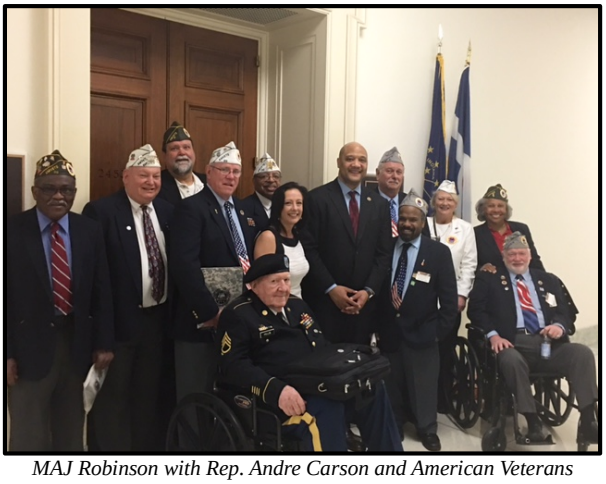
Wilson will continue her career with the U.S. Army Corps of Engineers this summer when she will become deputy commander at the Jacksonville district.

* Maj.Tamisha Norris, fellow chartering member of the Marne ROCKS Chapter, inspired Lt. Col. Wilson to become a Life Member of the ROCKS.

"A Rock on the Move"

Submitted by MAJ Corinna Robinson, USA, Retired

Major (Retired) Corinna Robinson continues to make us proud on Capitol Hill.



MAJ Robinson with Rep. Andre Carson and American Veterans (AMVETS) - Photo taken on March 2, 2016

Corinna serves as a Brookings Legislative Fellow. Carson serves on the House Permanent Select Committee on Intelligence and was also former law enforcement, they both capably defend policy issues with great passion and political acumen.

"In the military, you learn the essence of people. You see so many examples of self-sacrifice and moral courage. In the rest of life, you don't get that many opportunities to be sure of your friends." --Adam Driver, actor and Marine Corps veteran

FELLOW ROCKS,

LTG Thomas P. Bostick, 53rd Chief of Engineers and Commanding General, US Army Corps of Engineers, will relinquish command and conduct a retirement ceremony hosted by the Chief of Staff of the Army at 3:00pm on Thurs, May 19, 2016, on Summerall Field, Ft Myer, Va.

In addition, at 6:00pm on Wed, May 18, 2016, a retirement dinner honoring LTG and Mrs. Thomas P. Bostick's 38 years of service will be held at the Crystal Gateway Marriott, 1700 Jefferson Davis Highway, Arlington, Va.

Invitations for the retirement ceremony and dinner are forthcoming. POC is:

Cezarina J. Viqueira
CPT, EN,Action/Protocol Officer to SGS
US Army Corps of Engineers
Work: 202-761-7567/Cell:301-943-7375
cezarina.j.viqueira@usace.army.mil
cezarina.j.viqueira.mil@mail.mil

The Washington, DC Chapter of the ROCKS
10th Annual Golf Tournament
11 June 2016 (Saturday)

Forest Greens Golf Course
4500 Poa Annua Lane, Triangle, Va.
Check out www.therocksdc.org for registration and details

CADET CORNER

Jackson State University - Tiger Battalion "Right Stuff, Tiger Tuff"

Submitted by CPT Willie Hearns

LTC Brookins presents the Battalion Challenge Coin to Dr. William Bynum Jr., President of MVSU. The two met to re-establish the partnership between the MVSU campus and the Tiger Battalion Army ROTC Program.

This year, the United States Army Cadet Command celebrates 100 years of producing quality commissioned officers. On December 17, 1968, almost five decades ago, the Army Reserve Officers' Training Corps (ROTC) began on the campus of Jackson State University (JSU).

JSU has the distinction of being classified as a Historically Black College and University (HBCU). Of the four HBCUs operating within the state of Mississippi, JSU boasts the oldest operational ROTC Battalion. Though Alcorn State University possesses its own program, it is often augmented with Tiger BN Staff and conducts joint-exercises with JSU.

Centrally located within Jackson, Mississippi, the Tiger Battalion has increased its Cadet enrollment numbers by creating affiliate programs at other local colleges and universities. Currently, Tiger Battalion Cadre provides instruction on the campuses of Belhaven College, Mississippi College, Millsaps College, University of Mississippi Medical Center, Tougaloo College, and Mississippi Valley State University.

Since its inception, the Tiger Battalion has produced four General Officers. They are Major General (R) Reuben D. Jones, Brigadier General (R) Eddie Cain, Brigadier General (R) Robert Creer, and Brigadier General Donna R.

Williams. Brigadier General Williams is currently serving as the Deputy Commanding General-Support for the 412th Engineer Command. In addition to his JSU counterparts, Brigadier General Ronald Kirkland is a graduate of the affiliate program located on the Mississippi Valley State University campus. BG Kirkland is the Commandant for the US Army Quartermaster School, located at Ft. Lee, VA.

Currently, the Tiger Battalion is home to 117 highly-motivated Cadets spread across its six campuses. All Army components, Active Duty, Guard, and Reserve are represented among their ranks. Even though the Tiger Battalion is located on an HBCU, its Cadets are comprised of students from a diverse ethnic and socio-economic background. Tiger Battalion Cadets also come from almost every academic Major offered. This applies to both our Undergraduate and Graduate level students. Each summer, Cadets compete for the opportunity to attend training known as the Cultural Understanding and Language Proficiency (CULP) Program, in a foreign country. This summer, the Tiger Battalion has five Cadets participating in this program. The MSIV class, who are on the verge of becoming the next generation of Officers, have an average GPA of 3.4.

Tiger Battalion Cadets are well rounded, participating in a plethora of activities outside of ROTC. Many of them are involved in extracurricular activities, to include collegiate sports at both the Division I and II levels. The Tiger Battalion was recently recognized by Stewpot Community Services for providing the most contribution of any organization on the Jackson State University campus. Other programs the Tiger Battalion Cadets are involved in include the Sexual Assault Prevention, the Cinderella Affair, and other community empowerment initiatives.

Under the watchful eye of the Cadre, Tiger Battalion Cadets successfully complete the Combat Water Survival Test..

Currently the Chair for the Department of Military Science and Leadership is LTC Dexter M. Brookins. LTC Brookins is a 1996 Distinguished Military Graduate of JSU's Tiger Tuff BN and also the second alumnus to return as the Department Chair. LTC Brookins has been an active member of the Rocks Inc, since 1997. LTC Brookins has been a member of the following chapters: Fort Bliss Chapter, 1997 & 1998-2004; Washington DC Chapter, 2004-4007; Fort Leavenworth Chapter, 2007-2008 (Vice-President); South Korea, 2009-2012 (President and Vice President); Hampton Roads Chapter, 2012-2015.

Cadets conduct a presence patrol as a part of the Fall 2015 Joint FTX. Tiger Battalion Cadets conducting training alongside their counterparts from Alcorn State University.

Company Commander Provides Mentorship to Howard University's ROTC Cadets

Submitted by CPT Ylonda Cuffie

On February 23, 2016, CPT Ylonda Cuffie, Company Commander for Headquarters and Headquarters Company, 1st Battalion, Warrior Transition Brigade, Fort Belvoir, VA conducted a mentorship outreach effort to 15 Bison Battalion Cadets of the Army ROTC Howard University Program to provide key tips on how to be successful as a Company Commander. The event was held on the campus of Howard University in Washington D.C.

CPT Cuffie who has been in command for over 18 months gave the cadets key benchmarks that will not only make them great Company Commanders one day, but set them apart from their fellow commanders within a division, brigade, or battalion. To do this, the Cadets must be vigilant, compassionate, a team player, manager of expectations, and have FUN.

Because Company Commanders are held accountable for various company programs, personnel, equipment, and readiness, they must stay vigilant or self-aware of their surroundings. No commander wants to be caught unprepared, so its pertinent to utilize the Company First Sargent (1SG), who should have his or her fingers on the pulse of the organization. Commanders and 1SGs must have a unified front to run a successful company operation.

CPT Cuffie and Bison Battalion Cadets

Aside from having a unified front with the Company 1SG, Company Commanders must also be able to build personal relationships with their employees. By commanders learning about their employees, (i.e. various personalities, families, career paths, etc.) it shows compassion. This promotes a positive command climate which commanders ultimately strive to maintain. To maintain a positive command climate, Company Commanders must be able to manage expectations by providing a clear vision, mission, and purpose. Without this key component, Commanders' risk losing control of their organization.

Above all, Company Commanders must have fun. Between the good and bad times, commanders must remember to be themselves and enjoy being in command. The memories created while in command and the personal lives touched by a commander's words and/or actions are the cherishable moments a commander will always remember long after command. Company command is an exhilarating time. However, remember to actively and routinely circulate within your unit whether in garrison or on the battlefield. Don't get stuck behind the desk all day. Be flexible, yet protect the organization. Don't' accept a task if you don't have the manpower or resources to fulfill the mission. Be a team player. Don't be afraid to show your team the Commander is there with them during the long hauls or social functions.

Cadets attentively listen as CPT Cuffie provide key tips to be a successful Company Commander.

Additional side topics of discussion included, but were not limited to: active duty experience; military education; leadership expectations, self-discipline and functional areas.

Howard Cadets Celebrate Black History Month At Capitol Hill

Submitted by Cadet Corey Shields
Howard University, Army ROTC, MSII

On 11 February 2016, Cadets from Howard University's Bison Battalion were afforded the prestigious honor of being amongst living legends during a historic moment that acknowledged the contributions of African Americans to include The Tuskegee Airmen. I had the pleasure of meeting them during the Black History Month Celebration on Capitol Hill. Being in a room like the Cannon Caucus Room filled with so much history is the most historical milestone in my life within itself. Just being in the mere presence of these great Americans and having the opportunity to listen to them speak on subjects from vivid firsthand accounts was a surreal moment. From the

pathways they created, to the boundaries they've broken, and everything that they overcame in between for their nation and their fellow African Americans is truly phenomenal. They endured hardships we no longer have to face, because they proved our worth by exemplifying that not only did African Americans possess the intellectual capacity, aptitude, and skills to do reach the standards, but we also possess what it took in order to rise above the racism and bigotry of that era. I'm tremendously grateful for those trailblazers who came before me, not only as a Soldier, but as an African American.

Chief of Engineers and Commanding General, US Corps Of Engineers, LTG Thomas Bostick provides remarks on the importance of Black History Month Observance.

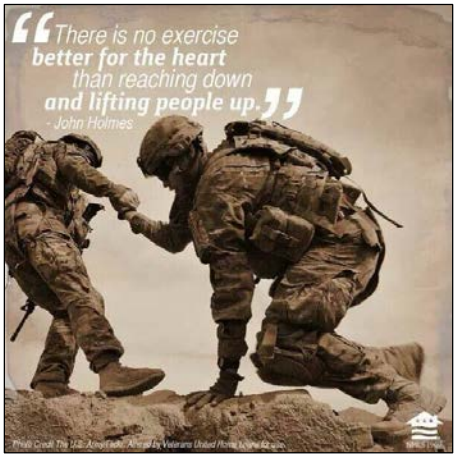
LTC Lyons (Howard PMS) and Tuskegee Airman Robert Faunet (Howard Alumn) share a moement During the Black History Month Observance at Capitol Hill.

It wasn't only History in the room, but individuals who currently play a significant role in our Armed Forces today like the Commanding General for the US Army Corps of Engineers, Lieutenant General Bostick. As an aspiring Engineer officer, I felt totally inspired listening to the encouraging words imparted by LTG Bostick while he gave his address during the function. In places like the Cannon Caucus Room at Capitol Hill and the monthly meetings with the ROCKS is where I have realized that there are opportunities to socialize with superior officers in a more relaxed environment.

An essential necessity of being a successful, competent, and capable officer is having the ability to interact with others in multiple environments, which is a frequent opportunity that has been afforded to Cadets of the Bison Battalion. I personally appreciate the opportunity to have been amongst living legends during the Black History Month celebration at Capitol Hill and realize the baton has been passed on to us as future warrior leaders.

Cadet Corey Shields is a MSII in the Army ROTC Program at Howard University

Cadet Corey Shields Speaks w/Deputy JAG of the Army, MG Tom Ayers



Black History Month Reflection

Submitted by Cadet Tieasha Mills
Howard University, Army ROTC, MS II

Deputy IG of the Army, MG Leslie Smith offers Mentorship to Howard University Cadets

It was such a terrific honor being among the distinguished leaders of our Nation's Army during the Annual Black History Month Celebration on Capitol Hill. This year's celebration to honor the many notable African American inventors, philanthropists, and Soldiers of the Civil War and World Wars I and II was greatly recognized. In addition to acknowledging the first African American Soldiers, the remaining Tuskegee Airmen were deemed special guests amongst the crowd as well, sharing their stories and provide great advice to all of us Cadets. Being up close and personal with living history was an extreme privilege not many are able to experience. I remembered reading and learning about these Tuskegee Airmen every Black History Month from elementary to junior high school. Their heroic accomplishments and leadership during war was highly remarkable as they created a legacy of being known as the first African American pilots during the World War II era. In addition to being able to receive insights from these three reputable men, my fellow Cadets and I also had the opportunity to meet and greet some of the Army's most accredited leaders, to include the Sergeant Major of the Army, Daniel Dailey; the Deputy The Inspector General (TIG), Major General Leslie Smith; and Ms. Nikki Barnes (Ret.), whom also instilled notable advice on the importance of networking and communication.

This event allowed me to take advantage of the once in a lifetime opportunity that as a Cadet, I am able to attend. The importance of networking is very much key to success and I definitely enjoyed this time to hear great consultation and encouragement from outstanding leadership. Not only did this historic event bring military personnel and Cadets together to recognize past achievements, but it also provided the opportunity to expand our circle of contacts and enhance our communication skills in order to grow to achieve new levels of success throughout our military journey.

(L-R) Cadets Morrow, Mills, Farmer, Baldwin, Murchison, Tukes, Shields, LTC Lyons-PMS share a moment during the Black History Month Observance Hosted by the Army House of Liaison Division and Congressional Black Caucus on Capitol Hill.

Sergeant Major of the Army, Daniel Dailey takes a moment to discuss NCO relationships with Howard Cadets

Bison Battalion Cadets Witness Army Historic Event

Submitted by Cadet Kierra Thompson
Howard University, Army ROTC, MS III

Attending the promotion ceremony of Lieutenant General West was very inspiring for a young African American woman like myself. The fact that it was Black History Month made this historical moment even more memorable. There are countless difficulties that African American women face in the Army and Lieutenant General West had cleared yet another stepping stone for us to surpass. Reflecting on Lieutenant General West's personal background, one could only realize that she did not experience the pleasure of having anything handed to her. As she spoke of her path to success, I could hear the dedication and passion she had for her work, family, and the future. This was truly inspiring for me to continue my journey into the Medical Service Corps.

Cadets and Cadre of Howard University's Bison Battalion the witnessed LTG West's promotion of and appointment to Army Surgeon General.

To accomplish the undeniably high standards of others, one must surpass the expectations they have for themselves. Lieutenant General West displayed this concept throughout her life but she truly made her first admirable decision when deciding to attend West Point at a time when females were first accepted to attend. Although she's currently the highest ranking female from West Point and THE FIRST African American woman appointed as the Army's Surgeon General, Lieutenant General West remains humble and still expects great things from herself. This moment is important to me not only because of the historic mark, but Lieutenant General West is seen through my eyes as a role model. Although my commissioning path did not take me through West Point, I too can do great things as a Cadet and when I commission into the Medical Service Corps.

When Lieutenant General West spoke of her family, I could clearly see how much she loved them and it was effortless for me to understand how much they appreciated such a noble woman. If one could put forth so much energy in to their career, I can only imagine the type of woman she is to her loved ones. This relieves my fear of not being successful while still maintaining my personal life while maintaining a career in the Army. Lastly, Lieutenant General West spoke of her commitment with no fear when it came to future expectations. She possesses a rigorous attitude and will dedicate herself to exceed everyone's expectations and ensure that the job is done correctly. With the military changing daily, it's clear that one being a minority does not hinder achievements, and as a Cadet, this ceremony definitely motivated and mentally stimulated me while serving as encouragement for me to meet my own goals for future success.

"If everyone is thinking alike, then somebody isn't thinking." --George S. Patton

Realizing One's Potential

Submitted by Cadet Floria Simone Williams
Howard University, Army ROTC, MS III

LTG West receives congratulations from Howard University's Bison Battalion Command Team (LTC Lyons, MSG Tatro)

Every so often an event rolls around that reminds us of our exact purpose in life. For me, that event occurred on February 9th, 2016. I was granted the unique privilege of attending the promotion ceremony of our Army's newly appointed Surgeon General, Lieutenant General Nadja West. Since joining ROTC my freshman year at Howard University, I have been afforded a plethora of amazing opportunities, but few have touched my spirit such as this one. For any cadet, being in the presence of an Officer as successful as Lieutenant General West is enough to induce awe. However, for an aspiring Medical Corps Officer such as myself, Lieutenant General West's story serves as a testimony of perseverance, success, and the opportunity that the Army affords to those who take the oath of office despite gender, race, or creed.

Statistically, as an orphan and African-American female, all odds were against Lieutenant General West. However, despite that, she was able to persevere with the help of her adoptive family and earned an appointment to the prestigious United States Academy at West Point. She worked tirelessly, and eventually graduated West Point with a degree in Engineering and later received a medical degree from George Washington University. Since commissioning, she has gone above and beyond the set standards of the Army and has without a doubt earned every title and accomplishment that she has achieved. She is now the first African-American woman to hold the rank of Lieutenant General, the highest ranking woman to ever graduate from West Point, and the first African-American woman to ever serve as the Army's Surgeon General. And as if all that is not enough, she has always maintained a

rock solid marriage to her husband and raised two beautiful and successful children.

With an unmeasurable amount of reverence and passion, I can truly say that Lieutenant General Nadja West is everything that I aspire to be. Listening to her story inspired me to work tirelessly from here on out to achieve every goal that I set for myself when I joined Army ROTC. I have no excuses or complaints and cannot help to be anything but thankful for Lieutenant General West breaking down barriers for other African-American females such as myself who one-day plan to become Army healthcare professionals. I now realize that anything is possible with hard work and dedication, and will remind myself of her story whenever I feel myself begin to complain or doubt my life's purpose. The only barrier that stands in my way from being as great as Lieutenant General Nadja West is myself, and I will never hinder my own success or doubt what I am capable of achieving now that I have experienced the gift of meeting this amazing woman.

BG Sean Gainey Visits Hampton University

BG Gainey began the day speaking to the MSIIIs and MS IV's.

Hamptonians: Brigadier General Sean Gainey, Deputy Commanding General, US Army Cadet Command, a visited the Pirate Battalion today. I feel comfortable in saying that he was impressed by the actions of the Cadets and the Alumni. BG Gainey says the Pirate Battalion is far ahead of many other Universities in Alumni Support. He envisions that the Alumni will be a necessary component in every ROTC units ability to be successful. Congratulations Alumni for staying connected and engaging students to come to Hampton and join the ROTC program. Keep up the GREAT WORK PIRATES.

LTC Good presented a briefing to BG Gainey. I learned a lot..... here are a few bullets:

- Hampton is part of Task Force Virginia Peninsula which includes Christopher Newport University, and The College of William & Mary. (The old proposal was to place all schools under Old Dominion)
- On 1 October 2016 Hampton will lose its Recruiting Operations Officer (Mr. McDonald), under the Task Force Mr. Fee at William & Mary will be responsible for assisting with Hampton's recruiting. I think we (the Alumni) need to step up and assist with sending referrals to Hampton. Green to Gold candidates are rare at Hampton, so active duty folks we need to get more referrals.
- Supply issues for the Task Force will be monitored by Ms. Woodhouse, from Hampton University until Cadet Command studies how logistics will be handled throughout the Command.
- The Priorities for the Task Force is: Recruiting, Logistics, and Leader Development
- University Statistics....the campus is 65% female and the Army ROTC is composed of 47% female and ROTC GPAs are generally higher than the University GPA average.
- More Science, Technology, Engineering, Math (STEM) majors are needed in the program to make mission for 2018.
- BG Gainey listen attentively to how Alumni assisted reached back to financially assist Cadets to graduate.
- I shared with BG Gainey the need for more scholarships, in addition I discussed the Military Alumni efforts to raised 750K for Hampton's 150th Anniversary in 2018 which will go toward scholarships.
- I also shared with BG Gainey how the Cadre has shrunk from 1 LTC, 1 MAJ, 3 CPT, 2 Senior NCOs to 1 LTC, 1 CPT, and 1 Senior NCO. (Alumni, some how we have got to plug the gaps, more to follow on that)

LTC Good and BG Gainey take a picture in front of Armstrong-Slater before going to see Dr. Harvey and Dr.Malone-Colon, Dean of School of Liberal Arts and Education.

Stay Connected...Go Pirates!

Claude Vann, III
Class of 1977

Lieutenant Progression and Evolution

Submitted by LT Xavier Jones

There is a saying which I have heard, which is, "You can't spell 'lost' without L-T. Of all the training you receive to become an Army officer, the reality is for the newly commissioned Officer you have never been or served as an Army Officer. Despite having 6 years of military experience I found myself in this situation, where I was adjusting to a new branch, location, and culture. Nonetheless, one should prepare continuously because receiving your degree and commissioning merely sets the foundation for serving as an Officer. You must continue to learn as an Army professional.

As a newly commissioned Officer I think one should have a yearning to learn and seek out senior leaders for their guidance.. In addition, I have yet to encounter a senior leader who would deny me an opportunity to receive their wisdom. In my experience most leaders truly enjoy taking the time to help develop junior leaders when possible. Over the past year I have collected the knowledge of senior leaders in an attempt to make myself an asset to my current organization. I recommend that you do the same and leverage the knowledge and experience of the senior leaders you come across to be a better leader with the understanding that every situation may not be the same. The benefits of excellent leadership, receiving tested and tried recommendations, and the leadership concepts do not change.

Upon arriving at your unit, understand that the first impression you make is a lasting one as you meet your Soldiers and your leaders. You have to understand your Senior Rater's and your Rater's vision. Receiving your initial counseling is important. After the conclusion of speaking with these leaders, you should thoroughly understand the goals you have to achieve and the tangible objectives that need to be completed. Taking the necessary actions and steps to make their vision a reality is your mission. Your intent and should be in line with your commander's intent. Following this meeting, moving forward pay very close attention to them. Ask yourself, "What keeps them up at night?" "What are their pet peeves?" You must know the answer to these types of questions so that you can compliment the needs of your leader. The unit's mission is one of your focus areas but taking care of your Soldiers should be your focus as well.

Our Soldiers are our greatest asset. As a leader try to be visible and continuously engaged with your Soldiers. Be aware of the fact that your Soldiers are watching you and taking note of your smallest actions, both good and bad. They are examining you and watching if your actions match your words and if you uphold and reinforce the standard. In addition, you are expected to care for your soldiers both good and bad. I had an opportunity to be present when my Soldiers departed to earn their Expert Field Medical Badge. Shortly thereafter I received a message from their sponsor expressing how appreciative my Soldiers were that I was there when they left for training.

Lieutenant Jones watches his Soldiers or the Medical Evacuation Platoon as they practice litter carries.

As a junior Officer, you will struggle to lead someone that doesn't know you. Soldiers get to know you as their leader, if you are present during their hardest times, know what makes them laugh, what makes them cry, and personalize what they care for most, you will earn their trust. Recently, I had a NCO with a severe financial issue. Simply being there during his breaking point, greatly increased the trust and the communication within our relationship. Knowing

your soldiers to this degree will also allow you to know what skills and talents they possess. This is critical in the assessment and evaluation of how to leverage their talents in order to accomplish your mission. Provide guidance as well as limitations to your subordinates and remain consistent in applying the standards with all your Soldiers. Whenever you succeed provide credit to others and when you fail take the blame.

I believe that an officer's personal measure of success should be defined by his/her impact on an organization, not an OER. An evaluation report is not the measure of your success. Your measure of success is dictated by the success of your Soldiers. The evidence of your impact may not be visible during your brief tenure as a leader to your subordinates. However, it will be apparent upon your departure from the unit. If your Soldiers claim you as their leader when you no longer hold your position and move on to another position or unit, then your leadership and service as a leader was a success. If they don't, you may need to reevaluate your actions as a leader. Ask yourself and remember, will your Soldiers curse or claim you upon your departure? These reflections and self-evaluations are important for your professional progression. Keeping these factors in mind as you balance your impact on the organization in person and your performance on paper is important.

Moving forward as you are speaking with any leaders, understand the guidance they are providing you is what worked for them. It may not necessarily work for you. A similar situation may be different now from their time. The concept, Technique, Tactics, Procedures or program may have changed, advanced and developed with time. As a student of their craft our senior leaders have had decades to develop a leadership style suitable for them individually and it has been refined over the course of years and in some cases decades. The present situation you find yourself standing in may be different from the scenario a senior leader is recounting to you but the leadership concepts and the lessons learned provided by senior leaders to cultivate your professional development and drive to make your organization better (while you are there) will never change, just give it time. Your development as a leader will never be complete. As you continue to evolve as a leader making an effective impact on your organization requires a plan, patience and time.

Lastly, remain authentic and be who you are. You will grow and change but being yourself is a part of your integrity. Do not compromise your integrity. Who you truly are and your strength of character and spirit will display itself when the mission becomes arduous. At that point is when your subordinates are going to be exposed to your "true colors" as a leader.

CHAPTER ACTIVITIES

U.S. Army Materiel Command (AMC) Commanding General, GEN Dennis L. Via presents OPDs to the Aloha ROCKS Chapter, Inc on "Leadership"

Submitted by CPT Cathleen Rush

(Center) GEN Via, Mrs. Via, CPT(P) Cutts (Chapter President) and BG(R) Clara Adams-Ender

On February 4, 2016, the Aloha Chapter conducted an Officer Professional Development event lead by General Dennis L. Via, Commanding General of U.S. Army Material Command. GEN Via opened his session with his personal story of how he came to be in the position he currently holds. He shared many stories that showed how to solve problems with ingenuity and dedication. He let the audience to see the man behind the uniform and he was able to demonstrate the importance of just doing the best you can in the job you have. GEN Via then shifted the discussion into a brief synopsis of his leadership philosophy.

His principles of leadership consisted of five main areas of emphasis. First, you should always be a positive leader. You yourself should set the conditions for success. Next he discussed the people of our business stating that they are our most valuable resource. Always treat everyone with dignity and respect. His third talking point was simple the Army Values. Live those values with all that you do and remember that character, integrity, trust, and loyalty are vital for success in leadership. The fourth area discussed as teamwork. He used the example of 'the power of rowing in the same direction' and how you must get people on board and get their buy in. Leaders set the vision and direction and it is critical for those leaders to give people individual ownership in the larger picture. The ownership was visually related to the oar within the team of rowers all moving to the common goals of the organization. Lastly, GEN Via ended his principles with the idea that reputation and relationships matter. This applies to both internal and external forces. GEN Via ended his remarks by stating that following these five values is what enabled him to be where

he is today and these beliefs have enabled him to serve with pride and confidence in his discussions.

GEN Via speaks to Aloha ROCKS

MG Bingham, Commanding General of TACOM, visits the Pacific Region and the Aloha ROCKS Chapter, Inc.

Submitted by MAJ Brandon

Front Center (from left to right): GEN Vincent Brooks, MG Gwendolyn Bingham and CPT (P) Michelle Cutts (Chapter President)
Attendees: MAJ Pete Fox, CPT Shelton, CPT Mitchell, CPT Sylve, MAJ Essenberg, 1LT Swan, MAJ Allen, CPT Penny, 2LT Chavez, CPT Guillory, CW4 Oliver, MAJ Clark, MAJ Grooms, LTC Lamb, CPT Poe, COL Lawrence, CPT James, LTC Coleman, B., MAJ Robisch, LTC Coleman, O.

On March 8, 2016 the Aloha ROCKS Inc. and Col. Gavin Lawrence, Commander of the 25th Sustainment Brigade hosted a Leadership Professional Development (LPD) session featuring Maj. Gen. Gwendolyn Bingham at the Nehelani Club, Schofield Barracks, Hawaii. Maj. Gen. Bingham is the Commanding General of Tank Automotive Command (TACOM) Life Cycle Management Command (LCMC) in Detroit, Michigan. TACOM is responsible for ensuring readiness by developing, acquiring, equipping, and sustaining the world's most capable ground and support systems for joint warfighters through the integration of effective and timely acquisition, logistics, and technology (AL&T).

Maj. Gen. Bingham stressed the importance of doing well in every job, reading, and perfecting your craft every day. She stated if there is one thing she could go back and do in her career it is read more, while in the ranks of Lieutenant and Captain, to enhance knowledge of history, world events, and be able to hold a conversation in any environment. Maj. Gen. Bingham gave credit to a former Combined Arms and Services Staff School (CAS3) classmate and one of her mentors, General Vincent Brooks, who was in the audience, for constantly mentoring and proving guidance throughout her career. General Brooks also addressed the audience with his view on the strategic way ahead for the Army.

Maj. Gen. Bingham concluded her brief by sharing some tips for career success with her "TOP 10, plus 3".

1. *Stay positive always. A positive attitude will take you one-half the distance.*
2. *Do the best job you can- no matter the job. There is no such thing as a "bad job".*
3. *Seek the tough jobs!*
4. *Work productively every day. Learn your craft well. Read.*
5. *Be a TEAM player 24/7!*
6. *Be "relevant and value added" to every to every TEAM you are part of.*
7. *Maximize opportunities to diversify your portfolio.*
    a. *-Broaden your job skills and attributes via broadening assignments.*
8. *Keep yourself physically, mentally, and spiritually fit!*
9. *Build relationships and sustain them.*
10. *Remember the Golden Rule: Do unto others….Dignity and Respect to All!*

Plus 3

- *Do the right thing-Even when no one is looking. Your audio must match your video!*
- *"Nobody cares how much you know until they KNOW how much you CARE! (46th QM General)*
- *We are public servants; be proud, yet humble…always!*

Virginia State Alumni

LTC (Ret) Elgin Allmond, Advisor for All-American Chapter, poses with BG Charles Hamilton, Commander, DLA Troop Support, after a Professional Development session on 10 Mar 16 at Fort Bragg.

Important Building Blocks For The Next Rank

Written by CPT LeShawn Torrance

Mentorship is the Foundation! *These are the key words that are being used to revitalize the Camp Arifjan, Kuwait's ROCKS Inc. Interest Group.*

Brigadier General Thom currently serves as the 335th Theater Signal Command's Commanding General, while concurrently serving as the G6 for U.S. Army Central Command (ARCENT), the CJ6 for Coalition Joint Forces Land Component Command (CJFLCC), and the Director of Command, Control, Communications, Computer, Cyber Information Systems for the Combined Joint Task Force—Operation Inherent Resolve (CJTF-OIR)

On February 13, 2016, after months of inactivity, Camp Arifjan held their first officer professional development session which was given by a General Officer. Brigadier General Lawrence F. Thom who is a multi-faceted flag officer who holds multiple positions gave a Leadership Professional Development Session on his Rating Philosophy. Brigadier General Thom currently serves as the 335th Theater Signal Command's Commanding General, while concurrently serving as the G6 for U.S. Army Central Command (ARCENT), the CJ6 for Coalition Joint Forces Land Component Command (CJFLCC), and the Director of Command, Control, Communications, Computer, Cyber Information Systems for the Combined Joint Task Force—Operation Inherent Resolve (CJTF-OIR). It was an honor that he was able to be our guest speaker.

BG Thoms' clear and precise message gave every officer in attendance insight on what senior raters may be looking at when evaluating an Officer. His presentation was well received because he not only instilled upon us general OER rating philosophies but he also shared his personal ones. His first point was "What is your philosophy?" He shared that it is important for officers to be team players opposed to information hoarders. Withholding information from your peers or making attempts to "out-shine" your boss is not the way to climb the ladder to reach the top block. This comment reminded me of a statement that one of my previous battalion commanders made, "It doesn't make you look like a superstar when your peers are developing a product that you already have." Team players are those who are willing to reach down and help pull others up.

His next point was a gut-checking question. "Does your performance translates into potential?" Just because you work all day and burn the midnight oil does not necessarily mean that you are being productive nor does it mean that your actions are speaking highly of your potential for the next grade. His third point was "How do you take on perception?" Are you the type of leader that does not care what your unit "thinks" of you or are their opinions important enough to you actually take a look at yourself. Once you are done, if it is something that you can change, do so. If it isn't and just may be the comment of an outlier, then take it with a grain of salt. Senior raters are also seeking out trusted professionals that they can give a task to with minimal guidance with the high expectations that you will produce a top-notch product. Your actions will be a telltale sign if you are a "Fire and Forget" officer or if you are the one that they need to guide you through each step.

His closing comment seemed pretty obvious but yet it still came across very impactful. He stated that "Your Soldiers take your cues." No matter your position, as leaders, sometimes that small yet impactful statement may be forgotten. You set the tone for your section, platoon, or command. Your Soldiers love nothing more than to assess leaders in positive and negative ways. They also try to learn your habits to see if what you are expecting of them are the same actions that you are practicing. They want to know if their leaders are fair without exhibiting double standards.

BG Thom's presentation has set the bar in support of the Camp Arifjan's Interest Group's mission, which is Mentorship is the Foundation. His insight from a senior leader's perspective on the above highlighted pieces are necessary to keep us on the right course as we navigate not only through life but throughout our life in the Army.

The Camp Arifjan ROCKS Inc Interest Group is currently being revitalized by CPT LeShawn F. Torrance and CPT Taneshia R. Johnson. For more information, please send email to rocks.campaj@gmail.com.

"The most important thing I learned is that soldiers watch what their leaders do. You can give them classes and lecture them forever, but it is your personal example they will follow."

- General Colin Powell

DC ROCKS GOLF TOURNAMENT SUPPORT

Fellow ROCKS,

As we prepare for our 10th Annual Golf Tournament later this year on 11 June, we are once again proud to welcome the Soldiers from the Fort Belvoir, Warrior Transition Brigade to join us on the course.

This rich tradition has come to be one that the Soldiers look forward to participating in because it takes their minds off of their health issues and allows them some time to fellowship with others veterans and civilians alike.

We are seeking ten sponsors for the Wounded Warriors this year. Please visit the DC Rocks website or contact COL (Ret) Morgan to sponsor one or two WTB Soldiers for this wonderful event.

As always your generous support is appreciated.

Very respectfully,

COL Conrado Morgan, USA, Retired
2016 Golf Chair

BG Richard Dix Gives ROCK LPD on Broadening Assignments and "The Professional Book"

Submitted by MAJ DaVonne Bivins

18 FEB 2016, Washington DC Chapter held its monthly meeting with BG Richard Dix as guest speaker. BG Dix is the commander of DLA Distribution in New Cumberland, PA. He discussed the importance of broadening assignments in an officer's professional development. Broadening assignments provide the officer with experiences that add depth and breadth to their skills and knowledge. BG Dix also discussed "The Professional Book," which is a guide for the officer in charting their career path and discussing those career goals with their senior leaders and Branch managers. BG Dix concluded the OPD by encouraging the room of cadets, junior and field grade officers to continue to be the best leaders that we can be, mentoring junior officers that are coming up the ranks, and helping each other along the way.

Power in a Name

By CPT Danielle Evans and CPT Denise Quintana

COL Wrancher, the CJTF-OIR Inspector General with Staff Judge Advocate Officers, CPT Danielle Evans and Denise Quintana. Upon redeployment both will serve as Trial Counsel in 82nd Airborne Division and III Corps respectively.

CAMP ARIFJAN, Kuwait (20 January 2016) -- COL Karen M. Wrancher, the Combined Joint Task Force – Operation Inherent Resolve Inspector General, kicked off the first ROCKS, Inc. sponsored Leader Professional Development (LPD) brief in 2016 at Camp Arifjan ("AJ") with a small group of young officers and leaders from many branches and several commands located throughout AJ. *Power in a Name* was a fitting title for the first LPD as it focused on planning your career and developing your reputation as young officers and leaders in the United States Army. The LPD started off with an ice-breaking exercise where everyone in the group was given three minutes to write a positive adjective for every letter in their first name. This exercise started the brief on a positive note with full group participation, which continued through the substantive part of the LPD.

"Building Your Reputation" was the theme throughout the discussion which emphasized "displaying excellence to the point at which it cannot be denied." This statement resonated with the group. The discussion flowed into developing an overall timeline to plan key development and broadening assignments throughout a career while staying focused on achieving goals and by developing professional skills. Accompanying those goals and that plan, the discussion stressed the importance of knowing not

only the unit's mission but also the vision of an organization's leaders. Once leaders understand the mission, it becomes important to set mission objectives and goals for the organization combined with the plan for personal, professional development to better both the organization and oneself. Subsequently, your reputation is built on your performance through a series of assignments in which you have demonstrated competence, integrity, honor, and selfless service.

We discussed developing a five year plan with short term and long term goals that would help us achieve our ultimate goal. Things to consider in our plan include: career, education, family and retirement. In terms of our career, we need to consider that we must hit certain milestones to keep advancing in the military and remain competitive. This requires planning ahead and proactively seeking positions that would eventually lead to our dream job.

Apart from getting the necessary position, we need to excel and stand out from the crowd by putting in the work and having the necessary skills set to progress. Developing professional relationships with supervisors and peers, and seeking out mentors and sponsors to support our career and professional development is important in advancing our careers. Many of us are already professionals, but in order to better ourselves we need to continuously seek out educational opportunities whether military or professional.

COL Wrancher with CW3 Dandrea Nash, CPT Denise Quintana, CPT Taura Hodo, CPT Sheila Johnson, CPT Maryorie Colon, CPT Danielle Evans, CPT Monica Heightshoe and CPT Leshawn Torrance. CPT Danielle Evans is a Staff Judge Advocate for the 82nd Airborne Division and CPT Denise Quintana is a Staff Judge Advocate for the III Corps.

It is critical to dedicate time to taking care of yourself and your family, while still fulfilling your duties as a Soldier and leader. As young Staff Judge Advocates, being Trial Counsels is an important milestone that will take a toll on our personal/family life as it requires a lot of hard work and hours in the office. For others, it may be holding a command position. Every Officer there had successfully completed a career branch position. It is important to consider the needs of every position and how it will impact your family. For married couples, whether dual military or not, it may mean that one spouse's career takes priority over the other spouse's in order to achieve family goals. Your standard of living, parenthood and number of children, if any, (when) should be considered when planning your career. All these considerations will impact retirement and ultimately help shape your career and life plan and even influence the reputation you have in your unit, within your branch, in the military community and your local community.

Whether we choose to stay in the military or not, it is important to have a plan for your career, education, family and retirement. There are many paths to attaining a successful and fulfilling career in the Army if you work hard, make meaningful relationships, and always strive to become a better Soldier and a better Leader.

ROCKS, INC. Gold Vault Chapter Fort Knox, KY

Established in 03 FEB 2016

Submitted by LTC Michael G. McLendon
Gold Vault Chapter President, Fort Knox, KY

Members of the Gold Vault ROCKS Chapter

Effective 3 February 2016, the Fort Knox, Kentucky ROCKS, INC. (Gold Vault) Chapter was fully activated as an operating chapter by the ROCKS, INC. National Headquarters. The Gold Vault Chapter becomes the ROCKS, INC. 19th operating Chapter. The Chapter mainly consist of civilians, active duty members and reserve personnel who work at the Human Resources Command (HRC), the United States Army Recruiting Command and United States Army Cadet Command at Fort Knox KY.

The Gold Vault Chapter has a diverse, experienced and a unique talent of junior, field grade and senior leader Army Officers who work at Human Resources Command. Many of the Chapters Officers and civilians are Assignments Officers (Career Managers); Human Resource Branch Chiefs and Division Chiefs; responsible for Army

Personnel Distribution, Strategic and Individual Talent Management, and the management of Army wide personnel programs and services.

The Gold Vault Chapter is well postured to partner with and assist U.S. Army Cadet Command with recruiting, educating, developing, and inspiring both high school and college Army ROTC Cadets in the Kentucky Area; in order to prepare them for commissioning into the Army as successful Army officers. The Chapter's ROTC partnerships will include the University of Louisville, University of Kentucky, Western Kentucky University, Eastern Kentucky University, Moorhead State and Kent State University.

Members of the Gold Vault Chapter held its first official and inaugural meeting on 3 Feb 2016 at Fort Knox Kentucky. The Chapter would like to thank ROCKS, INC. National Headquarters and the Gold Vault Charter Members for their commitment, coordination efforts and dedicated support during the establishment process of the Chapter.

Notes from the ROCKS, INC. Gold Vault Chapter (HRC Team) "Preparing for a Board"

STEP ONE: CHECK YOUR ORB

1. Section I (Assignment Information)
a. Are the number of tours (Short and Long) correct?
b. Do tours in section I match Section IX
(e.g. are the months the same)?
c. Are you wearing the correct numeral on your overseas service ribbon?
d. Are you wearing the correct number of overseas service bars?

2. Section II (Security Data): Is your security clearance valid through the end of the board?

3. Section III (Service Data): Is your Cohort Year Group correct (promotion BZ or AZ will alter your original YG)?

4. Section IV (Personal / Family): Is your PULHES Date within 12 months of the end of the board?

5. Section VI (Military Education): Only 10 entries will display and they are chronological.
a. Is your PME (e.g. OBC, CCC, ILE, or SSC) correct and is your status correct (CCC Grad, CSC Grad, SSC Select, or SSC Grad)?
b. Are all of your Mil Ed certificates and DA 1059s in iPERMS?
c. Are your ASIs on your ORB valid/accurate and is supporting documentation in iPERMS?

6. Section VII (Civilian Education): Are your degree dates correct and do they match your documents in iPERMS?
Only HRC can updated your Civilian Education on your ORB.

7. Section VIII:
a. Do you have the right number of Stars on Iraq and Afghan Campaign Medals?
b. Do your Awards / Badges match your photo?
c. Do you have the corresponding documents in IPERMS to support your ORB entries (to include unit awards)?

8. Section IX:
a. Does the date of last OER match iPERMS?
b. Are your Duty Organizations and Titles consistent throughout your ORB?
c. Are deployments correctly annotated? Deployments should show (FWD AF), (FWD IZ), (FWD BO), etc., after the duty title, and all other information should reflect from where the officer deployed (e.g. SF BN 02 CO C ABN / Fort Bragg / SFODA Commander [FWD AF]).

9. Section X: You will only have "Joint Points" if you have self-nominated for and received Joint Credit. Officers who served in a JDAL assignment will have "0" points.

STEP TWO: CHECK YOUR PHOTO
1. Is your rank correct and is your photo within 12 months?
2. Is your haircut and apparent body composition commensurate with your peers in the 82nd ABN or 3rd ACR? If not, your appearance may disadvantage you.
3. Does your uniform fit and is everything correctly worn and straight?
4. Can you see your Overseas Service Bars? You should have one bar for every six months in a combat zone (they can be earned through collective tours – e.g. 9 month tour and separate 3 month tour = 2 bars).
5. Do your unit Awards and Individual Decorations and Badges match your ORB and iPERMS?

STEP THREE: CHECK iPERMS
1. Do your awards and badges listed on your ORB and worn in your photo match the documentation in iPERMS?
2. Does iPERMS contain all certificates for all military and civilian education listed on your ORB?
3. Are your 1059s in iPERMS for Professional Mil ED (OBC, CCC, CAS3, ILE, JCWS, SSC)?

4. Are all of your OERs present and do the thru dates generally match what is listed on your ORB?

FY16 BOARD SCHEDULE reflects the most current information for the various upcoming boards. Continue to check the officer promotions page of the HRC website, as dates are tentative and subject to change.
Please refer to the respective or forthcoming MILPER Messages for the official details

https://www.hrc.army.mil/TAGD/Officer%20and%20WO%20Selections%20and%20Promotions

Don't TALK about it, BE about it!
Unknown Author

Buffalo Soldier Chapter (BSC), ROCKS Inc. Fort Leavenworth, KS January-February 2016 Happenings

January OPD with the CAC Chief of Staff focusing on the Promotion Board process and new OER lessons!

Jan-Feb 2016: BSC started the year off with their monthly Executive Committee meeting on January 6th to discuss upcoming OPDs, mentorship, community events, the Gala in April and fundraiser/scholarships for May. In January, members of BSC were invited to mentor cadets from Leavenworth High School JROTC and judge the Drill Meet with over 15 high schools represented. On 14 January, BSC hosted an OPD session with the Combined Arms Center (CAC) Chief of Staff which focused on the new OER lessons learned/process/trends, the Army Board Selection System and a question and answer session with the group! Great insight from the Chief of Staff! Mentorship one on one & group opportunities are available monthly with the Battalion/Brigade Commanders attending the Pre-Command Course. The BSC President was honored to meet the new Army Surgeon General, LTG West while she was visiting Fort Leavenworth in January.

BSC President met the Army Surgeon General, LTG West while at Fort Leavenworth in January.

In addition to the monthly Executive Committee and coordination with Lincoln University ROTC's PMS in February, BSC supported the Community Black History program with guest speaker, BG Scott Dingle. BSC represented with over ten members, donated gifts for the raffles, assisted with set up and tear down and prepared the slide show for the event!

BSC support to the Leavenworth Community Service Organizations Black History program with Guest Speaker, BG Scott Dingle in February!

MG Bingham Visits Fort Sill ROCKS

Submitted by Rae Higgins
U.S. Army TACOM Life Cycle Management Command

Maj. Gen. Gwen Bingham, commanding general of the U.S. Army TACOM Life Cycle Management Command, visited with the Fort Sill, Okla., Interest Group recently at the Patriot Club there for an Officer Professional Development session. During the mentorship session, they discussed leadership topics and the general's "Top 10 Plus 3."

Hampton Roads Chapter Installs Officers for 2016

Submitted by COL Don Edwards, Jr.
Photography by MAJ Ret) Hubert Becton

Pictured from left to right are: MG Frank Batts USA (Ret), LTC Toney Mooney USA (Ret), LTC Chuck Holden USA (Ret), COL Mary Woodard, COL Don Edwards, Jr, Chaplain (LTC) Juan Crockett, and MG Wallace Arnold USA (Ret).

On 5 January 2016, Major General Wallace C. Arnold USA (Ret) of the Hampton Roads Chapter (HRC) of ROCKS, Inc. installed chapter officers for the 2016 Calendar Year. MG Arnold provided words of wisdom and inspiration as he charged the officers to execute their duties in a professional and excellent manner as they lead the HRC, ROCKS, Inc. in furthering the overall vision and mission of the ROCKS, Inc. More specifically, the officers pledged to faithfully execute the duties of their respective office, to the utmost of their abilities, to obey the laws of our country and the By-laws of the HRC organization, and to exemplify to all in their conduct, good citizenship, good fellowship, and all the ideals upon which the ROCKS, Inc. was established. The following officers will serve in the noted positions for 2016: President, Major General Frank Batts USA (Ret); Vice President of Operations, COL Don Edwards, Jr; Vice President of Administration, COL William (Bill) Ramsey; Recording Secretary, CPT David Brown; Correspondence Secretary, LTC Toney Mooney USA (Ret); Parliamentarian & General Counsel, LTC Chuck Holden USA (Ret); Chaplain, Chaplain (LTC) Juan Crockett; Treasurer, COL Mary Woodard, and Assistant Treasurer, Col Debra Carroll USAF (Ret).

Hampton Roads Chapter Of The Rocks, Inc. Conducts Annual Offsite Planning Meeting

Submitted by LTC (Ret.) Charles "Chuck" Holden
Photography by MG (Ret.) Frank Batts

The Hampton Roads Chapter of the Rocks, Inc. began the 2016 year with the hosting of its annual planning offsite at McDonald Army Health Center, Fort Eustis Virginia on 11 and 12 January 2016. During the offsite, the Executive Committee reviewed the National Rocks Strategic Vision and Current Mission Statement. Guidance in these National statements provided the basis and foundation for developing chapter goals and objectives for 2016.

Members of the Executive Committee discussing offsite issues. Attendees were MG (Ret.) Frank Batts (taking photo); COL Don Edwards; COL Mary Woodard; COL Maxine Girard (Dialed in); COL (Ret) Chuck Boaz; Chaplain (LTC) Juan Crocket; Major (Ret.) Hubert Becton (Not shown in photo); LTC (Ret.) Mooney; LTC (Ret.) Chuck Holden; LTC (Ret.) John James

The Executive Committee quickly focused their attention on specific chapter challenges the chapter felt were

important to accomplishing its mission, goals and objectives. Specific focus areas included Membership Development - attracting new members to fill critical positions [including junior officers and DA Civilians (GS-12 and above)]; retaining current members; increasing the number of active members involved in chapter operations and conducting fundraising to sustain chapter operations. To address the junior officer and mentorship challenge, the chapter established a special committee under the leadership of the Membership Committee (supported by Publicity & Outreach Committees) to develop a strategy and approach on how best to attract junior officers and civilians (GS-12 and above).

Over the two day offsite, the Executive committee developed the following goals and objectives.

- *Goal 1: Sustain/increase membership at a level to ensure viability of the Chapter and the accomplishment of its goals and objectives.*
    - *Objective 1: Establish program to retain current membership and recruit 12 new members.*
    - *Objective 2: Increase ROCKS marketing efforts with specific emphasis on social media tools.*
    - *Objective 3: Promote membership through mentorship and networking.*
    - *Objective 4: Conduct appropriate venues to award scholarships and recognize members.*
    - *Objective 5: Conduct Outstanding Student Award as part of Leadership and Community Outreach.*
- *Goal 2: Explore new approaches and techniques for mentoring junior officers. Target is to mentor at least 5 junior officers whether they are a member or not. Monitor, and where appropriate, implement the National Board Mentorship Program. Included in this goal is the conduct of career and professional development training, (forums, symposiums, and seminars) to promote the personal and professional growth of junior officers in Hampton Roads.*
- *Goal 3: Conduct fundraising to sustain chapter operations, with an emphasis on scholarships.*
- *Goal 4: Conduct one community event semiannually.*

The offsite resulted in the following draft Professional Development (PD) sessions, schedule of events/activities and supporting budget:

2016 Professional Development Schedule:

- *2 Feb 16: The Army University (ArmyU) / McDonald Army Health Center (MAHC)*
- *The following 2016 PDs and supporting events are being developed for the following dates/locations:*
    - *1 Mar: TBD / Fort Eustis Club*
    - *5 Apr: TBD / MAHC*
    - *3 May: TBD / Fort Eustis Club*
    - *7 Jun: TBD / MAHC*
    - *12 Jul: Mid-Year Off-site / MAHC*
    - *2 Aug: TBD / Ft. Eustis Club*
    - *6 Sep: TBD / MAHC*
    - *4 Oct: TBD / Ft. Eustis Club*
    - *1 Nov: TBD; Annual Elections / MAHC*
    - *6 Dec: TBD / Ft. Eustis Club*

Note: In addition to the above, the Outreach Committee is working to schedule and conduct one seminar for cadets at Norfolk

Fund Raisers in 2016:

- *2016 Operating Account*
    - *Double Play Cash Raffle (two drawings – Jul and Dec)*
    - *Zumbathon (Jun)*
    - *Membership Local Dues*
- *2017 Scholarship Account*
    - *Autobell (Feb-Mar)*
    - *Bagging at Commissary (Aug)*
    - *Personal Donations (Oct-Dec)*
    - *Corporate Sponsorship / Donation Initiative (all year effort)*

Activities and Events (Dates are still being finalized):

- ***General Membership Meetings (GMM):*** *First Tuesday of each month alternating between a luncheon and evening meeting times. PD will be part of the GMM.*
- ***Executive Committee Meetings:*** *Thursday prior to the GMM.*
- ***Joint Cookout*** *- Tentative Dates: (Pri-20 Aug 16) (Alt 27 Aug 16) (Membership Benefit Event)*
- ***Battle of the Bays*** *(Norfolk State U vs Hampton U@HU) (19 Nov 16 (Community Outreach and Mentorship event)*
- ***Chapter Christmas Social*** *(4 Dec) (Pay as you go event)*

- ***Caroling at the Hampton Veterans Hospital*** *(10 Dec 16) Community Outreach/Service Event*

A lot of work was accomplished during the evening of two days and the chapter is off and running in hopes of another exciting and productive year.

The Army's First African American Paratroopers -- 555th Parachute Infantry Battalion "Triple Nickel"

Submitted by CPT Vivian Leavens

What an honor! The All American Chapter of the ROCKS, Inc. at Fort Bragg, NC welcomed the members of the 555th Parachute Infantry Battalion during its February 2016 General Board Meeting. The 555th was the 1st all-black airborne unit of the U.S. Army, formed during World War II. Hailing from the 92nd Infantry Division at Fort Huachuca, Arizona and after several months of training at Fort Benning, the Triple Nickel paratroopers would find their home at Camp Mackall, NC about 10 miles from Fort Bragg, NC. The unit did not serve in WWII due to racism and because it was not fully staffed. However, in May of 1945, they were called to the Western United States to fight the Japanese on the fire line in Oregon. When the paratroopers returned, the unit was transferred to Fort Bragg where it stayed until the unit was inactivated. The members were disbursed throughout the 82nd Airborne Division making it the first integrated Division in the Army.

ALL American Chapter host the legendary 555th Triple Nickels

Trooper Robert Lucas and Trooper Stevens graced us with their presence. They shared their wide variety of experiences on what it meant to be an African American paratrooper in the 50s and 60s. Trooper Stevens was stationed in Alaska when he saw a flyer for the Triple Nickel. He was happy to find an assignment that would get him back on the east coast. Trooper Stevens shared that during the time the 555th was stationed at Camp Mackall, he felt like a second class citizens to the 82nd paratroopers since the 555th paratroopers had to have a special pass to get onto Fort Bragg. They actually shared that they did not experience many indignities because 'you stayed in your place.' There may have been a couple of fights, they added with a smile. At the time, downtown Fayetteville was segregated and they could not sit in the theater unless they used the balcony. Trooper Stevens shared that during General William Westmoreland's tenure at Fort Bragg, he told the town of Fayetteville that if his soldiers could not go downtown, he would put the town off limits to his soldiers. Trooper Stevens felt that MG Westmoreland's declaration helped the Triple Nickel gain more access to enjoy Fayetteville.

555th Triple Nickel members Charles Stevenson and Nathaniel Rainey speak to the All American Chapter during our Black History month LPD

That is not to say it was all rose colored glasses. The troopers shared there were many prejudices and discrimination going around. They mainly experienced it in promotions. They knew several NCOs who were told to retire because the leadership was not even thinking of promoting them. They shared that one NCO was a SFC for 15 years before he was finally promoted.

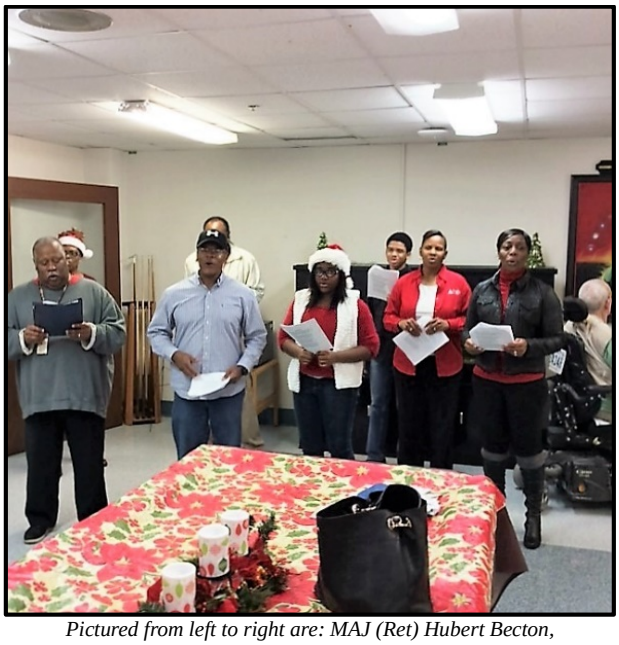
The troopers' presence lit up the room. However, they were shining bright with pride about the number of black officers in the room. The troopers told us there were very few black officers when they served. Nonetheless, the troopers made the best out of their experiences and expressed the great time they had being stationed overseas. They are both members of the Fort Bragg affiliate of the 555th Parachute Infantry Association. The association provides scholarships to 11 high schools in Fayetteville. The association likes to donate at least $4,000 to every school.

They left us with some sobering words about black history. Trooper Stevens shared that history is history but black history is the history that historians refuse to record. They added that we must remain vigilant and current so the harrowed ills of US history do not occur again. How relevant this statement is while in the throes of the 2016 election.

Caroling at the Hampton Veterans Administration Hospital

Submitted by Hubert Becton, MAJ (Ret)
Photography by Michele Hammond, COL (Ret)

On December 12, 2015, members of the Hampton Roads Chapter of the Rocks and family members met at the VA Hospital in Hampton Virginia.



Pictured from left to right are: MAJ (Ret) Hubert Becton, COL Don Edwards Jr., Yasmin Edwards, Brandon Miller, COL (Ret) Karen Evans-Miller, and COL (Ret) Michel Hammond

The mission was to spread some Christmas cheer through caroling. The group consisting of 9 people started at 1000 hours. They were armed with sheet music and enthusiastically took on their task. They walked the halls of the Spinal Cord Ward singing carols. The patients perked up on both A and B Sides of the Spinal Cord Ward. They walked into a large break room where the patients were playing bingo. They invited them in, paused their bingo game, and enjoyed the caroling. Many joined in them and began singing carols.

The next stop was the nursing home, both A and B sides. Although some of the carolers were musically challenged, they all took great pleasure in giving their best efforts in singing the Christmas carols. The nursing home patients enjoyed every song. Their last stop was the Dom which houses homeless Vets and the Drug Rehab veterans. This was a large open room. The HRC carolers gathered in a semicircle and proceeded to entertain the veterans. Again many participated.

Operation Christmas Cheer was successful.

Pictured with Veterans of the VA Hospital (seated) are: from left to right: COL Mary Woodard, MAJ (Ret) Hubert Becton, COL (Ret) Julius Coats, COL (Ret) Karen Evans-Miller, Yasmin Edwards, COL (Ret) Michele Hammond, and COL Don Edwards Jr.

ROCKS Steady: Senior Leader Contributions to Carlisle Community

Submitted by COL Charles D. Allen, US Army retired

Members of the MG Charles C. Rogers Chapter of the ROCKS, Inc. at the U.S. Army War College have been deeply engaged in this rigorous joint professional military education program. The academic year consists of core curriculum and elective courses with their associated papers, a strategic research project, and oral comprehensive exams to demonstrate professional knowledge. The cohort includes not only students, but also members of the USAWC staff and faculty involved in peer mentoring and support to the Carlisle Barracks community.

LTC Charlotte Stallworth and COL Randy White serve on US Army War College panel for African-American History Month at Carlisle Barracks

Peer mentoring occurs on a daily basis as students confer over lesson materials, collaborate during course exercises, and support each other in research efforts and preparation for the oral comprehensive exam. More traditional mentoring occurs with the visit of senior leaders to Carlisle Barracks and seizing the opportunity for professional development. Over the course of the year, the chapter met in varied forums with GEN Vincent Brooks (CG, USARPAC), MG (ret) Bryon Bagby, BG Richard Dix (Commander, DLA Distribution), and BG Dave Turner (Commander, South Atlantic Division US Army Corps of Engineers).

In supporting the Carlisle Barracks community, chapter ROCKS were prominent in coordinating and supporting important events, like the Dr. Martin Luther King Day Observance with MG (Ret) Bagby as the keynote speaker. Prof Charles Allen returned the favor by serving as the keynote speaker for the Military District of Washington at Joint Base Myer-Henderson Hall. The chapter was integral to the Carlisle Barracks African-American History Month Celebration with a member serving as the master of ceremonies and three ROCKS serving on the panel to discuss and commemorate the national theme, 'Hallowed Grounds: Sites of African-American memories."

Seeking to share with local community members surrounding Carlisle Barracks, the chapter decided to support the "Carlisle Elite Club Basketball" of the Amateur Athletic Union (AAU). The chapter set a goal to raise $1000 to assist in providing uniforms and fund travel for the team schedule. That goal was surpassed easily with donations totaling $1220 during its March meeting. The chapter members lived the Scripture, "To whom much is given, much is required."

Students and faculty are anxiously anticipating the US Army War College graduation on 10 June 2016. They realize and embrace the opportunity to mentor and support others as they return to the operating and generating forces. We are expecting great things in their future and look forward to their mentoring future Carlisle Barrack cohorts. ROCKS Steady!

COL (Ret) Charles Allen provides keynote commentary at Dr. King Day Observance for Military District of Washington at Joint Base Myer-Henderson Hall

MG (Ret) Bryon Bagby and BG Richard Dix with MG Rogers Chapter for Dr. MLK Day observance at Carlisle Barracks

Members of Carlisle Barrack ROCKS (students, staff, and faculty) supports US Army War College observance of African-American History Month

BG C. David Turner, Commander, South Atlantic Division, US Army Corps of Engineer visits with his US Army War College faculty member Dr. Jim Gordon. BG Turner attended the Senior Leader Seminar II at Carlisle Barracks.

"Management is doing things right; leadership is doing the right things." -- Peter Drucker

U.S. Army Wows at North American International Auto Show
By Rae Higgins, U.S. Army TACOM Life Cycle Management Command Public Affairs

DETROIT (Jan. 15, 2016) -- Chevy. Lincoln. Dodge. Benz. Maserati. U.S. Army.

The North American International Auto Show is the home of world-premiere glitzy, dramatic vehicle introductions. It is the perfect venue for the U.S. Army to capitalize on the natural synergies with the commercial automotive industry occurring at the Cobo Center in Detroit over the next two weeks.

Maj. Gen. Gwen Bingham (right) Commanding General, U.S. Army TACOM Life Cycle Management Command and Lisha Adams, U.S. Army Materiel Command Executive Deputy to the Commanding General lead Michigan Gov. Rick Snyder through the U.S. Army's North American International Auto Show Exhibit.
(Photo Credit: Carl Jones, U.S. Army TACOM Life Cycle Mgmt Cmd)

The Army's arm for Soldier equipment and ground systems (including automotive systems,) the TACOM Life Cycle Management Command (LCMC) is headquartered on the historic Detroit Arsenal in nearby Warren, in the heart of southeast Michigan, the automotive capital of the world. The Army began partnering with the automotive industry in 1940 to construct the arsenal and manufacture more than 25,000 tanks during World War II. The only active-duty Army installation in the tri-state area (Michigan, Ohio, and Indiana) the Detroit Arsenal is home to Headquarters, TACOM LCMC, the Tank-Automotive Research, Development and Engineering Center, the Program Executive Office for Combat Support and Combat Service Support, the Program Executive Office for Ground Combat Systems, and the U.S. Army Garrison-Detroit Arsenal.

"The military automotive industry in southeast Michigan mirrors the commercial automotive industry here in that the majority of our intellectual base is located in this area," explained Maj. Gen. Gwen Bingham, TACOM LCMC commanding general. "In 1942, TACOM's predecessor, the Army Tank-Automotive Center, operated out of the Guardian Building in downtown Detroit, and today, our mission and focus remain constant-- our Soldiers." The Army maintains the same research and development, manufacturing assurance and supply chain management (logistics) expertise as the commercial automotive industry.

That's why Lisha H. Adams, executive deputy to the commanding general of the Army Materiel Command, visited the show floor Jan. 12 to check out the Army exhibit and meet with representatives of Fiat Chrysler America, General Motors and Ford Motor Company. Adams is the senior-most civilian within the Army Materiel Command.

She and TACOM LCMC senior leaders also led Michigan Gov. Rick Snyder through the Army exhibit featuring a Stryker, a Chemical-Biological Protective Shelter integrated onto a Medium Tactical Vehicle; a HMMWV outfitted with the Common Remotely Operated Weapon System; a Bridge Erection Boat and Common Bridge Transporter; and the Autonomous Mobility Applique System mounted onto a military tractor-trailer and its commercial counterpart, a Cummins Peterbilt Class 8 Semi-tractor atop a deployable military bridge.

The bridge represents the technological linkages between the commercial automotive industry and the Army's current and future ground vehicles.

The TACOM Life Cycle Management Command's leader, Maj. Gen. Gwen Bingham, and Army Materiel Command Executive Deputy to the Commanding General Lisha Adams met with media during the 2016 North American International Auto Show Press Days.
(Photo Credit: Carl Jones, U.S. Army TACOM Life Cycle Mgmt Cmd)

The Army leaders met with representatives of Fiat Chrysler America, General Motors and Ford Motor Company. Here, they tour Ford's massive two-story North American International Auto Show exhibit. (Photo Credit: Carl Jones, U.S. Army TACOM Life Cycle Mgmt Cmd)

The TACOM LCMC team is a global enterprise made up of more than 19,000 members; approximately 7,500 of whom are employed in Michigan. These military and civilian professionals play a major role in enabling and sustaining the Army's overall combat readiness.

The LCMC impacts Michigan's economy and thousands of companies statewide. In fiscal year 2015 alone, the enterprise executed $6.3 billion in contracts, $1.5 billion of which were awarded in Michigan. Moreover, the Detroit Arsenal supports 26,000 Michigan jobs and its employees wield $2.7 billion in personal spending power.

The Army's 2016 North American International Auto Show exhibit features a Stryker, a Chemical-Biological Protective Shelter integrated onto a Medium Tactical Vehicle, a HMMWV outfitted with the Common Remotely Operated Weapon System, a Bridge Erection Boat and Common Bridge Transporter, and the Autonomous Mobility Applique System mounted onto a military tractor-trailer and its commercial counterpart, a Cummins Peterbilt Class 8 semi-tractor atop a deployable military bridge. (Photo Credit: Carl Jones, U.S. Army TACOM Life Cycle Mgmt Cmd)

"The North American International Auto Show is an ideal venue to reinforce the Army's reputation as an automotive, technology, logistics and sustainment leader," Bingham said. "We not only play a critical role in enabling America's warfighting readiness, but we also contribute significantly to our home state of Michigan and its economic health.

"But make no mistake," she continued, "we can't do what we do inside our gates without the full support and partnership of our community leaders and industry partners outside our gates. Participating in the North American International Auto Show in Detroit helps give us a platform to tell that very important story."

It's Time to Establish Ethics-Related Metrics

Written by COL (Ret) Charles D. Allen (originally published in ARMY, February 2016)

In July 2006, DoD initiated the "Check It" campaign as part of its internal management controls program and coopted the military aphorism "what gets checked gets done." To check that something is being done correctly requires measurement and metrics.

During the past decade, DoD has sought to measure the effectiveness of its counterinsurgency strategy in Afghanistan and Iraq. It also sought to measure the effect of fiscal year 2013 sequestration using varied metrics for readiness, modernization and force structure of the armed services. DoD is still struggling to find appropriate metrics to assess the efficacy of the Sexual Assault Prevention and Response Program.

The difficulties in measuring these areas of strategic concern do not bode well for DoD as it strives to check the character of its leaders and ethics within the profession of arms to ensure that we are "getting it right."

The White House and Congress have paid a great deal of attention to the ethical missteps and misbehavior of DoD leaders in the early years of the 21st century. In response, the secretary of defense in 2014 appointed a senior advisor for military professionalism to focus its efforts for military ethics, character and leadership development. In a report in September 2015, however, the Government Accountability Office found that DoD "has not fully implemented two key tools for identifying and assessing ethics and professionalism issues, and it has not developed performance metrics to measure its progress in ad- dressing ethics-related issues." In the years since the renewed focus, ethical issues have continued in operational and institutional settings throughout the Army as well as in other services.

Too Many Failings

News accounts of officer, enlisted and civilian personnel misconduct are, unfortunately, not infrequent and are generally met with cynicism. The perceived lack of

accountability for senior leaders is aptly captured by author Tom Ricks' quip, "different spanks for different ranks." While the 2011 Army Profession Campaign and study sought to revive trust in the Army as an institution, there are still too many incidents of ethical failings within the ranks.

In early 2015, my U.S. Army War College colleagues, research professor of military strategy Leonard Wong and professor of behavioral sciences Stephen J. Gerras, revealed in "Lying to Ourselves: Dishonesty in the Army Profession" a pervasive culture of false reporting resulting from overwhelming and burdensome requirements, and the accepted norm of telling higher headquarters what they want to hear.

Wong and Gerras are known to be provocative in asking tough questions and publishing research findings that are uncomfortable for military members. Ultimately, they challenge the self-image and professional identity of Army officers as well as the Army profession itself. Self-image and identity contribute to the frame of reference developed through career imprinting from the first unit assignment.

Monica C. Higgins, a professor in education leadership at the Harvard Graduate School of Education, offers that career imprinting is a "form of learning that encompasses the professional impression left on individuals by an organization." Given that career imprinting influences individual leader choices and behavior in an organizational context, then it would also affect the ethical climate of a unit set by its leaders. In an article last spring for the U.S. Army War College quarterly *Parameters*, I asserted that the Army's recent focus has been on the lack of character of individual leaders and of their supporting staff to confront and mitigate unethical behavior. A missing component is an appreciation for a unit climate that discourages ethical behavior. Importantly, organizational scholars Linda K. Trevino, Gary R. Weaver and Scott J. Reynolds offer that ethical climate is "a shared perception among organization members regarding the criteria … of ethical reasoning within an organization." This perception is formed through the day-to-day experience of unit members of what is acceptable, and by observing the interactions of leaders and subordinates.

Lack of Survey Instrument

Unfortunately, neither the Army nor DoD employs a validated survey instrument to assess ethical climates within units. The Government Accountability Office noted that the senior advisor for military professionalism office was completing an inventory of climate, professional development and psycho- metric tools that are used across the department to enhance interdepartmental visibility of these tools and promote best practices, and that the office staff "stated that while these tools could be used to assess ethics-related issues, none of the tools were designed exclusively for that purpose."

It is puzzling that DoD would con- sider using survey instruments inappropriate to assess something as important as ethical climate. Rather than rely on anecdotal evidence or the gut feel of senior leaders far removed from units, it would be prudent for the Army to either develop a survey instrument or adapt an existing tool specifically designed to assess ethical climate. One such available tool is the Ethical Climate Questionnaire, a valid assessment instrument that measures five dimensions of climate developed from scholarly research.

My sense of that aspect of a unit climate was not based on formal survey but from my own career imprinting with an assignment to a field artillery battalion in a mechanized division during the height of the Cold War. Imagine being a young lieutenant or junior NCO in Germany in the late 1970s, when Army units were stationed on overcrowded kasernes and subinstallations, units shared headquarters building, barracks , maintenance bays and motor pools. Our artillery battalion col- located its vehicle parking area with the division cavalry squadron and an engineer company.

With the shared parking, there were concurrent nightly guard mounts, ostensibly to protect the equipment from off-post outsiders. In reality, the unit guards were protecting their vehicles and equipment from "midnight requisitions" by other units. Many of us remember painting the bumper numbers on the canvas doors of our vehicles—jeeps, Gama Goats and GOERs—only to be dismayed when those items still disappeared overnight.

For proper supply accountability, Army regulations required hand receipts for property, and periodic inventory. Shortage annexes documented missing items and components for vehicles, sets, kits and outfits. It was common practice to update hand receipts after maneuver exercises, and record "field losses" on shortage annexes. Part of command supply discipline was to engrave unit designation on the components of the various tool kits. While the practice may have aided accountability during inventory, it was more likely to facilitate recovery from those who had "borrowed" the tool. I remember the absurdity as the maintenance sergeant attempted to engrave a set of Allen wrenches.

'Get It Done'

A critical event for each leader was the unit's annual general inspection. With its numerous checklists and metrics, the inspection and the Army training and evaluation program were the objective measures of performance—for success and failure—and inevitably recorded on officer and NCO evaluation reports. In a zero-defect Army, failure had implications. "Can do" attitude morphed into "get it done."

During the inspection week, there were the perpetually dis- patched vehicles unavailable for inspection, relocation of storage containers holding excess parts and equipment, and the mysterious storage site outside the unit area. In a time of

un- certainty and turbulence for the big Army, the impact at the unit level was the necessity to look good even when the re- sources were not available to be good. Hence, the "shared perception among organizational members" of ethical behavior was not consistent with the espoused professional ethics. While these recountings are anecdotal, they provide an indication of an ethical climate even without a formal survey instrument.

Army historians have documented the challenges and resultant shortfall in funding for training hours and miles (referred to as operating tempo), ammunition and fuel during the post-Vietnam War era. Perhaps the greatest shortfall was in the professionalism of the Army. This coincided with the end of a major conflict and the implementation of the all-volunteer force, with the attendant growing pains of the volunteer Army. As the nation tried to leave Vietnam behind, it also sought a peace dividend to assist in the recovery from the U.S. recession of 1973–75 and lessen the impact of the 1973 OPEC embargo that resulted in a fourfold increase in oil prices.

Accordingly, with the U.S. military withdrawal from Vietnam, by 1974 the Army faced a 40 percent budget cut and a 50 percent reduction in force structure from the Vietnam-era peak of 1.57 million soldiers in 1969 to 785,000.

The strain on the Army was palpable and confirmed in the Army chief of staff-directed Army War College "Study on Military Professionalism" in 1970. One of the study's key findings was that junior officers were "deeply aware of professional standards, keenly interested in discussions about the subject, and in- tolerant of those—either peers or seniors—who they believe are substandard in ethical or moral behavior or in technical competence." The study also related a "preoccupation with 'measurable trivia' … devised by senior leaders" that contributed to "inaccurate reporting—rampant throughout the Army and perceived by every grade level sampled from O-2 through O-7." Forty- five years later, the conditions reported by Wong and Gerras in "Lying to Ourselves" have either re-emerged or persistently endured in spite of efforts to maintain a professional Army.

Army Struggles for Relevance

In our current circumstance, the Army is once again struggling to establish its relevance in an uncertain and turbulent national security environment. The nation seeks to shift its balance to the Asia-Pacific region and away from the ground combat-centric operations in the Middle East. The scale of deployments for the Army has been greatly reduced, and an- other peace dividend is sought from DoD and the Army as the nation seeks to deal with its federal debt. Like in the 1970s, the decade-plus cost of operations for the war on terrorism and the 2007–09 recession have contributed to our financial concerns. As the Army reduces force structure from its active- duty peak of 570,000 to 450,000 soldiers by the end of fiscal year 2018, the competition for promotion and retention of talented personnel will increase.

With fiscal austerity comes greater scrutiny, along with calls for accountability and efficiency. As the Army goes back to basics, greater emphasis will be placed on fiscal responsibility, training management and command supply discipline. Each of these areas begs for metrics and drives the call for data and reports to higher headquarters. What can be measured will be reported with potentially little regard for the efficacy of the re-porting. And increased accountability will drive the need for more compliance inspections, with the potential for zero-defect mentality to emerge across the force.

Such an institutional culture will have a direct impact on units and their people at the lowest level—for the lieutenants and sergeants who are the direct leaders of our Army. The career imprints for this generation of junior leaders will be based on their experiences and the ethical climates within their units.

Accordingly, the perceptions of Army personnel should be assessed and monitored as leading indicators of unethical behavior in their quest to accomplish as- signed tasks and missions.

Whether in the operating or generating force, as important as what gets done must be how it gets done. One would expect that unit leaders will dutifully communicate the Army Values, but behaving in accordance with those values will be based on the perception of what is really important in the organization.

Profile from Warrant Officers' History: Chief Warrant Officer Four (Retired) Percy Dean Butler

Submitted by CW4 Farrell J. Chiles, USA, Ret.

Percy Dean Butler was born in Pritchard, Mobile, Alabama on December 28, 1943 and was raised in Pritchard, Alabama and Gulfport, Mississippi. He graduated from Thirty-Third Avenue High School, Gulfport, Mississippi and attended college at Los Angeles City College and the

University of California at Los Angeles (UCLA) before enlisting in the Army in May 1964.

Chief Warrant Officer Butler's twenty year Army career was spent specializing in Human Resources, Personnel Administration and Management; Staff Combat Operations and Planning; and, Analysis. During his military, he earned a Bachelor of Science Degree in Business Administration awarded by American Technological University and pursued his post graduate work in Master of Science Business Administration (MSBA) with Boston University's European Campus. Not one to sit idle, he consistently progressed in rank to become a Chief Warrant Officer Four, serving in various posts in the United States, Republic of West Germany, and two combat tours to the Republic of Vietnam. He earned the Bronze Star Medal (2 awards), the Meritorious Service Medal (2 awards) and other awards and decorations.

After retiring from the military on 1 November 1984, Mr. Butler began to search for opportunities to successfully utilize his management background and training. Butler decided to offer his services to the public and successfully launched his own financial consulting and insurance business in the Greater Atlanta area. He is the President and Founder of The Advantage Capital Group, Inc., Atlanta, Georgia.

Percy Dean Butler is recognized as a leader/innovator in the financial management and insurance profession. His professional and personal philosophies are simple: If you want to help yourself, you must first help others, and if you want results, you have to make them happen". Mr. Butler's life has been dedicated to proving that motto and is reflected throughout his careers, which have included more than twenty years of distinguished and honorable service as a military officer, and the development and nurturing of a privately owned financial corporation. In his personal life, he shares his philosophy by participating in the coaching/mentoring of those desiring to further their education in school or business, public speaking engagements, and by providing estate and financial planning seminars.

CW4 Butler has devoted a great deal of his time and has been active throughout the continental United States, serving as a Presidential Appointee on the Veterans Administration Advisory Committee on National Cemeteries and Memorial where he was elected to serve as Vice Chairman and Chairman for more than four years. Mr. Butler served as the European Region President of the United States Army Warrant Officer Association from 1980-1981 and on the National Board of Directors from 1982-1985. He served as Assistant Vice President for Veterans Affairs and is a Life Member of the Unites States Army Warrant Officers Association; Member of Veterans of Foreign Wars; and the American Legion. In 2014, he was inducted as a Distinguished Member of the Regiment (DMOR) in the Adjutant General Corps. He has been active in the NAACP, the former Atlanta Exchange, and numerous business and civic organizations within the community. Mr. Butler is Co-Founder of The Business Forum of Atlanta, Inc. He is a Mason, 32nd Degree and Shriner.

Percy Butler is married to the former Patsy Ruth Munford and the proud father of three sons, Staff Sergeant Kevin Dean Butler (completed 17+ years of service), Major (Retired) Karel Alan Butler, and Keith Eric Butler. Percy is immensely proud of his four grandchildren, Julian Dean, Jourdain Alexander, Kayin Sherelle, and Lauryan Patrice Butler.

2016 Leadership & Training Conference
www.rocksinc.org

DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY MANPOWER AND RESERVE AFFAIRS 111 ARMY PENTAGON WASHINGTON, DC 20310-0111

SAMR-DL 23 March 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: The National Board of the ROCKS, Inc., 2016 Bi-Annual Leadership and Training Conference, 21-23 April 2016

1. References:

a. Memorandum, Deputy Secretary of Defense, 6 Nov 13, subject: Implementation of Updated Conference Oversight Requirements.

b. Army Directive 2015-01 (Army Conference Policy), 8 July 2015.

2. The following information provides an opportunity for training and professional development for all Army personnel. This opportunity does not constitute an exception to the Army's policy on conference attendance and/or travel. In accordance with references (1a) and (1b), all Army participants must request conference approval through their respective command conference process, supervisors and Commanders to attend an event hosted by a non-federal entity. All associated expenses and activities must comply with all applicable travel, conference and acquisition regulations.

3. The National Board of the ROCKS, Inc., will conduct the 2016 Bi-Annual Leadership and Training Conference at the Sheraton Pentagon City Hotel, 900 Orme Street, Arlington, Virginia, 21-23 April 2016. The theme for this year's event is: "OPERATION REJUVENATION": Renewing and Reaffirming Our Commitment to Mentorship." This Conference is one of the army-wide diversity outreach events supported by EXORD 003-12, 21 May 2012. The training will focus on the professional development of attendees through presentation and discussions on key Department of Defense (DoD)/Army programs. It will include presentations presented by senior Army and DoD leaders.

4. The Army's participation at this training conference directly aligns with the Army's Diversity and Inclusion Vision to be a "global leader in embracing the strengths of diverse people in an inclusive environment, investing in and managing talent, valuing individuals and developing culturally astute Soldiers and Civilians who enhance our communities and are prepared for the human dimension of leadership and global engagements."

5. Additional information regarding the ROCKS, Inc., 2016 Bi-Annual Leadership and Training Conference is attached or can be found at: www.rocksinc.org.

6. The Diversity and Leadership Agency point of contact for this action is Ms. Susan Gordon, Army Chief Diversity Officer. She may be reached at 703-614-5341 or susan.gordon10.civ@mail.mil. An alternate POC for this action is Ms. Margaret D. Barfield. She may be reached at (703)545-5776 or margaret.d.barfield.civ@mail.mil.

Seema E. Salter

SEEMA E. SALTER

Deputy, Deputy Assistant Secretary of the Army (Diversity and Leadership)
Encls

DISTRIBUTION:
Principal Officials of Headquarters, Department of the Army Commander
U.S. Army Forces Command
U.S. Army Training and Doctrine Command
U.S. Army Materiel Command
U.S. Army Pacific
U.S. Army Europe
U.S. Army Central
U.S. Army North
U.S. Army South
U.S. Army Africa/Southern European Task Forces
U.S. Army Special Operations Command
Military Surface Deployment and Distribution Command
U.S. Army Space and Missile Defense Command/Army Strategic Command
U.S. Army Medical Command
U.S. Army Intelligence and Security Command
U.S. Army Criminal Investigation Command
U.S. Army Corps of Engineers
U.S. Army Military District of Washington
U.S. Army Test and Evaluation Command
U.S. Army Installation Management Command Superintendent, U.S. Military Academy
Director, U.S. Army Acquisition Support Center Executive Director, Arlington National Cemetery
Commander, U.S. Army Accession Support Brigade DISTRIBUTION: (CONT)
Commandant, U.S. Army War College Command, Second Army

CF:
Director, Army/National Guard Director of Business Transformation Commander, Eighth Army
Commander, U.S. Army Cyber Command

EEO Board of Directors EO Program Managers
Commands' Conference Management Teams

The National Board of the ROCKS, Inc. 2016 Election Slate

In accordance with Article IX, National ROCKS By-Laws, National Board of the ROCKS Incorporated, the Chairman of the Board has appointed the undersigned to serve as the committee chair of the 2016 nominating committee.

MG Robert Gaskill, USA, Retired
MG George Alexander, USA, Retired
COL Tommy Osborne, USA, Retired
COL La'Tonya Lynn, USA
COL Michael Rogers. USA

The election of officers will take place on **Thursday, 21 April 2016** during The ROCKS, Inc. Leadership and Training Conference. Highlighted positions are up for election:

Position	Incumbent	Nominees	Term
Chairman	BG Earl Simms, USA, Ret.	n/a	3 yrs – 2015-2018
Vice Chairman	COL Conrado B. Morgan, USA, Ret.	MG Fredric Leigh Write In:_____	2 yrs – 2016-2018
Executive Director	*Goal is to fill this position as a full time/funded employee*	UNFUNDED POSITION	4 yrs
VP Finance	COL Lucretia M. McClenney, USA, Ret.	Write In:_____	2 yrs – 2016-2018
VP Membership Development	COL Eric Flowers USA	n/a	3 yrs – 2014-2017
VP Mentorship	COL Austin Bell USA, Ret.	n/a	3 yrs – 2014-2017
VP Comm. & Publications	COL Dorene Hurt USA, Ret.	n/a	3 yrs – 2014-2017
VP ROTC Programs	MG Reuben Jones, USA, Ret.	n/a	3 yrs – 2015-2018
VP Programs & Strategic Planning	BG Velma Richardson USA, Ret.	n/a	3 yrs – 2015-2018
VP Corporate Outreach	BG Clara Adams-Ender, USA, Ret.	n/a	3 yrs – 2015-2018
VP Historian	COL Frank Francois USA, Ret.	n/a	4 yrs – 2014-2018
VP for Civilian Affairs	Mrs. Deloris Johnson-Davis	n/a	3 yrs – 2015-2018
VP for Transitioning Members and Veteran Affairs	COL Anita Dixon, USA, Ret.	n/a	3 yrs – 2014-2017
VP for National Guard and Reserve Components	MG Sanford Holman	n/a	3 yrs – 2014-2017

Eligible Votes
a. Each Board member has one vote.
b. Chapter President vote for their chapters

Any ROCKS, regular or life member is eligible to be nominated and hold office.

PLEASE NOTE: Each Chapter may recommend a representative to be a part of the National Board for one year appointment. The National Board may then designate up to five (5) Chapter Representatives from those nominated by the Chapter.

The National Board of the ROCKS, Inc.
BYLAWS CHANGES

TO: National ROCKS Board Members & Chapter Presidents

1. The most current Bylaws were Approved and Adopted by The ROCKS, Inc. during the April 2015 Virtual Teleconference.

2. Recommended DRAFT changes to the approved April 2015 Bylaws are annotated in red and will be voted on during the April 2016 Biennial meeting in Arlington, Virginia (*Document located at www.rocksinc.org; Click on Documents; Click on Policies, Plans & Standards; Click on National ROCKS Bylaws (Redlined) For Vote - April 21, 2016.* ***Members must login to review***.).

3. Chapter Presidents procedures to submit Bylaws changes & recommendations:

a. Chapter Presidents MUST submit additional recommendations for Bylaws changes in writing to the National Headquarters not later than: **Friday, April 15, 2016**. No response signifies your agreement with the proposed changes. The official vote will occur during the April Conference.

b. Please use the following format for your Bylaws input:
CURRENT BYLAWS LANGUAGE (PLEASE BOLD and HIGHLIGHT IN RED): xxxxxxxxxx
RECOMMENDED LANGUAGE(PLEASE BOLD and HIGHLIGHT IN RED)xxxxxxxxxx
RATIONALE:

PLEASE reference the SPECIFIC ARTICLE and SECTION where your recommended change/addition should be placed. Send to: therocks@aol.com.

4. ROCKS National Board members (Including ADJUNCT and Emeritus Board Members) procedures to submit Bylaws changes & recommendations

a. ROCKS National Board members MUST submit additional recommendations for Bylaws changes in writing to the National Headquarters not later than:**Friday, April 1, 2016**. That will allow enough time for me to revise the DRAFT Bylaws and redistribute them to our CHAPTER Presidents and other National Board members before the April 15th deadline for all input. No response signifies your agreement with the proposed changes. The official vote will occur during the April Conference.

b. Please use the following format for your Bylaws input:
CURRENT BYLAWS LANGUAGE (PLEASE BOLD and HIGHLIGHT IN RED): xxxxxxxxxx
RECOMMENDED LANGUAGE (PLEASE BOLD and HIGHLIGHT IN RED) : xxxxxxxxxx
RATIONALE:

PLEASE reference the SPECIFIC ARTICLE and SECTION where your recommended change/addition should be placed. Send to: therocks@aol.com

Thank you,
COL (RET) DORENE HURT
VP for Communications and Publications

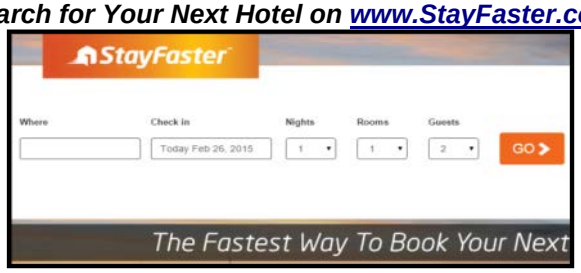
SUPPORT THE ROCKS, INC. THE NEXT TIME YOU TRAVEL

The National Board of the ROCKS, Inc. has partnered with Imagine, Inc. as a way to raise funds to support the operations of the organization. We are seeking your support as you begin your summer traveling.

Book your next hotel at www.StayFaster.com with the Promo Code **ROCKS,** the organization will receive **7% back** from every booking. Also, when a member from a local chapter books a reservation using the code, The National Board of the ROCKS, Inc. will send a percentage of the 7% to the local chapter. *(Be sure to add or update your chapter affiliation in the online membership directory)*.

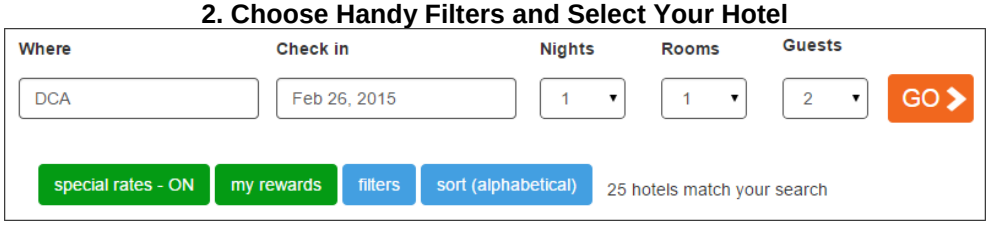
Get started with four easy steps.

1. Search for Your Next Hotel on www.StayFaster.com



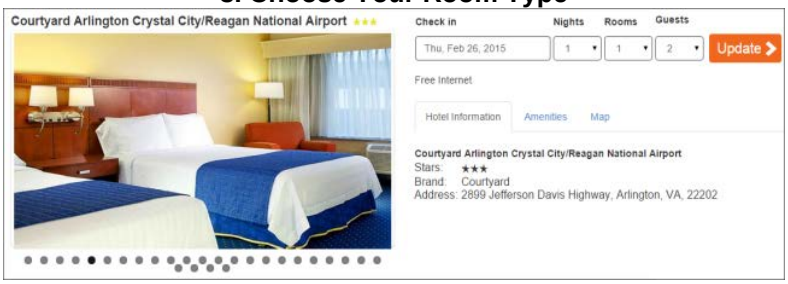
2.

2. Choose Handy Filters and Select Your Hotel



Choose any special rates you qualify for as well hotel quality and amenities.

3. Choose Your Room Type



Do you prefer queen or king sized beds? See every room type available.

4. **Create Your FREE Account, and Enter ROCKS as Your Promo Code**

Enter your basic information with ROCKS as your promo code, continue booking, and confirm.

That's it! You're set.

Enjoy your stay and happy traveling.

WELCOME NEW MEMBERS

MAJ Alhaji Bangura USA
COL Milford Beagle USA
CPT William Branch USA
CDT David Butcher USA
WO3 Beofra Butler USA
2LT Curtis Byron USA
2LT Michelle Byron USA
MAJ Yovana Cardenas USA
MAJ Brook Carerros USA
CPT Michael Chung ANG(Army)
COL Anthony Cole USA
COL Willie Coleman USA
MAJ Terriel Cooke USA
1LT Lazarus Davidson USA
COL Faye Davis USA
MAJ Edris Davis USA
2LT Cendra Doni USA
2LT Melissa Edwands USA
CPT Chekesha Eggleston USA
1LT Z'Andrea English USA
MG Jason Evans USA
MAJ Alexia Fields USAR
LTC Alric Francis USA
MAJ Nick Francois USA
1LT Gary Freeman USA
WO3 Willie Gadsden Jr. USA
2LT Francisco Garcia USA
LT Godfrey Gaskins USA
1LT Nateisha Grant USA
CDR Malaysia Gresham USPHS
1LT Tianna Grey USAR
CPT Markel Hall USA
LTC Aaron Hardy USA
COL Victor Harmon USA
LTC Harris Harris USA
1LT Lasherdo Harris USA
MAJ Travis Hill, Sr. USA
1LT Rashida Housen USA
CPT Amber Jackson USA
2LT Shayla Jennings USA
LTC Rodney Johnson USA
LTC Thwana Johnson USA
MAJ Tynisa Jones USA
MAJ Gilbert Juarez USA
2LT Briales Karl USA
LT Sasha-Az Lee USA
MAJ Herb Leggette USA
1LT Shenika Lewis USA
CPT Latanya Matthews USA
1LT Brian Mouton USA
CPT Raja Nelson USAR
Ms. Mary Olodun USA
CDT James O'Neal USA
1LT Ralph Pean USA
MAJ Jovon Perry USAR
1LT Roland Pitts USA
2LT Deja Pitts USA
MAJ Cornelius Pope USA
LT Devan Praymous USA
LT Sasha-Gaye Pringie USA
LT Gernie Purnell USA
1LT Nicole Raymond USA
2LT Ellis Robinson USA
MAJ Tywana Robinson USA
CPT Cathleen Rush USA
MAJ Krystal Sessoms USA
1LT Michael Simms USA
1LT Celest Singletary USA
COL James Smith USA
MAJ Phylisha South USA
MAJ Darren Spears USA
1LT Felice Starr-Hill USAR
2LT Candice Summers USA
1LT Trina Thompson USA
COL Marvin Thornton USA
CDT Jeybriel Townsend USA
CPT Conor Trulsson USA
CDT Aindi Tsarni USA
MG Stephen Twitty USA
WO1 Kristin Walker USAR
2LT Vejemetric Wheeler USA
CPT Lahonne White USA
1LT Betina Willie USA
LT Chelsea Young USA
2LT Mait Young USA

Joined 12/23/2015 – 03/27/2016

REMINDER

National Dues are now due on 1 September of each year and the current dues structure, effective 1 May 2015, is: $20 for cadets; $33 for GS-12 & below, and; $58 for O4/GS-13 and above. These fees are prorated based on when NEW members join the organization. As a reminder, a member must be financial with National before receiving recognition as financial at the local level.

Please feel free to forward me any questions- I look forward to working with you!

All the best!
Eric Flowers
VP, Membership Development

THE ROCKS, INC. CHAPTERS

Carlisle Barracks, PA
(MG Charles C. Rogers Chapter-AWC)
LTC Elliott Caggins, USA
elliott.caggins@yahoo.com

Fort Benning, GA
(*Follow Me*)
LTC Dexter Jordan USA
dexter.a.jordan2.mil@mail.mil

Fort Bliss, TX
(*Fort Bliss Chapter*)
CPT Kevin Montgomery USA
the.kevin.montgomery@gmail.com

Fort Bragg, NC
(*All American Chapter*)
LTC Landis Maddox USA
landis.c.maddox.mil@mail.mil

Fort Campbell, KY
(*Screaming Eagles*)
CPT Timothy Peters USA
timothy.b.peters.mil@mail.mil

Fort Carson, CO
(*Iron Horse ROCKS*)
LTC Garvey A. Wright USA
g1087nupsi@gmail.com

Fort Gordon, GA
MAJ Dwayne Murray USA
ftgordonrocks@gmail.com

Fort Hood, TX
(*Phantom Warrior ROCKS*)
LTC Aricai Berry USA
aricai.m.berry.mil@mail.mil

Fort Jackson, SC
(*James Webster Smith Chapter*)
MAJ Jovan Perry USA
ftjwsrocks@gmail.com

Fort Knox, KY
(*Gold Vault ROCKS*)
LTC Michael Mclendon
goldvaultchapter@gmail.com

Fort Leavenworth, KS
(*Buffalo Soldier Chapter*)
COL Norma Bradford USA
norma.bradford@yahoo.com

Fort Lee, VA
(*Central Virginia Chapter*)
MAJ Byron Matthews USA
cvcrocksinc@gmail.com

Fort Leonardwood, MO
(*Harry S. Truman Chapter*)
MAJ Howard Donaldson USA
howarddonaldson@att.net

Fort Stewart, GA
(*Marne Chapter of the ROCKS, Inc.*)
MAJ Christopher Wells USA
christopher.m.wells6.mil@mail.mil

Hampton Roads, VA
(*Hampton Roads Chapter*)
MG Frank Batts USA
frank.e.batts@nasa.gov;
tcmooney@cox.net

Oahu, HI
(*Aloha Chapter of the ROCKS*)
CPT Michelle Cutts USA
aloharockschapter@gmail.com

San AntonIo, TX
(*SAM Houston Chapter*)
COL Richard "Flip" Wilson
Flip2easy@earthlink.net

South Korea
(Morning Calm Chapter)
In Transition
morningcalmrocks@gmail.com

Washington, DC
(*DC ROCKS*)
COL Sheila Howell-Flowers USA
She3874@aol.com

Weisbaden, Germany
(*European Chapter of the ROCKS, Inc.*)
CPT Bridgette Scott USA
bridgette.l.scott.mil@mail.mil;
bbsct123@yahoo.com

West Point, NY
(*The Henry O. Flipper Chapter*)
MAJ Bridgette Bell, USA
hof.rocks.inc@gmail.com

INTEREST GROUPS

Aberdeen, MD
(*Chesapeake Bay ROCKS (CBRIG)*)
COL Terry Hodges USA
terry.hodges2@gmail.com

Fort Dix, NJ
(*The Ultimate Weapon Chapter*)
CPT Sabrina Gammage USA
sabrina.l.gammage.mil@mail.mil

Fort Irwin, CA
(*High Desert ROCKS*)
MAJ Spencer Biah USA
ft.irwinrocks@gmail.com

Fort Irwin, CA
MAJ Spencer Biah, USA
ft.irwinrocks@gmail.com

Fort Meade, MDLTC Deitra Trotter USA
deitra.trotter@us.army.mil

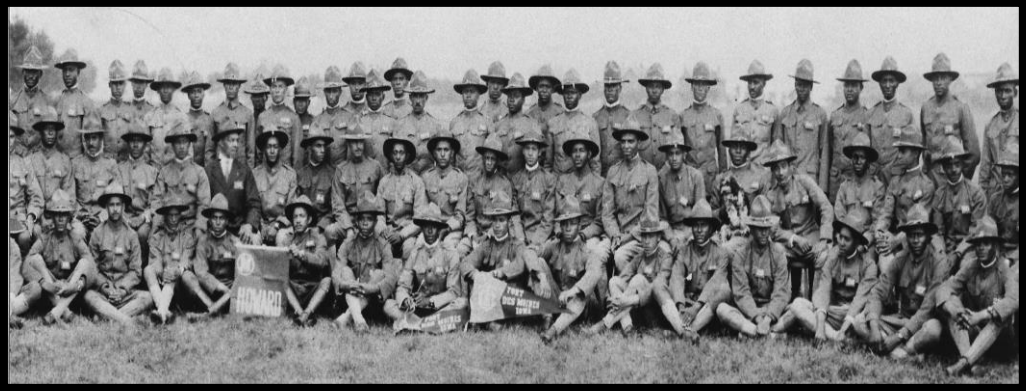
Fort Sill, OK
MAJ James Crenshaw, USA
jcren313@msn.com

Forsyth, GA
(GA National Guard (Patriot ROCKS)
LTC B. David Hunter, USA
bob.david.hunter.mil@mail.mil

Jackson, MS
(Mississippi National Guard ROCKS)
LTC Christian Patterson, USA
christian.patterson.mil@mail.mil

Kuwait
LTC Alprentice Smith, USA
alprentice.smith.mil@mail.mil

Lexington, VA
(Virginia Military Institute ROCKS)
CDT Ryan Loe, USA
loerm16@mail.vmi.edu



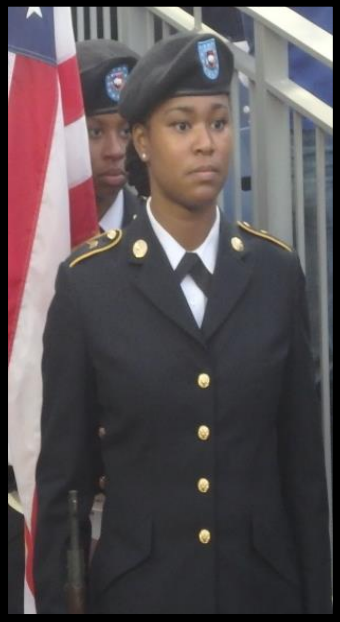
US ARMY ROTC

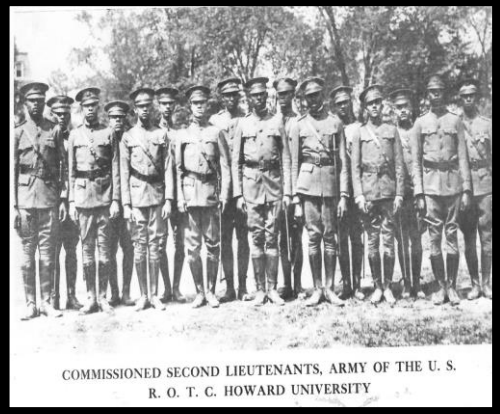
LEADERSHIP

EXCELLENCE

100 YEARS OF SERVICE

1916 - 2016





BISON BATTALION

Celebrates

100 Years of Army ROTC

Wednesday, 20 April, 2016
1300-1400

Howard University Main Yard
Steps of Douglass Hall

Featuring Performances
by

U.S. Army Drill Team

&

Old Guard
Fife & Drum Corps

2013 EDITORIAL REVISITED: In Support of Col. Charles Young to be promoted posthumously; Black colonel was not promoted because white soldiers would have had to salute him

Below is our editorial from July 26, 2013. It is now 2016 and the National Coalition of Black Veterans has yet to receive a promised call from the White House. In an effort to continue to get Col. Young promoted and honor him, a special event will be held at 11;00 a.m. on June 1, 2016 at 1350 Brush Row Road, Wilberforce, Ohio 45384. For further information, contact The Colonel Charles Young Promotion Campaign at 510-467-9242 or email to CNMMMF@aol.com .

Editorial: Posted July 26, 2013

Col. Charles Young Denied by the Center for Military History

By Arelya J. Mitchell,
Publisher/Editor-in-Chief
The Mid-South Tribune
and the
Black Information Highway
www.
blackinformationhighway.com

Long before one president could utter: "Ask not what your country can do for you, but ask what you can do for your country?" Charles Young had already answered the call. Ironically, Col. Charles Young, a legend in his own time Buffalo soldier, was medically discharged from the United States Army in the year John F. Kennedy was born, 1917.

He was proud to be called Colonel Charles Young; he was proud to serve his country, the United States of America. No one could question Charles Young's patriotism, and no one could question that he deserved to move up in the ranks. Until now and by the Center for Military History.

On January 22, 2013 the National Coalition of Black Veterans sent a very compelling letter* to the nation's first African American President requesting that Col. Charles Young receive a presidential proclamation that would bestow on him the honorary rank of Brigadier General. Written by coalition chairman, Charles Blatcher III who is also founder of the National Minority Military Museum Foundation, and by the museum's chairman, Howard D. Jackson, this letter is a literary masterpiece in Black History and should be read by every Black child and every American child, for the fact that Black History is American History.

Apparently, personnel at the Center for Military History cannot read.

You see, the National Coalition of Black Veterans was not asking anything out of the ordinary concerning a presidential proclamation given posthumously to a soldier, as Blatcher and Jackson so movingly cited with monumental facts in their letter. Presidents Harry S Truman, George H.W. Bush and Bill Clinton had accorded posthumously such proclamations and honorary titles.

However, the response to this letter was so slow in coming that the Coalition enlisted the aid of Cong. Barbara Lee (D-CA) who dispatched yet another letter to the nation's first Black President, requesting that he bestow the rank of Honorary Brigadier General on a man who had served his country for 32 years.

It was after Cong. Lee's letter that the Center for Military History was charged with looking into the matter.

> *"However, the response to this letter was so slow in coming that the Coalition enlisted the aid of Cong. Barbara Lee (D-CA) who dispatched yet another letter to the nation's first Black President, requesting that he bestow the rank of Honorary Brigadier General on a man who had served his country for 32 years."*

Fast forwarding: The Center's response to the National Coalition of Black Veterans was not only disrespectful but bordered on a crass naïveté that is repugnant in a 21st Century America, representing the first administration headed by an African American President who also serves as the nation's Commander-in-Chief.

Herein is the response: "... [W]hile Colonel Young did display exemplary conduct and character and made significant contributions to the national defense, there is no evidence that he ever performed duties and responsibilities commensurate with a Brigadier General. Moreover, all evidence indicates that Colonel Young was promoted simultaneously with his peers from West Point."

One has to wonder what evidence would that be for a Black soldier who was only the third African American to graduate from a lily white West Point and who had served his country from 1889 to 1922? One has to wonder if the Center looked at the 'facts' that Col. Young did not receive his promotion because white soldiers did not want to be 'subservient' to a Black man. One has to wonder if the Center looked into the 'politics' of race which used bogus medical claims to force Col. Young into retirement after he requested to be promoted to Brigadier General. One has to wonder if the Center investigated the white officers who put in their requests for transfers so they would not have to serve under a Black Brigadier General or a Black anything for that matter.

And we mustn't forget the hilarious line "…promoted simultaneously with his peers from West Point?" Do tell.

The highly esteemed Center for Military History expounds in classic brush off: "It is worth noting, however, that Colonel Young's official records were destroyed and that CMH has determined it would be impossible to recreate them. The Army is certainly willing to consider any additional, substantive documentation regarding Colonel Young's career that may support a recommendation for honorary promotion. Therefore, I ask that you provide any additional documentation you may have -- such as official military records, commendations, resumes, curriculum vitae, etc. -- to allow a complete characterization of Colonel Young's service."

To which Charles Blatcher III justifiably responded in his letter of July 8, 2013 to the nation's first Black President and Commander-in-Chief: "Officers were not allowed to command white troops. Their promotion opportunities were limited to the needs of the 9th and 10th Cavalries and the 24th and 25th Infantry Regiments. There was no place in the segregated armed forces for a Black General or full colonel. The date Charles Young was promoted to full colonel was the same day that he was forced into medical retirement from the United States Army. We are certain the Center for Military History is aware of the facts of his service and of the era. We request that you grant the honorary promotion in the name of historical redress and social justice."

Now, what part of these facts cited above does the Center for Military History need to translate with the Rosetta Stone? Why doesn't the Center investigate how the records were destroyed? When were they destroyed? After this man who had served his country asked to be promoted? And then to add stupidity to injury and insult, the Center had the audacity to ask for more proof "to allow a complete characterization of Col. Young's service." Of course, the Center for Military History is aware of the times in which Col. Young lived, but the Center has invoked its SOBP—that is, its Standard Operating Black

Please see page 15

The legendary Colonel Charles Young: Another look at Black military history

Editor's Note: The article below was originally published in January 2014.

By Katy St. Clair
Special to
The Mid-South Tribune
and the
Black Information Highway

***

New information has come to light linking legendary Buffalo Soldier and United States Colonel Charles Young to an early fraternal organization known as The Black Cats, or Beta Kappa Sigma, a little known but exemplary club for men at Wilberforce University in Ohio in the late 1800s.

Charles Young, America's first African-American colonel, earned many honored titles in his lifetime. Born to enslaved parents in Kentucky in 1864, Young went on to graduate from West Point and then devoted his life to proudly serving his country as a Buffalo Soldier. His acumen caused him to rise through the military ranks, from Captain to Major and Lt. Colonel, then achieving the highest honor for a black soldier at the time, full Colonel, in 1918. In addition, Young was the first black Superintendent of a National Park, California's Sequoia National Park. He also served as a military attaché to Liberia and Hispaniola. Along the way he received many honors, including the prestigious Spingarn Medal from the NAACP and various military medals.

The National Coalition of Black Veterans has been working tirelessly to obtain for Col. Young an honorary promotion to

Please see page 15

Fitz Casino & Hotel
is Proud to Help Celebrate
Black History Month,
Diversity and
All of the Significant Contributions
African Americans Have Made to
Our Culture.

711 Lucky Lane • Tunica Resorts, MS
1.800.766.5825
www.fitzgeraldstunica.com

Must be 21. Gambling Problem? Call 1-800-522-4700

Editorial in support of Col. Charles Young to be promoted posthumously as Honorary General

from page 4

Procedure—which translates into the tactic that if you ignore a Black person long enough, he'll just go away. To which it should be noted that this Black matter will neither be ignored nor go away.

In his letter, Blatcher further requested that Charles Young should be respected by having the title of Colonel placed before his name on the Charles Young Buffalo Soldiers National Monument, stating: "…The omission of his rank in the title of the National Monument dis-associates him from his military history and outstanding service to the nation. As it was stated to me by a fellow senior veteran: 'He was robbed of his promotion opportunity to general during his lifetime. Now it appears he has been robbed of his earned title of Colonel in his death.' We ask that you re-designate the Monument's name to reflect his military association and accomplishments. (Preferable title: Brigadier General Charles Young.)."

In addition to his West Point significance, Col. Young became the first Black military attaché, and was "the first Black soldier promoted to both the ranks of Lieutenant Colonel as well as Colonel," as stated in the Coalition's letter to President Obama.

As a strong advocate of preserving Historical Black Colleges and Universities (HBCUs), I must point out that Col. Young has too the distinction of having

Col. Charles Young is still being denied justice from the White House. Col. Young was a leader in the historic Buffalo Soldier division of the U.S. Army.

taught at Wilberforce University, the first Black college founded by African Americans themselves; therefore, it is incumbent upon Wilberforce alumni and all graduates of HBCUs to join in the Coalition's efforts give this Black soldier his due.

Others** who have joined these efforts are Lt. General Arthur J. Gregg, Brigadier General Robert Cocroft, Col. Franklin J. Henderson, Captain Joseph Murchison, other notable veterans, historians, and such organizations as Omega Psi Phi Fraternity (of which Col. Young was a member), 761st Tank Battalion and Allied Veterans Association, The African American Patriots Consortium, and the Congressional Black Caucus Braintrust . (Please see full list below). Also, the Commonwealth of Kentucky House of Representatives and the Kentucky Commission on Human Rights were among the numerous resolutions in support of this campaign.

The January 22, 2013 Coalition letter is one of compassion and is symbolic of Messrs. Charles Blatcher III and Howard D. Jackson being 'officers and gentlemen' in making this request on behalf of Black veterans. I on the other hand will not be a lady in asserting that this matter will not be swept under the rug because of an inadequate Center of Military History which has personnel who cannot do its research in a warranted historical context. Therefore, we are requesting that it is truly now time for all African American organizations to come to the aid of Col. Young. Going all the way from the American Revolutionary War, Civil War, Buffalo Soldier, Tuskegee Airmen, World War I, World War II, Korea, Vietnam, and wars in between, the Black soldier's blood has been disrespected. Blood from those living and dead.

All African American veterans should crisscross military disciplines to right this wrong and that can be done by calling The Colonel Charles Young Promotion Campaign at 510-467-9242 or email to CNM-MMF@aol.com .

This is the 50th Anniversary of the March on Washington, and Col. Young has not been judged by the content of his character but rather by the color of his skin.

What does Col. Charles Young have to do to get the President's attention: Stand his ground? He's already six-feet under, how much more ground does he need to get a promotion he rightly deserves?

This year also marks the 50th anniversary of America's first Catholic president. Perhaps we can rephrase his famous line to juxtapose with the plight of Col. Charles Young with: "Ask not what this Black soldier can do for his country, but what this country can do for this Black soldier."

***

*The above editorial and letters are on the Editorial, Letters, Black History, Op/Ed, Black Paper, States, and Military Honorees lanes and can also be downloaded in Adobe PDF format on the Black Information Highway and The Mid-South Tribune ONLINE at www.blackinformationhighway.com . *Welcome, Travelers!*

***

**Coalition partners are: The National Minority Museum Foundation, Oakland, CA; The American Legion-Charles Young Post #398, NY, NY; The Congressional Black Caucus Braintrust, Washington, D.C.; Los Banos Buffalo Soldiers 9th and 10th Cavalry, Los Banos, CA; The USCG National Association of Former Stewards and Mates, Laurelton, NY; The Buffalo Soldiers Memorial Committee-Inland Empire Heritage Association, Riverside, CA; The Association of the 2221 Negro Infantry Volunteers World War II, Ft. Washington, MD; The 9th Memorial United States Cavalry Association, Marana, AZ; The National Association of Black Veterans, Inc., Milwaukee, WI; The African American Patriots Consortium, Inc., Baltimore, MD; The American Legion-Cook-Nelson Post #20, Pontiac, MI; The 9th and 10th Horse Cavalry Association, Los Angeles, CA; The 555th Black Paratroopers Association, Tampa, FL; 369th Veterans Association, Staten Island, NY; The 715 Veterans Association, Laurelton, NY; Montford Point Marine Association, Inc., Limerick, PA; 761st Tank Battalion and Allied Veterans Association, Chicago, IL.; The African American Gallery of the Ethnic Heritage Museum, Rockford, IL; and the Aces Museum, Philadelphia, PA.

Do You Know This About Black History?

Pianist Andre Watts makes his debut at age 16 with the New York Philharmonic in 1963.

Singer **Nat 'King' Cole dies** on Feb. 15, 1965 in Santa Monica, California.

Dorothy Dandridge, first African American woman nominated for Academy Award for Best Actress dies on September 8, 1965 in Hollywood. Ms. Dandridge was nominated for her role in "Carmen Jones".

Dancer **Judith Jamison** debuts with Alvin Ailey's Dance Troupe.

The Negro Ensemble Company is formed in New York in 1967.

Singer **Otis Redding** dies on Dec. 10, 1967 in a plane crash. Redding's "Sitting on the Dock of the Bay" was released posthumously and topped the charts for four weeks in 1968.

In 1967, **Aretha Franklin** records "Respect," written by Otis Redding.

In 1968, **ABC's One Life to Live** becomes the first soap opera to feature an African American character, portrayed by **Ellen Holly,** who plays a black woman passing as white. In 1969, **James Earl Jones** received a Tony Award for Best Actor for his portrayal in the "Great White Hope".

The **Bill Cosby Show** variety show debuts in 1969. Also, in 1969, he received his fourth Emmy for a TV variety show. **Della Reese** gets her own variety show on CBS in 1969.

Looking for memories, photos, commentary from those who attended a Historical Black College or University (HBCU)
Email to MSTnews@prodigy.net or BlackInfoHwy@prodigy.net
for

Project: HBCU

Also, see The Mid-South Tribune's special edition on the history of HBCUs on the Education lane on the Black Information Highway at www.blackinformationhighway.com

Rep. Charles Rangel lends support to have Col. Charles Young promoted in honor of the Buffalo Soldier

CHARLES B. RANGEL
13TH CONGRESSIONAL DISTRICT
NEW YORK

COMMITTEE:
WAYS AND MEANS
JOINT COMMITTEE ON TAXATION

Congress of the United States
House of Representatives

November 16, 2015

Mr. Charles Blatcher, III, Chairman
National Coalition of Black Veteran Organizations
3548 May Court
Oakland, CA 94602

Dear Chairman Blatcher:

As a longtime advocate of veteran causes, and in particular the struggles of black veterans, I have been a supporter of the National Coalition of Black Veteran Organizations for many years. The Organization is the voice of historical redress in how Black service personnel have been historically misrepresented or under-recognized in American History. The organization has raised public consciousness about the importance of the service. I support your organization's advocacy for the honorary promotion of the late Buffalo Soldier – Colonel Charles Young. I am among the thirty-five House Representatives who signed the letter to the White House calling for the Presidential Promotion. I plan to consult with the Congressional Black Caucus to seek further action on the out-standing request.

In the interim, I am calling on the House of Representatives to bestow the Congressional Gold Medal on Colonel Charles Young for his historic service and contributions to our nation. He served during a period in our history when separate was not equal. Opportunities for Black Officers were limited to command over Black Troops. In his stellar military career that spanned over three decades, he became the third Black Graduate of West Point Military Academy; the first Black Military Attaché to a foreign government; the first Black Superintendent of a National Park and the highest ranking Black Officer in the Armed Forces during the majority of his career. We have recently learned he was an accomplished music composer, musician, poet and play-write. He was not just a man of his time. He was a man of all times. Without doubt, he is worthy of the honorary promotion and the Congressional Gold Medal. Both actions would serve to correct the social injustice of the era against a true patriot who served race and country with dignity, pride and honor.

I am calling on Black Veterans and the general public to encourage your congressional representatives to support our call for the promotion and the Congressional Gold Medal for the legendary Buffalo Soldier.

Sincerely,

CHARLES B. RANGEL
Member of Congress

WASHINGTON OFFICE
2354 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, DC 20515–3213
TELEPHONE: (202) 225–4365
FAX: (202) 225–0816

PLEASE RESPOND TO OFFICE CHECKED

DISTRICT OFFICE
163 WEST 125TH STREET
NEW YORK, NY 10027
TELEPHONE: (212) 663–3900
FAX: (212) 663–4277

Col. Charles Young: A look at Black military history

from page 4

the rank of Brigadier General, an honor he more than earned in his life time, but because of the color of his skin never achieved. Congressman Charles Rangel and Congresswoman Barbara Lee joined by thirty-three other members of Congress have asked President Barack Obama to grant the promotion. The National Coalition of Black Veteran Organizations has commissioned the renowned sculptor Antonio Tobias Mendez to create a bronze maquette of the Colonel on horseback. The coalition has asked President Obama to accept the statue on behalf of the nation for Black History Month.

In 1912, the distinguished Omega Psi Phi Fraternity recognized Young's contributions, and bestowed upon him an honorary membership. The fraternity has often referred to Young as an "Omega Man," but now it looks like his primary association/membership was with another organization prior to his honorary affiliation with the Omegas. A photograph of the Colonel posing with another fraternal organization has surfaced, the Beta Kappa Sigma, at Ohio's Wilberforce University, where Young served as a Professor of Military Science from 1894-1898. In the photograph, he can be seen holding the "B K Ó" banner as he sits proudly among his peers, known as "The Black Cats." Not very much is known about the photograph, nor even the fraternity, which no longer exists. Ohiomemory.org claims that the organization was never incorporated or recognized by the university, but that it was the forerunner to every fraternity at Wilberforce thereafter. "The members met at various places, usually an attic room of some member," says the site. "'The Black Cat Club" was a club with the purpose of fostering good times among its members." This new information shines a light on not only the history of black fraternities in America, but shows yet another aspect of the life of Charles Young and the men he worked and served beside.

"In retrospect Colonel Young's life was a clear indication of his belief in the principles of scholarship, leadership, fellowship and service," says Charles Blatcher, III, chairman of the Black Veterans Coalition. He was an extraordinary man both then and now. It is clear why other organizations and the Omegas have sought to identify him with their cause. For the record one thing is for certain, he is a legendary Buffalo Soldier, Educator and Diplomat who has earned a place of respect in American History. Based on his thirty-two years of distinguished military service, the Black Veterans Community claims him and his history for the nation. "

"In 1912, the distinguished Omega Psi Phi Fraternity recognized Young's contributions, and bestowed upon him an honorary membership."

For more information on the National Coalition of Black Veteran Organizations they can be reached at e-mail address: cnmmmf@aol.com

SMART SCHOLARSHIP PROGRAM

Are you a STEM student interested in...

- A full tuition scholarship while in school
- An annual stipend
- Summer research internships
- A job in your STEM field after you graduate at a cutting edge Department of Defense facility

...then visit smart.asee.org to learn more!

Open to all academic levels, freshman through Ph.D.

SMART
SCIENCE, MATHEMATICS & RESEARCH FOR TRANSFORMATION
PART OF THE NATIONAL DEFENSE EDUCATION PROGRAM

ASEE
AMERICAN SOCIETY FOR ENGINEERING EDUCATION

Principal Officials of HQDA

Secretary of the Army
Honorable
Patrick J. Murphy, Acting

Under Secretary of the Army
Honorable
Patrick J. Murphy

ASA (Civil Works)
Honorable
Jo-Ellen Darcy

ASA (Installations, Energy & Environment)
Honorable
Katherine G. Hammack

ASA (Acquisition, Logistics & Technology)
Honorable
Heidi Shyu

ASA (Manpower & Reserve Affairs)
Honorable
Debra S. Wada

ASA (Financial Mgmt & Comptroller)
Honorable
Robert M. Speer

General Counsel
Honorable
Alissa M. Starzak

Deputy Under Secretary of the Army*
Mr. Thomas E. Hawley

Administrative Assistant to the Secretary of the Army
Mr. Gerald B. O'Keefe

Chief Information Officer/G-6
LTG Robert S. Ferrell

Inspector General
LTG David E. Quantock

Army Auditor General
Mr. Randall L. Exley

Executive Director Army National Military Cemeteries
Mr. Patrick K. Hallinan

Chief, Legislative Liaison
MG Laura J. Richardson

Director, Small Business Programs
Mr. Tommy L. Marks

Chief, Public Affairs
BG Malcolm B. Frost

Chief of Staff of the Army
GEN Mark A. Milley

Vice Chief of Staff of the Army
GEN Daniel B. Allyn

Sergeant Major of the Army
SMA Daniel A. Dailey

Chief, National Guard Bureau
GEN Frank J. Grass

Director of the Army Staff
LTG Gary H. Cheek

Deputy Chief of Staff, G-1
LTG James C. McConville

Deputy Chief of Staff, G-2
LTG Mary A. Legere

Deputy Chief of Staff, G-3/5/7
LTG Joseph Anderson

Deputy Chief of Staff, G-4
LTG Gustave F. Perna

Deputy Chief of Staff, G-8
LTG John M. Murray

Assistant Chief of Staff for Installation Management
LTG David D. Halverson

Surgeon General
LTG Nadja Y. West

Chief of Engineers
LTG Thomas P. Bostick

Chief, Army Reserve
LTG Jeffrey W. Talley

Judge Advocate General
LTG Flora D. Darpino

Chief of Chaplains
MG Paul K. Hurley

Provost Marshal General
MG Mark S. Inch

Produced by the
Office of the Administrative Assistant to the Secretary of the Army

As of 12 January 2016

U.S.ARMY
ARMY STRONG.

* Also serving as Senior Official, Office of the Under Secretary of the Army.

Army Secretariat

Political Appointees

As of 12 January 2016

SECRETARY OF THE ARMY
Honorable Patrick J. Murphy, Acting

- **Chief of Staff to the Secretary of the Army** — Mr. Alex Wagner
- **Deputy Under Secretary of the Army*** — Mr. Thomas E. Hawley
- **Director, DC National Guard** — MG Errol Schwartz
  - **Deputy Director, DC National Guard** — BG Renwick L. Payne

The President appoints CG/Director, DCNG and TAG/Deputy Director, DCNG in accordance with EO 11485, Title 32 USC, Title 49 DC Code.

Under Secretary of the Army / Chief Management Officer
Honorable Patrick J. Murphy

- **Deputy Chief Management Officer** — Mr. Mark R. Lewis
- **Director, Office of Business Transformation** — LTG Thomas W. Spoehr
- **Director, Small Business Programs** — Mr. Tommy L. Marks
- **Chief of Staff to the Under Secretary** — Ms. Valerie N. Miller

ASA (Civil Works)
Honorable Jo-Ellen Darcy

- Special Assistant: Moira Kelley-Gipe
- **Principal Deputy ASA (CW)** — Mr. Lowry Crook
  - Special Assistant: Jimmy Antia
- **Deputy ASA (Mgmt & Budget)** — Mr. Eric V. Hansen
- **Deputy ASA (Project Planning & Review)** — Mr. Doug W. Lamont

ASA (Installations, Energy & Environment)
Honorable Katherine G. Hammack

- Special Assistant: Margaret Lawrynowicz
- **Principal Deputy ASA (IE&E)** — Mr. J. Randall Robinson
- **Deputy ASA (Energy & Sustainability)** — Mr. Richard G. Kidd IV
- **Deputy ASA (Environment, Safety & Occupational Health)** — Mr. Eugene Collins
- **Deputy ASA (Installations, Housing & Partnerships)** — Mr. Paul D. Cramer
- **Deputy ASA (Strategic Integration)** — Mr. Mark D. Rocke

ASA (Acquisition, Logistics & Technology)
Honorable Heidi Shyu

- Senior Advisor: Mr. Stephen P. Ham III
- **Principal Deputy ASA (ALT)** — Vacant
  - **Military Deputy ASA (ALT)** — LTG Michael E. Williamson
  - **Deputy ASA (Research & Technology)** — Ms. Mary J. Miller
  - **Deputy ASA (Procurement)** — Mr. Harry P. Hallock
  - **Deputy ASA (Acquisition Policy & Logistics)** — Mr. Christopher J. Lowman
  - **Deputy for Acquisition & Systems Management** — MG Paul A. Ostrowski
  - **Deputy ASA (Plans, Programs & Resources)** — Mr. Thomas E. Mullins
  - **Deputy ASA (Defense Exports & Cooperation)** — Ms. Ann Castiglione-Cataldo

ASA (Manpower & Reserve Affairs)
Honorable Debra S. Wada

- Special Assistant: Kelsey Greenawalt
- **Principal Deputy ASA (M&RA)** — Mr. Karl F. Schneider
  - **Deputy ASA (Training, Readiness & Mobilization)** — Mr. Raymond Rees
  - **Deputy ASA (Civilian Personnel) / Dir, Civilian Sr Leader Mgmt Office** — Ms. Gwendolyn R. DeFilippi
  - **Deputy ASA (Military Personnel Policy & Quality of Life)** — Mr. Anthony J. Stamilio
  - **Deputy ASA (Army Review Bds) / Dir, Army Review Bds Agency** — Ms. Francine C. Blackmon
  - **Deputy ASA (Diversity & Leadership)** — Mr. Larry Stubblefield
  - **Deputy ASA (Marketing) / Dir, Army Mktg & Rsch Grp)** — Mr. Mark S. Davis

ASA (Financial Mgmt & Comptroller)
Honorable Robert M. Speer

- Special Assistant: Ryan McDermott
- **Principal Deputy ASA (FM&C)** — Ms. Caral E. Spangler
  - **Military Deputy for Budget** — LTG Karen E. Dyson
  - **Deputy ASA (Army Budget)** — MG Thomas A. Horlander
  - **Deputy ASA (Financial Operations)** — Mr. Wesley C. Miller
  - **Deputy ASA (Cost & Economics)** — Mr. Stephen G. Barth
  - **Deputy ASA (Financial Information Management)** — COL John T. Vogel, Acting

General Counsel
Honorable Alissa M. Starzak

- **Principal Deputy General Counsel** — Mr. Philip R. Park
  - **Deputy GC (Acquisition)** — Mr. Levator Norsworthy
  - **Deputy GC (Civil Works & Environment)** — Mr. Craig R. Schmauder
  - **Deputy GC (Operations & Personnel)** — Mr. Daniel F. McCallum
  - **Deputy GC (Ethics & Fiscal)** — Ms. Susan D.Tigner

- **Administrative Assistant to the Secretary of the Army** — Mr. Gerald B. O'Keefe
- **Chief Information Officer/G-6** — LTG Robert S. Ferrell
- **Inspector General** — LTG David E. Quantock
- **Auditor General** — Mr. Randall L. Exley
- **Executive Director, Army National Military Cemeteries** — Mr. Patrick K. Hallinan
- **Chief, Legislative Liaison** — MG Laura J. Richardson
- **Chief, Public Affairs** — BG Malcolm B. Frost

Legend:

- = Presidentially appointed, Senate-confirmed (PAS)
- = PAS position with noncareer Civilian acting
- = Noncareer SES position
- = Noncareer SES position with career Civilian acting
- = Career Civilian position
- = Military position
- = General position (can be filled by career or noncareer SES)
- = Schedule C position

* Also performing the duties as senior official, Office of the Under Secretary of the Army

Headquarters, Department of the Army and Direct Reporting Units

Secretary of the Army
Honorable Patrick J. Murphy (Acting) (703) 695-1775

Under Secretary of the Army
Honorable Patrick J. Murphy **(703) 695-4311**
Senior Official
Mr. Thomas E. Hawley (703) 697-5075
Deputy Chief Management Officer
Mr. Mark R. Lewis (703) 692-7883
Office of Business Transformation
LTG Thomas W. Spoehr (703) 614-4682

Chief of Staff of the Army
General Mark A. Milley **(703) 697-0900**

Vice Chief of Staff of the Army
General Daniel B. Allyn **(703) 695-4371**

ASA (CW)
Honorable Jo-Ellen Darcy (703) 697-4672
Deputy
Mr. Lowry Crook (703) 695-1370

ASA (FM&C)
Honorable Robert M. Speer (703) 614-4337
Deputies
Ms. Caral E. Spangler (703) 614-4356
LTG Karen E. Dyson (703) 614-4101

Field Operating Agency
US Army Financial Management Command
COL Dwayne A. Harris (317) 212-3617

ASA (IE&E)
Honorable Katherine G. Hammack (703) 692-9800
Deputy
Mr. J. Randall Robinson (703) 692-9800

The Army Auditor General
Mr. Randall L. Exley (703) 545-5907
Deputy
Mr. Joseph P. Bentz (703) 545-5910

Field Operating Agency
US Army Audit Agency
Mr. Randall L. Exley (703) 545-5907

ASA (M&RA)
Honorable Debra S. Wada (703) 697-9253
Deputy
Mr. Karl F. Schneider (703) 692-1292

Field Operating Agencies
US Army Diversity and Leadership
Mr. Larry Stubblefield (703) 614-5284
US Army Manpower Analysis Agency
Ms. Robin L. Mealer (703) 805-4236
Army Review Boards Agency
Ms. Francine C. Blackmon (703) 545-5639
Army Marketing & Research Group
Mr. Mark S. Davis (703) 545-3439

Direct Reporting Unit
US Army Accessions Support Brigade
COL Janet R. Holliday (502) 626-1751

General Counsel
Honorable Alissa M. Starzak **(703) 697-9235**
Deputy
Mr. Philip R. Park (703) 697-9235

Deputy Under Secretary of the Army
Mr. Thomas E. Hawley (703) 697-5075
Deputy
Vacant (703) 695-4392

Administrative Assistant to the Secretary of the Army
Mr. Gerald B. O'Keefe (703) 695-2442
Deputy
Mr. Mark F. Averill (703) 697-7741

Field Operating Agencies
US Army Resources and Programs Agency
Mr. Mark F. Averill (703) 545-9393
US Army Headquarters Services
Mr. Michael E. Reheuser (703) 545-4870
US Army Information Technology Agency
Mr. Gregory Garcia (571) 256-1660
US Army Center of Military History
Mr. Charles R. Bowery Jr. (202) 685-2705

Chief of Staff of the Army
GEN Mark A. Milley (703) 697-0900

Direct Reporting Units
US Army Installation Management Command
LTG Kenneth R. Dahl (210) 466-0661
US Army Test and Evaluation Command
MG Daniel L. Karbler (443) 861-9647
US Military Academy
LTG Robert L. Caslen Jr. (845) 938-2610
US Army Military District of Washington
MG Bradley A. Becker (202) 685-2807
US Army War College
MG William E. Rapp (717) 245-4400

Director of the Army Staff
LTG Gary H. Cheek (703) 695-3542
Deputy
Mr. Steven J. Redmann (703) 695-0294

Field Operating Agency
US Army Combat Readiness/Safety Center
BG Jeffrey A. Farnsworth (334) 255-9360

Sergeant Major of the Army
SMA Daniel A. Dailey (703) 695-2150

Chief, National Guard Bureau
GEN Frank J. Grass (703) 614-3087
Dir, ARNG
Lt Gen Timothy J. Kadavy (703) 607-7005

Chief, Army Reserve
LTG Jeffrey W. Talley (703) 695-0031
Deputy
Ms. Barbara A. Sisson (703) 695-0047

The Surgeon General
LTG Nadja Y. West (703) 681-3000
Deputy
BG Robert D. Tenhet (571) 231-5345

Direct Reporting Unit
US Army Medical Command
LTG Nadja Y. West (703) 681-3000

Chief of Engineers
LTG Thomas P. Bostick (202) 761-0000
Deputy
MG Richard L. Stevens (202) 761-0002

Direct Reporting Unit
US Army Corps of Engineers
LTG Thomas P. Bostick (202) 761-0000

Chief, Legislative Liaison
MG Laura J. Richardson (703) 697-6767
Deputies
Bernard P. Ingold (703) 697-0278
COL R. J. Lillibridge (703) 695-1235

Chief Information Officer (Secretariat and Army Staff)
LTG Robert S. Ferrell (703) 695-4366
Deputy
Mr. Gary Wang (703) 695-6604

Direct Reporting Unit
Second Army
LTG Edward C. Cardon (703) 706-1517

The Inspector General
LTG David E. Quantock (703) 695-1500
Deputy
MG Leslie C. Smith (703) 695-1501

Field Operating Agency
US Army Inspector General Agency
LTG David E. Quantock (703) 695-1500

Executive Director, Army National Military Cemeteries
Mr. Patrick K. Hallinan (703) 614-0601

Direct Reporting Unit
Arlington National Cemetery
Mr. Patrick K. Hallinan (703) 614-0601
Superintendent
Vacant (703) 614-0615

Chief, Public Affairs
BG Malcolm B. Frost (703) 695-5135
Deputies
Mr. Michael P. Brady (703) 693-0616
COL Amy E. Hannah (703) 697-4482

Field Operating Agencies
US Army Public Affairs Center
COL Richard J. McNorton (301) 677-7270
US Army Field Band
LTC Jim R. Keene (301) 677-5763

Director, Small Business Programs
Mr. Tommy L. Marks (703) 697-2868
Deputy
Ms. Pamela D. Callicutt (703) 695-5588

ASA (ALT)
Honorable Heidi Shyu (703) 695-6154
Deputies
Vacant (703) 614-4372
LTG Michael E. Williamson (703) 697-0356

Program Executive Offices (PEOs)
PEO Intelligence, Electronic Warfare and Sensors
Mr. Stephen Kreider
PEO Aviation
BG Robert Marion
PEO Command, Control and Communications Tactical
Mr. Gary P. Martin
PEO Soldier
BG Brian P. Cummings
PEO Ammunition
Mr. James Shields (Acting)
PEO Missiles and Space
Mr. Barry J. Pike
PEO Combat Support and Combat Service Support
Mr. Scott Davis
PEO Simulation, Training and Instrumentation
MG Jonathan Maddux
PEO Ground Combat Systems
BG David G. Bassett
PEO Enterprise Information Systems
Mr. Douglas K. Wiltsie
Joint PEO Chemical and Biological Defense
Vacant
PEO Assembled Chemical Weapons Alternatives
Mr. Conrad Whyne

Direct Reporting Unit
US Army Acquisition Support Center
Mr. Craig Spisak (703) 805-1018

DCS, G-1
LTG James C. McConville (703) 697-8060
Deputy
Mr. Roy A. Wallace (703) 692-1585

Field Operating Agencies
US Army Human Resources Command
MG Thomas C. Seamands (502) 613-8844
US Army Civilian Human Resources Agency
Ms. Rhonda K. Diaz (410) 306-1701
Civilian Training Student Education Detachment
Mr. Ed David (703) 806-3531

DCS, G-2
LTG Mary A. Legere (703) 695-3033
Deputy
Mr. Jeffrey N. Rapp (703) 695-3033
Vacant (703) 695-3033

Direct Reporting Unit
US Army Intelligence and Security Command
MG George J. Franz III (703) 706-1603

DCS, G-4
LTG Gustave F. Perna (703) 695-4104
Deputies
Ms. Kathleen Miller (703) 697-9138
Vacant (703) 697-5302

Field Operating Agency
US Army Logistics Innovation Agency
Vacant (703) 805-5440

Assistant Chief of Staff for Installation Management
LTG David D. Halverson (703) 693-3233
Deputy
Ms. Diane Randon (703) 693-3233

Field Operating Agency
Installation Support Management Activity
Ms. Diane Randon (703) 693-3233

DCS, G-3/5/7
LTG Joseph Anderson (703) 695-2904
Deputies
Dr. David M. Markowitz (703) 695-0728
MG Paul E. Funk II (703) 697-5180

Field Operating Agencies
US Army Force Management Support Agency
BG Randy A. George (703) 693-3227
US Army Command and Control Support Agency
COL Kenneth A. Stevens (703) 697-1245
US Army Nuclear and Countering WMD Agency
Mr. Daniel M. Klippstein (703) 614-2670

DCS, G-8
LTG John M. Murray (703) 697-8232
Deputy
Donald C. Tison (703) 692-9099

Field Operating Agency
US Army Center for Army Analysis
Dr. William F. Crain (703) 806-5510

The Judge Advocate General
LTG Flora D. Darpino (703) 697-5151
Deputy Judge Advocate General
MG Thomas E. Ayres (703) 693-5112

Field Operating Agencies
US Army Legal Services Agency
BG Paul S. Wilson (703) 693-1100
Judge Advocate General's Legal Center and School
BG Charles N. Pede (434) 971-3301

Provost Marshal General
MG Mark S. Inch (703) 692-6966
Deputy
COL Dan McElroy (703) 692-7290

Field Operating Agency
US Army Corrections Command
MG Mark S. Inch (703) 692-7290
Defense Forensics and Biometrics Agency
Mr. Donald G. Salo Jr. (703) 571-0507

Direct Reporting Unit
US Army Criminal Investigation Command
MG Mark S. Inch (703) 692-6966

Chief of Chaplains
CH (MG) Paul K. Hurley (703) 695-1133
Deputy
CH (BG) Thomas L. Solhjeim (703) 695-1135

For Official Use Only
As of 12 January 2016

Legend:
Army Secretariat | Army Staff | PEO/PM | Direct Reporting Unit | FOA/SSA