



# INSCOM *INSIGHT*



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## ***Our Diverse Workforce***

The success of our organization is due in large part to the wonderful diversity of our workforce. In October we have the opportunity to celebrate and honor the contributions of two of those groups – Hispanic-Americans and People with Disabilities.

Hispanic Heritage Month is an annual celebration that runs from Sept. 15 to Oct. 15. According to the U.S. Census Bureau more than 26 million people in America are of Hispanic origin (approximately 10 percent of our population). Hispanic-Americans have a long and distinguished tradition of service in the military and have received more Medals of Honor than any other group. The genuine commitment to freedom and democracy displayed by our Hispanic-American soldiers, and civilians – a commitment that stretches from the Revolutionary War to Operation Enduring Freedom – has contributed immeasurably to the success of our Army and to INSCOM.

October also provides us the opportunity to recognize and salute the skills, creativity, and dedication of working people with disabilities and appreciate their commitment to our Nation, our military, and the continued prosperity of America. Since 1945, the United States has celebrated the potential of the millions of disabled Americans in our workforce. I ask every INSCOM employee to join me in recognizing and valuing the countless contributions that people with disabilities have made to our Command and our Defense Department.

As the employer of a diverse workforce, INSCOM has come a long way, but still has more work to do. This command is taking the opportunity to demonstrate a commitment equal to that of its employees: a pledge to have the best workforce possible — one that is diverse and of high quality — to conduct the Nation’s defense. Not only during October, but every day as you go about your work, take time to consider the amazing diversity of your colleagues and how much those differences enrich our daily lives.

*Maj. Gen. Keith B. Alexander*



Brig. Gen. George R. Fay (right), INSCOM Deputy Commanding General, was awarded the Legion of Merit (first oak leaf cluster) for his contributions to national defense during Operation Enduring Freedom and the Global War on Terrorism in ceremonies at INSCOM Headquarters Oct. 4. Maj. Gen. Keith B. Alexander (left), INSCOM commanding general, made the presentation to General Fay, who has been on active duty since the Sept. 11th terrorist attacks. General Fay will be released from active duty in October but will return to INSCOM in his Reserve capacity as INSCOM’s U.S. Army Reserve Deputy Commanding General. He was also presented with the Knowlton Award for his service to the nation as a military intelligence professional.



## **MacArthur Award Nominations Due in December**

The General Douglas MacArthur Leadership Award program recognizes company grade officers who demonstrate the ideals for which Gen. MacArthur stood – duty, honor, country. Announcement of the 2002 MacArthur Leadership Award cycle was released Sept 24.

U.S. Army officers in the rank of lieutenant, captain, and warrant officer below the rank of chief warrant officer are eligible. Those captains and warrant officers wishing to compete cannot be on promotion lists for major or chief warrant officer as of Dec. 31, 2002.

Devised to promote and sustain effective junior officer leadership in the Army, the program awards young leaders for overall performance. Nominees must be endorsed by the chain of command and meet height, weight and physical fitness standards. Nomination packets are due by Dec. 9, 2002. For more information on the MacArthur Leadership Award criteria contact Mr. Ron Gunter or Ms. Gloria Rallis at INSCOM headquarters, DSN 235-1751/2499.

## **Hispanic Americans Must Provide Visible Role Model**



Col. Hector E. Topete, Inspector General of the California National Guard, talks to an INSCOM audience about the importance of the military reflecting the diversity of the country's population. Topete, a former senior military fellow at the Joint Center for Political and Economic Studies, researched and published "Under Representation of Hispanic-Americans in the U.S. Army's Officer Corps: A Study of an Inverse Dynamic." The report received nation-wide interest among senior leaders within military, Congressional and educational circles. The Weed, Ore. native believes Hispanic-Americans – all Americans – should be proud of their heritage, if not for themselves, then for the children who represent the Nation's future. Learn more about the contribution of Hispanic-Americans to our military and our Nation at <http://www.defenselink.mil/specials/hispanic02/>.

## **Army Centralization of Automated Referral System**

In an effort to enhance the Army's recruitment process, Army selected an automated referral system, Resumix. Resumix uses advanced optical character recognition software and artificial intelligence to read and extract up to 200 skills from resumes on file. After a vacancy announcement closes or a request for recruitment action is received, Resumix matches the skills extracted from an applicant's resume against the skills identified by management and the job description. Once the matching resumes have been identified, a staffing specialist reviews the resumes to ensure the applicant meets the qualifications standards defined by Office of Personnel Management Qualification Standards and produces a referral list.

When Army initially deployed Resumix, each regional Civilian Personnel Operations Center (CPOC) maintained Resumix databases. Candidates applying for positions were required to submit a resume to individual regions depending on where the position was located. In an effort to centralize the civilian personnel recruitment processes, Army established a plan to consolidate all the resumes into one central database. When the centralization is complete applicants will only be required to submit their applications to one database. This will significantly simplify the application process. However, Resumix will not be used to fill attorney positions or positions that are filled through the DA's Career Management Referral Program and Delegated Examining Unit (DEU) procedures.

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The first phase of centralization, which was completed in early September 2002, consolidated all the resumes maintained by the Northeast, Southwest, South Central and North Central CPOCs into one central database. The West, Pacific, Europe and Korea CPOCs will join the consolidation in Phase II of this process. No firm date has been established for the completion of Phase II. Until the completion of Phase II, applicants wishing consideration for positions in any of the non-centralized regions will need to submit a separate resume to each of the non-centralized regions.

Resumes submitted through the Army Civilian Resume Builder (<http://cpol.army.mil/> click on Employment, then Army's Resume Builder) will automatically flow into the centralized referral database. This is a much faster and virtually error-free way to get a resume into the centralized referral database.

## **Army names top soldiers in first DA competition**

by Staff Sgt. Marcia Triggs  
Army News Service

A game show — no. But that wasn't apparent when the first-ever Department of the Army Noncommissioned Officer and Soldier of the Year walked away with about \$10,000 in cash and prizes.

After a week of intense competition among the major commands' top soldiers, Sgt. 1st Class Jeffery Stitzel, an infantryman with the Old Guard at Fort Myer, Va., and Spc. Justin Brown, a measurement and diagnostic equipment specialist from Baumholder, Germany, were awarded their elite titles Sept. 27 during an awards ceremony.

"There are 1.3 million soldiers in the Total Army, and in this room are the top 23," said Sgt. Maj. of the Army Jack Tilley at the awards ceremony. Tilley's personal goal as the sergeant major of the Army was to implement the prestigious competition, and he vowed that it would only get better.

"We were the only service not awarding its soldiers at the highest level possible, and as a division command sergeant major I wondered why soldiers never went as far as their major-command level. I thought it was important that I recognize our outstanding soldiers."

Tilley shared the stage at Fort A.P. Hill with Secretary of the Army Thomas White and Army Chief of Staff Gen. Eric Shinseki in presenting awards.

According to Tilley, all of the competitors are winners. And no one walked away from the event empty-handed. To honor those who underwent the arduous task of making it to the Department of the Army level, the other candidates received up to \$3,000 in cash and prizes to include a new pair of boots, a set of ribbons and a \$250 savings bond.

The competition includes a physical fitness test, a written exam, Common Task Testing, and a board appearance. At the end of the week everyone had received at least one "no go."

Receiving "no gos" was at first hard to swallow for Sgt. 1st Class Reginald Sampson, a senior course writer and developer from Fort Jackson, S.C., but he said staying calm under stress and remaining positive helped him enjoy his experience.

Day two is what put the eventual NCO of the year, Stitzel, in first place when he had the chance to show how competent he was in his infantry skills. He hit 40 out of 40 targets on the rifle range, and found all of his points during both day and night land navigation.

"I had an advantage over the others when it came to the skill level 1 tasks," Stitzel said. "As an infantryman, those are tasks that I train on everyday."

The most mentally and physically challenging part of the test for most of the soldiers took place in the middle of the week, and it was called mystery task.

"It was hard because I didn't know what to expect and at each phase I didn't know how long it was going to last," said Staff Sgt. Khalida Hendricks, an intelligence agent from South Korea.

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The mystery task began at dawn with the competitors being evaluated on a pair of basic soldier skills — mouth-to-mouth resuscitation and providing a SALUTE report. The latter report is given when reporting any intelligence information, the acronyms stand for size, activity, location, unit, time and equipment. Then they road marched for five miles while each carrying a 25-pound rucksack, as well as a Kevlar helmet, M-16 rifle, load-bearing equipment and protective mask. At the end of the march, the group donned bulky chemical over garments and vinyl boots before moving toward a nearby rifle range.

As they approached the range, smoke grenades were thrown to simulate a gas attack, and competitors completed their chemical protective ensemble by donning their protective masks and gloves. Wearing the bulky gear, the soldiers ran onto the range, dropped into their fighting positions and engaged 20 pop-up targets. After leaving the firing line, the sweaty competitors were graded on their ability to emplace a Claymore mine.

The board is what the first ever Soldier of the Year says probably put him in front of his peers.

“I had a really strong board performance,” Brown said. “I was knowledgeable and I presented myself with confidence to the board members.” The Army’s top NCO was the president of the board and the other board members included other command sergeants major from MACOMs and the local Washington, D.C., area.

The week came to an end when Stitzel and Brown took center stage for what probably seemed an eternity as sponsors awarding trips, prizes and plaques congratulated them. One prize that didn’t come in an envelope was the choice to pick their next assignment.

However, the top two prizes for the winners, they both agreed, were the all-expense trip to Disney World in Florida and the five-minute shopping spree for two at the commissary.

“... just the experience to come here and meet some of the Army’s most impressive soldiers was mind-blowing,” said Brown, who hopes to compete again next year as an NCO.

“Take the challenge,” Sampson said encouraging soldiers and NCOs to compete next year. “Step up to the plate.”

## **Fast Facts**

- The Joint Intelligence Inquiry into the attacks on 9/11 is well underway. Read prepared statements and witness lists at <http://intelligence.senate.gov/hr107.htm#September> and [http://intelligence.house.gov/committee\\_documents.htm](http://intelligence.house.gov/committee_documents.htm). See Deputy Secretary of Defense Paul Wolfowitz’s comments at <http://www.defenselink.mil/speeches/2002/s20020919-depsecdef1.html>
- Long term care life insurance can help protect families from the financial and emotional strain of coping with long-term illness. Open season for the new government plan is July 1 – Dec. 1, 2002. Both civilian and military employees are eligible. Learn more about the program at <http://www.ltcfeds.com>
- It’s the world’s largest land power forum – the annual Association of the United States Army Worldwide Symposium is scheduled for Oct. 21-23, 2002 at the Marriott Wardman Park and the Omni Shoreham Hotel in Washington D.C. More information on the meeting is available at <http://www.ausa.org> and <http://dtic.mil/armylink/news/Sep2002/a20020924m-02-052.htm>. This event meets the regulatory standards for attendance by DoD employees.

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