MANPRINT
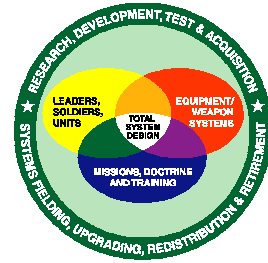## Quarterly

September 2000

Director's Corner

Greetings from Headquarters, Department of the Army staff proponent for MANPRINT.

The Army's MANPRINT Program is alive and well and, as the enclosed article by LTC Zappalla indicates, we now have a MANPRINT Board of Advisors (MBA) to help us be even more successful in our efforts.

With the Army moving forward with a Transformation that will take it from lighter, more deployable, but less heavy hitting units, and heavier hitting units that are less deployable, to a configuration that will at once be more deployable, more survivable, more lethal and with a smaller logistics footprint, the challenges for our community are large indeed. The transformation campaign plan is dependent on the MANPRINT community to ensure its success. This will require that each domain do their utmost to provide assistance on the voyage toward total force transformation.

The transformation process represents a three pronged approach:
- On one side we must identify ways of recapitalizing the "legacy force." This effort, which will address such issues as how to ensure that digitization, will serve as a force multiplier has clear MANPRINT implications.
- The second component addresses the current creation of two "initial brigades" at Ft. Lewis, WA. That will take a heavy brigade and a light brigade and replace their weapons and information systems with "loaner" vehicles secured from other countries as well as vehicles within the Army's own inventory to begin "testing" the requirements identified above. This effort will, in turn, be followed by the creation of upwards of 5 to 7 "interim" brigades. These brigades will employ commercial-off-the-shelf systems and be the precursor for the objective force.
- The objective force, which will be heavily dependent on advanced science & technology efforts (to include robotics, artificial intelligence, and ultra reliable and brilliant sensors) will, when initially fielded in the 2010 time frame, represent the culmination of transformation efforts up to that time.

Throughout the transformation process, MANPRINT must and will be intimately involved. Through your participation in TRADOC ICTs and PM sponsored IPTs the application of MANPRINT practices, principles and processes will help ensure that the transformation vision crafted by the CSA last fall becomes the reality it must. Transforming our Army is and will be a continuing process and MANPRINT will play a key role in that process.

I thank you for your continuing support and look forward to seeing you at the Symposium on 27-28 September. Be sure to check out the agenda in this issue.

Dr. Bob Holz
Director (Acting)
MANPRINT

Contents...

Manpower and Personnel Integration (MANPRINT)
Board of Advisors (MBA)

LTC Steve Zappalla, Personnel Technologies
Directorate, ODCSPER, DA

Back in 1996 the Deputy Under Secretary of the Army for Operations Research (DUSA-OR) and the Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA-M&RA) requested that the Army Audit Agency conduct a report on the MANPRINT program. The focus was to audit HQDA and Combat and Materiel Developers for MANPRINT compliance in the development and acquisition of weapon systems and the impact of Acquisition Streamlining on the program.

The report concluded that MANPRINT was appropriately addressed in many of the systems that it reviewed however:

- The process is <u>not</u> an integral part of materiel development.
- Acquisition reform eliminated some MANPRINT management controls.
- Combat and Materiel Developers need to focus on the total system early.
- MANPRINT training needs to be revised and added to appropriate curriculums to increase knowledge of decision-makers.
- Awareness of MANPRINT benefits should be increased throughout the Army.

Result: The ASA (M&RA) and DUSA (OR) established a MANPRINT General Officer Steering Committee (GOSC) charged with recommending mission, function and organizational changes needed to support a more effective mission.

Over the course of 2 years and 5 meetings the GOSC helped to make significant contributions to reenergize the Army's commitment to the MANPRINT Program. The GOSC agreed that MANPRINT should apply to all acquisition categories for both weapons and automated information systems. They also agreed that the Acquisition Community **will not** re-implement mandatory documentation controls that previously existed and helped support integration of methods to ensure human integration in requirements documents.

Change: Because the GOSC was short term in nature and identified the need to focus its efforts on long term concerns dealing with organizational structures and resourcing concerns they recommended formation of this Board of Advisors upon the termination of GOSC actions in 1999.

In late 1999 work began to establish a MANPRINT Board of Advisors to continue the direction established by the GOSC. The MBA would become a HQDA standing committee and a corporate level coordination and policy-making body that crosses functional elements of the Army.

New structure: The DUSA (OR), Principal Deputy to the ASA (M&RA), and the DCSPER will be the three co-chairs for the MBA and oversee its activities. The DCSPER, as the functional proponent for MANPRINT, will now take the lead to facilitate direction and coordinate the administrative requirements. Members of the Board will be General Officer and SES equivalents from offices and organizations that cover 22 MANPRINT related organizations. A workgroup has also been established that mirrors the organization of the Board.

Charter: A charter was developed and the three co-chairs approved the concept in May 2000.   The charter outlines the background, core responsibilities, mission and focus, direction and control, authority, administrative support and staff arrangements, and composition.

The MBA is a HQDA standing committee and corporate level coordination and policymaking body crossing Army functional elements. Its formation reflects the <u>continual need</u> to ensure that Human Systems Integration (HSI) require-ments are effectively <u>integrated and embedded</u> throughout the Army's Force Development and Acquisition processes. Continued attention will help ensure MANPRINT requirements play an <u>integral role</u> in all related combat and materiel development efforts across the Army.

The core responsibilities of the MBA are to ensure <u>attention, priority, and support</u> of MANPRINT requirements, help to maintain a strategic framework for <u>integrating the human dimension</u> throughout the acquisition process and Army Force Development programs and ensure that soldier performance <u>continues to be fully considered</u> as part of the <u>total system.</u>

<u>**Focus:**</u> Most of the MBA's work will be focused in the following three general areas:

- <u>Resources</u> for efficient and effective execution of the MANPRINT program throughout the Army.

- <u>Organizational Alignments</u> and interfaces between organizations with MANPRINT responsibilities, their respective headquarters, and the functional proponent at HQDA.

- <u>Integration of MANPRINT Requirements</u> into: Army-wide RDA programs and organizations; regulations and acquisition and force development documentation; enhanced training and testing programs; appropriate marketing strategies for diverse audiences.

The first workgroup session met in July of this year to prepare for the first MBA session. The first MBA met on 23 August 2000 and worked to set the procedures needed to accomplish its responsibilities set in the charter. The session was a success and resulting actions will continue to support the MANPRINT program. Minutes, follow on actions and sessions will be announced within the coming weeks. Anyone with interest in assisting in this process should contact LTC Steve Zappalla at DAPE-MR, (COMM) 703-695-9215 (DSN 225-9215).

Meetings of Interest

Human Systems Integration Seminar
September 25-26, 2000

Double Tree Hotel
Arlington, VA

MANPRINT Symposium
September 27-28, 2000

Double Tree Hotel
Arlington, VA

Theme: MANPRINT in Support of the Army's
Transformation Campaign Plan

For more details see pages 4-6

AUSA Annual Meeting
October 16-18, 2000

Marriott WardMan Park Hotel
2660 Woodley Road, At
Connecticut Avenue, NW
Washington, DC 20008

Omni Shoreham Hotel
2500 Calvert St, NW
Washington, DC 20008

MANPRINT Symposium 2000
MANPRINT IN SUPPORT OF THE ARMY'S TRANSFORMATION CAMPAIGN PLAN

September 27-28, 2000
Double Tree Hotel, Arlington, VA

September 27

0700-0800   *REGISTRATION & CONTINENTAL BREAKFAST*

0800   **Introduction of VCSA: LTG Timothy Maude**

0805-0830   **Keynote Address: General John M. Keane, Vice Chief of Staff US Army**

0835-0840   **Administrative Issues & Introduction: Dr. Bob Holz**

0840-0900   **Perspectives from the DCSPER: LTG Maude**

0900-0920   **Perspectives from the Acquisition Community: LTG Paul Kern MIL DEP to the ASA (ALT)**

0920-0950   **MANPRINT Awards: Presented by LTG Maude**

1000-1030   *BREAK*

1030-1050   **Perspectives from the ASA (M&RA): Ms. Iris Bulls, Principal Deputy to the ASA (M&RA)**

1050-1120   **Science, Technology, & the TCP: Dr. Larry Stotts, Director Advanced Technologies**

1120-1140   **Personnel Transformation & the USAR/NGB: BG Sue Dueitt (ASA M&RA)**

1200-1330   *LUNCH*

1330-1350   **Digitization, Integration and the TCP: Mr. Stan Levine, Deputy Director for Integration (ODCSOPS)**

1350-1450   **IAV/BCT Update**

1350-1410   **COL Kent Ervin, Training Issues, DCST-W**
1410-1430   **Mr. Dan Maksymowicz, Dep PM BCT/IAV**
1430-1450   **COL Joe Rodriguez, TSM BCT/IAV**

1450-1500   *BREAK*

1500-1620   **The TCP and Human Factors Engineering, Survivability, Testing & Lessons Learned from NASA**

1500-1520   **Dr. Robin L. Keesee: HRED**
1520-1540   **Dr. James J. Wade: SLAD**
1540-1600   **Dr. James Streilein: ATEC**
1600-1620   **Dr. Patricia Cowings: NASA AMES**

MANPRINT SYMPOSIUM AGENDA (Cont.)

1620-1700   Acquisition Strategies and the TCP

1620-1640   Ms. Renata F. Price: AMC
1640-1700   Mr. David Borland: DISC4

1700-1900   NO HOST SOCIAL

SEPTEMBER 28

0700-0800   CONTINENTAL BREAKFAST

0800-1100   New MANPRINT Tools & the Transformation Campaign Plan

0800-0830   Dr. Edwin R. Smootz, HRED
0830-0900   Mr. DJ Imbs, PERSCOM
0900-0930   MAJ Carl Hover, CHPPM
0930-1000   Mr. Richard N. Zigler, SLAD
1000-1030   COL Kim Welliver, ASO

1030-1100   Discussion: Questions, Answers, Issues

1100   Closing Remarks
Dr. Bob Holz

Registration Form
MANPRINT Symposium 2000
September 27-28, 2000   Double Tree Hotel
300 Army Navy Drive
Arlington, Virginia 22202
703-416-4100
(Please call hotel directly for reservations)

NAME_____

OFFICE/MAILING ADDRESS_____

_____

E-MAIL ADDRESS_____

Government_____ Non-Government_____

DAYTIME PHONE NUMBER (Commercial and DSN if available)   _____

_____

PLAN TO ATTEND THE NO HOST SOCIAL ON 27 September 2000 (1720-1900 hours)

☐ **YES**   ☐ **NO**

NOTE: There will be a $25 registration fee (cash or check) for the symposium this year

Photocopy, fill out and fax Registration Form to:
SUPRA Corporation
ATTN: MANPRINT Symposium
6402 Arlington Blvd., Suite #1220
Falls Church, VA 22042
Telephone: Voice – (703) 241-0015   FAX – (703) 241-1262

MANPRINT DOMAINS

MANPOWER
The number of personnel, both military and civilian, required, authorized, and potentially available to train, operate, maintain, and support each system acquisition.

PERSONNEL
The human aptitudes, skills, and capabilities required to operate, maintain, and support a system in peacetime and war.

TRAINING
The instruction required to provide Army personnel with requisite knowledge, skills, and abilities to properly operate, maintain, and support Army systems.

HUMAN FACTORS ENGINEERING
The comprehensive integration of human capabilities and limitations into system definition, design, development, and evaluation to promote effective man-machine integration for optimal total system performance.

SYSTEM SAFETY
The design and operational characteristics of a system that minimize the possibilities for accidents caused by human error or system failure.

HEALTH HAZARDS
The systematic application of biomedical knowledge early in the acquisition process to identify, assess, and minimize health hazards associated with the system's operation, maintenance, repair, or storage.

SOLDIER SURVIVABILITY
The design characteristics or operational require-ments of a system that: reduce detectability by the enemy; reduce fratricide; facilitate cover and concealment; minimize likelihood and extent of injuries if engaged; and minimize physical and mental fatigue.

FOR MORE MANPRINT INFORMATION

visit:

www.manprint.army.mil

or contact:

HQDA, ODCSPER, ATTN: DAPE-MR
300 Army Pentagon
Washington, DC 20310-0300
TEL: DSN 225-7035
COM (703) 695-7035, FAX (703) 697-1283

HOW MANPRINT SUPPORTS STREAMLINED ACQUISITION

THE MANPRINT GOAL: OPTIMIZING SYSTEM PERFORMANCE

WHAT IS MANPOWER AND PERSONNEL INTEGRATION (MANPRINT)? The comprehensive manage-ment and technical effort to identify and inte-grate all relevant information and considerations regarding the full range of manpower, personnel, training, human factors engineering, system safety, health hazards, and soldier survivability into the system development and acquisition process to enhance soldier-system design, reduce life cycle ownership costs, and optimize total system performance.

MANPRINT, originated as an Army initiative under the direction of General Maxwell Thurman, then the Vice Chief of Staff, U.S. Army, was institutionalized in 1987 in Army Regulation (AR) 602-2 and has subsequently been adopted by the DoD under the name "Human Systems Integration (HSI)".

MANPRINT Regulation
The 2000 revision of AR 602-2 complies with acquisition reform policies contained in DoD 5000 series documents and incorporates decisions from senior Army leadership to include the MANPRINT General Officer Steering Committee (GOSC). The following addresses some of the major changes contained in this revision.

MANPRINT Board of Advisors
AR 602-2 establishes a MANPRINT Board of Advisors (MBA) which will be Co-Chaired by the Deputy Under Secretary of the Army (Operations Research) (DUSA(OR)), the Deputy Chief of Staff for Personnel (DCSPER), and the Principal Deputy to the Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA(M&RA)). Complete organizational structure and responsibilities will be contained in the Charter.

Acquisition Streamlining
To comply with DoD 5000.2-R, which requires a strategy for accomplishing human systems integration (i.e., MANPRINT), the System MANPRINT Management Plan (SMMP) or SMMP-like tracking document (such as a Common Data Element) will be used and tailored appropriately by acquisition personnel.

Increased Participation in the Acquisition Process
 The U. S. Army Research Laboratory - Human Research and Engineering Directorate (ARL-HRED) has been designated as the focal point for ensuring that appropriate domain experts are available to support system acquisition in Integrated Product Teams (IPTs). Provisions

have been made in U. S. Army Training and Doctrine Command (TRADOC) Pamphlet 71-9, Requirements Determination, for MANPRINT dedicated and on-call core representatives on Integrated Concept Teams (ICTs). Thus, MANPRINT domain representatives will participate in developing concepts and requirements documents and will track MANPRINT issues via the Common Data Elements tracking mechanism. Program Managers (PMs) will address MANPRINT requirements and track issues during appropriate IPTs or Working-Level IPTs (WIPTs).

Senior Leadership Policy
The 2000 Revision contains memoranda from the Army Acquisition Executive (AAE), the Acting Assistant Secretary of the Army (Research, Development and Acquisition), the Deputy Assistant Secretary for Research and Technology, and the Deputy Assistant Secretary for Plans, Programs, and Policy. Each of these memoranda delineates specific MANPRINT policy and serves to reinforce top level support of MANPRINT. Topics include: an AAE policy requiring MANPRINT requirements and issues be addressed for <u>all</u> Army acquisition programs; revised Operational Requirements Document (ORD) format to address the placement of MANPRINT requirements in ORDs; MANPRINT's support and role in Advanced Technology Demonstrations (ATDs); and an AAE policy on MANPRINT in Army acquisition source selection process.

MANPRINT Symposium
The MANPRINT Symposium is formally established as an annual event to bring together members of the MANPRINT and Human

Systems Integration communities along with Program Managers and their personnel. This forum will provide the opportunity to exchange information, set goals, provide direction and recognize those individuals who made major contributions to MANPRINT during the preceding year.

MANPRINT Training
The ODCSPER Personnel Technologies Directorate serves as the proponent for the Army MANPRINT Training Program. TRADOC has the responsibility for developing and conducting MANPRINT training in accordance with ODCSPER guidance. In addition to the MANPRINT Courses at the Army Logistics Management College, MANPRINT instruction is also given to Program Managers, Directors of Combat Development and TRADOC Systems Managers, and Army leaders, both military and civilian.

MANPRINT Web Site
The MANPRINT Web Site has been established as a primary source of information on MANPRINT policy, guidance, procedures, training and events. Included are the MANPRINT Handbook, the MANPRINT Guidebook, and the MANPRINT Directory. All future editions of the MANPRINT Quarterly will be placed here. The Web Site also includes information on the MANPRINT Symposium and MANPRINT Practitioner Awards.

FY 2001 MANPRINT Training Schedule
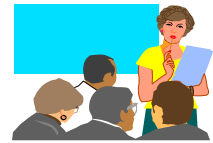
MANPRINT ACTION OFFICER COURSE (MAOC)

CLASS	START DATE	END DATE	LOCATION
2001-701	28 Nov 2000	07 Dec 2000	Ft Bragg, NC
2001-001	22 Jan 2001	01 Feb 2001	ALMC, Ft Lee, VA
2001-702	20 Mar 2001	29 Mar 2001	Ft Rucker, AL
2001-703	01 May 2001	10 May 2001	Alexandria, VA
2001-704	11 Sep 2001	20 Sep 2001	Ft Belvoir, VA

MANPRINT TAILORED TRAINING (APPLICATIONS COURSE)

CLASS	START DATE	END DATE	LOCATION
2001-701	17 Oct 2000	19 Oct 2000	Cancelled
2001-706	14 Nov 2000	16 Nov 2000	Ft Bliss, TX
2001-702	14 Nov 2000	16 Nov 2000	Alexandria, VA
2001-703	13 Mar 2001	15 Mar 2001	Ft Belvoir, VA
2001-704	22 May 2001	24 May 2001	Ft Knox, KY
2001-001	12 Jun 2001	14 Jun 2001	ALMC, Ft Lee, VA
2001-705	21 Aug 2001	23 Aug 2001	Warren, MI

(POC: Mr. Len Girling, COM (804) 765-4361, DSN 539-4361)

MANPRINT INFORMATION

Articles, comments, and suggestions are welcomed. Submit to: MANPRINT Quarterly, HQDA (DAPE-MR), 300 Army Pentagon, Washington, DC 20310-0300; DSN 225-7035, COM (703) 695-7035, FAX (703) 697-1283, E-mail: margaret.simmons@hqda.army.mil

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POLICY: Department of the Army, ODCSPER, ATTN: DAPE-MR, 300 Army Pentagon, Washington, DC 20310-0300, DSN 225-7035, COM (703) 695-7035.

DIRECTORY OF DESIGN SUPPORT METHODS: Defense Technical Information Center–MATRIS Office, DTIC-AM, 53355 Cole Road, San Diego, CA 92152-7213, DSN 553-7006, COM (619) 553-7006, E-mail:ddsm@dticam.dtic.mil, and World Wide Web: http://dticam.dtic.mil/hsi/

MANPRINT DOMAIN POCs:

MANPOWER, PERSONNEL & TRAINING:
Mr. Steve Dwyer, U.S. Army Training and Doctrine Command, ATTN: ATCD-RP, Fort Monroe, VA 23651- 5000, DSN 680-3477, COM (757) 727-3477, FAX: 680-3477, E-mail: dwyers@monroe.army.mil.

HUMAN FACTORS ENGINEERING: Dr. Edwin R. Smootz, Chief, Human Factors Integration Division, HRED, Army Research Laboratory, ATTN: AMSRL-HR-MV, Aberdeen Proving Ground, MD 21005-5425, DSN 298-5817, COM (410) 278-5817, FAX: 298-8823, E-mail: esmootz@arl.mil

SYSTEM SAFETY: Mr. Dwight Lindsey, U.S. Army Safety Center, ATTN: CSSC-OR, Fort Rucker, AL 36362-5363, DSN 558-1373, COM (334) 255-1373, FAX: 558-9528, E-mail: lindseyd@safety-emh1.army.mil

HEALTH HAZARDS: Mr. Mike McDevitt or Mr. Bob Gross, U.S. Army Center for Health Promotion and Preventive Medicine (USACHPPM), ATTN: MCHB-TS-OHH, Aberdeen Proving Ground, MD 21010-5422, DSN 584-2925, COM (410) 436-2925, FAX: 436-1016, E-mail: w.michael.mcdevitt@apg.amedd.army.mil or robert.gross@apg.amedd.army.mil

SOLDIER SURVIVABILITY: Mr. Richard Zigler, U.S. Army Research Laboratory, ATTN: AMSRL-SL-BE, Aberdeen Proving Ground, MD 21005-5068, DSN 298-8625, COM (410) 278-8625, FAX: 278-9337, E-mail: rzigler@mail.arl.mil

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Bob Holz
Acting Director for Personnel Technologies

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