



MANPRINT Quarterly

Vol. VI, No. 2 Spring 1998



Director's Corner

I am pleased to convey to you in this edition of the Quarterly two critically important Documents signed by senior Army leaders that demonstrate the important role in systems acquisition assigned to the MANPRINT Program. The memo from the Army's Acquisition Executive, the Honorable Robert M. Walker, directs consideration of all acquisition programs, regardless of funding category, from concept development through design, development, testing, and fielding. The memo from Mr. Walter W. Hollis and Mr. Archie D. Barrett present conclusions and recommendations from the MANPRINT General Officer Steering Committee meetings which they chaired.

This issue of the Quarterly also introduces an updated MANPRINT Logo (see page 7). New elements and terms have been included to have the logo depict the scope of the Program with greater accuracy.

Jack H. Hiller
Director for Personnel Technologies

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MANPRINT Symposium

September 16-17, 1998
Holiday Inn - National Airport

THEME: MANPRINT SUPPORT TO STREAMLINED ACQUISITION

The purpose of the conference this year is to outline the role of MANPRINT in the Army's streamlined acquisition process. Senior Army leadership will provide MANPRINT program updates within their organizations. For more details see pages 5-6. Please mark your calendars and plan to attend.



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
RESEARCH DEVELOPMENT AND ACQUISITION
103 ARMY PENTAGON
WASHINGTON DC 20310-0103

7 OCT 1997

REPLY TO
ATTENTION OF

SARD-SI

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Manpower and Personnel Integration (MANPRINT) Policy

Reference: Army Audit Agency Report, *Incorporating MANPRINT into Weapon Systems Development*, Report #AA 97-205, 10 June 1997.

The referenced report (Section B) highlights the need for consideration of MANPRINT for all categories of acquisition programs. This recommendation has been supported by the recent MANPRINT General Officer Steering Committee. I support the recommendation as well.

Effective this date, MANPRINT requirements and issues will be addressed for all Army acquisition programs. The MANPRINT process should begin at program conception and continue through the development and fielding phases. This includes consideration of soldier issues in the development of specifications, analysis of cost/performance tradeoffs, definition of performance criteria for test and evaluation, and the development of milestone decision criteria. The approach to MANPRINT will be tailored, as appropriate, to each program.

A key element of successful application of the MANPRINT process is the inclusion of appropriate MANPRINT domain expertise on relevant Integrated Product Teams (IPTs). The Army Research Laboratory Human Research and Engineering Directorate field elements will act as focal points for ensuring that appropriate domain experts are available to support your program. It is important that you take advantage of the unique expertise and experience of the relevant organizations on your IPTs and throughout your program activities. With their assistance, we can ensure that the end item produced is effective and safe for the soldier, our primary customer.

A handwritten signature in black ink, appearing to read "Robert M. Walker".

Robert M. Walker
Army Acquisition Executive



DEPARTMENT OF THE ARMY
WASHINGTON, D.C. 20310
3 0 SEP 1997



MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER
AND RESERVE AFFAIRS)

SUBJECT: Manpower and Personnel Integration (MANPRINT) General Officer
Steering Committee (GOSC) Results

The GOSC chartered on May 7, 1997, to review the MANPRINT program, conducted its third meeting on September 29, 1997. All meetings were co-chaired by Mr. Walt Hollis, Deputy Under Secretary of the Army (Operations Research), and Mr. Archie Barrett, Principal Deputy Assistant Secretary of the Army (Manpower and Reserve Affairs).

The members of the GOSC unanimously agreed that the MANPRINT Program is important to the U.S. Army and strongly recommended that the actions necessary to revitalize the program be initiated as soon as possible. A synopsis of impending actions and results of the meetings is noted below.

a. The members of the GOSC agreed to enhance the Army's commitment to and awareness of MANPRINT through focused and improved integrated training, and through increased marketing. Headquarters, Training and Doctrine Command (TRADOC) and the Office of the Deputy Chief of Staff for Personnel (ODCSPER) have the lead on these actions.

b. The members of the GOSC agreed that MANPRINT applies to all acquisition categories (ACAT). The Assistant Secretary of the Army (Research, Development, and Acquisition) (ASA(RDA)), in coordination with the Director of Information Systems for Command, Control, Communications, and Computers (DISC4), agreed to issue a directive to the Army acquisition community indicating that MANPRINT will be addressed across all ACATS, and the GOSC agreed on several other issues to embed this process.

c. The members of the GOSC agreed that soldier performance issues will be included in paragraph 5 (Constraints) of the Mission Need Statement (MNS) and paragraph 4 (Capabilities Required) of the Operational Requirements Document (ORD) to ensure that the human element is fully integrated throughout the system acquisition process. TRADOC agreed and has added the necessary guidance to TRADOC PAM 71-9, Requirements Determination.

ASA(MRA)

SUBJECT: Manpower and Personnel Integration (MANPRINT) General Officer Steering Committee (GOSC) Results

d. The members of the GOSC agreed that organizational structure and funding issues are critical to the health and success of the MANPRINT program. While independent assessment is planned, some GOSC members may meet in the near term to illuminate and scope these issues.

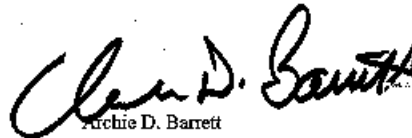
e. The members of the GOSC agree that MANPRINT consideration and compliance should be a specific factor in the source selection process for Army systems and that MANPRINT data and tools should be included in the acquisition desk book.

f. The GOSC agreed that the Commander of OPTEC, as the Army's independent evaluator, serve as the conscience for the process. They also reaffirmed that the program/project manager was the official responsible for addressing MANPRINT issues for his or her program.

All issues presented to the GOSC on July 9, 1997, have been addressed. Therefore, we recommend that the GOSC be placed in recess pending final resolution of existing issues or identification of new ones.



Walter W. Hollis
Co-Chair, MANPRINT GOSC
Deputy Under Secretary of the Army
(Operations Research)



Archie D. Barrett
Co-Chair, MANPRINT GOSC
Principal Deputy Assistant Secretary
(Manpower and Reserve Affairs)

MANPRINT SYMPOSIUM September 16-17, 1998

(The location is the Holiday Inn, located one block off the Crystal City METRO Blue/Yellow Line. Please call Holiday Inn National Airport at (703) 416-1600, for reservations. We look forward to an exciting Symposium and especially want to see each and every one of you there.)

MANPRINT Symposium 1998

THEME: MANPRINT SUPPORT TO STREAMLINED ACQUISITION

DATES: 16-17 September 1998

LOCATION: HOLIDAY INN - NATIONAL AIRPORT

- 0700-0815** **REGISTRATION & CONTINENTAL BREAKFAST**
- 0815-0830** **WELCOMING REMARKS LTG Vollrath, Deputy Chief of Staff for Personnel**
- 0830-0850** **PRESENTATION OF MANPRINT FOUNDATION AWARDS
(GEN CROUCH, VCSA, has been invited to make the presentations)**
- 0850-0915** **MANPRINT Achievement Awards - 1997 LTG Vollrath**
- 0915-1230** ***DISTINGUISHED SPEAKERS***
- 0915-0945** **Dr. Oscar, Acting ASA RD&A: WORKING EARLY WITH PM's**
- 0945-1015** **Mr. Walt Hollis, DUSA-OR: MANPRINT GENERAL OFFICER STEERING COMMITTEE**
- 1015-1045** **LTG John Abrams, Deputy Commanding General, U.S. Army TRADOC:
MANPRINT AS A TRADOC PRIORITY**
- 1045-1100** **BREAK**
- 1100-1130** **LTG Kern, MIL DEP to the ASA RDA: SPIRAL DEVELOPMENT PROCESSES**
- 1130-1200** **MG Lehowicz, CG OPTEC: MANPRINT & THE TESTING COMMUNITY**
- 1200-1230** **MG Ohle, ADCSPER: RESOURCING "HUMAN RESOURCES" R & D**
- 1230-1330** **LUNCH**
- 1330-1430** **PANEL SESSION I: RECENT CHANGES IN MANPRINT OPERATIONS & POLICIES**
- 1330-1335** **INTRODUCTION OF PANEL MEMBERS**
- 1335-1350** **Mr. Anders & Ms. Newman (OASA M&RA) RECENT UPDATES FROM THE MANPRINT GOSC**
- 1350-1405** **Dr. Keese (Director, HRED) APPLYING THE TERMS OF THE WALKER MEMO**
- 1405-1420** **Mr. Resnick (ADCSD, TRADOC) MANPRINT IN ORDs**
- 1420-1430** **Q & A**

MANPRINT SYMPOSIUM AGENDA (Cont.)

- 1430-1445 **BREAK**
- 1445-1630 **PANEL SESSION II: PROCEDURES FOR DEVELOPING THE DCSPER'S MANPRINT ASSESSMENT FOR ASARC's AND MAISRC's**
- 1445-1450 **INTRODUCTION OF PRESENTERS & DISCUSSANTS**
- 1450-1520 **Dr. Ed Smootz, Chief, HFID & Dr. Don Headley, LNO to OPTEC & PERTEC**
1520-1600 **DISCUSSANTS: PERSCOM (Mr. Pridemore); CHPPM (Mr. Gross); SAFETY; SLAD**
1600-1630 **Q & A**
- 1630-1730 **NO HOST SOCIAL**

17 SEPTEMBER 1998

- 0830-0900 **CONTINENTAL BREAKFAST**
- 0900-1000 **PANEL III: MANPRINT IN ACTION: ARMY DIGITIZATION**
- 0900-0905 **INTRODUCTION OF PRESENTERS**
- 0905-0930 **MANPRINT ROLE IN ARMY DIGITIZATION AS SEEN BY THE ADO: BG Bond**
- 0930-1000 **IT'S ALL ABOUT HUMAN PERFORMANCE: LTG (Ret) Rick Brown**
- 1000-1030 **BREAK**
- 1030-1050 **OSD PERSPECTIVES ON THE ROLE OF HSI/MANPRINT IN STREAMLINED ACQUISITION: Ms. Pam Bartlett, OUSD (P&R)**
- 1050-1200 **PANEL IV: RECENT MANPRINT DEVELOPMENTS WITHIN THE MANPRINT DIVISION OF THE PERSONNEL TECHNOLOGIES DIRECTORATE:**
 Presenter - LTC Russ Poling, MANPRINT Staff Officer, PERTEC
- **WEB PAGE**
 - **MARKETING**
 - **TRAINING**
- Panel Members for Q & A: Dr. Bob Holz, Deputy Director, PERTEC; LTC Larry Thurman, Chief, MANPRINT Division; Ms. Marjorie Zelko, MANPRINT Staff Officer**
- 1200-1215 **CLOSING REMARKS**
 Dr. Jack H. Hiller
 Director for Personnel Technologies & MANPRINT

Pre-Registration Form
MANPRINT Symposium '98
September 16-17, 1998 National Airport - Holiday Inn
1489 Jefferson Davis Highway
Arlington, Virginia 22202
703-416-1600

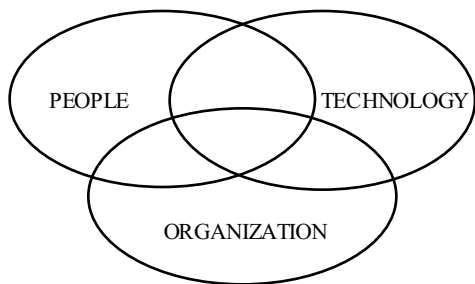
NAME _____
OFFICE/MAILING ADDRESS _____

E-MAIL ADDRESS _____
Government _____ Non-Government _____
DAYTIME PHONE NUMBER (Commercial and DSN if available) _____

PLAN TO ATTEND THE NO HOST SOCIAL ON 16 September 1998 (1630-1730 hours)
 YES NO

Pre-Registration Form due by August 3, 1998.

Detach at line, or photocopy, fill out and mail or fax Pre-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,
Forever Changing
for the Better!**



FY 99 MANPRINT Training Schedule

MANPRINT Action Officer Course (MAOC)

<u>CLASS</u>	<u>START DATE</u>	<u>END DATE</u>	<u>LOCATION</u>
99-701	20 Oct 98	29 Oct 98	Ft Eustis, VA
99-706	02 Feb 99	11 Feb 99	Huntsville (AMCOM), AL
99-001	22 Feb 99	04 Mar 99	Ft Lee, VA
99-702	13 Apr 99	22 Apr 99	Ft Belvoir, VA
99-703	04 May 99	13 May 99	Ft Huachuca, AZ
99-704	13 Jul 99	22 Jul 99	Ft Leonard Wood, MO
99-002	09 Aug 99	19 Aug 99	Ft Lee, VA
99-705	21 Sep 99	30 Sep 99	Ft Gordon, GA

MANPRINT APPLICATIONS COURSE (MAC)

<u>CLASS</u>	<u>START DATE</u>	<u>END DATE</u>	<u>LOCATION</u>
TBD	03 Nov 98	06 Nov 98	Ft Rucker, AL
TBD	17 Nov 98	20 Nov 98	Ft Bliss, TX
99-701	17 Nov 98	20 Nov 98	Ft Bragg, NC
99-702	01 Dec 98	04 Dec 98	Ft Huachuca, AZ
99-703	08 Dec 98	11 Dec 98	Ft Belvoir, VA
99-706	09 Mar 99	12 Mar 99	Ft Eustis, VA
99-707	23 Mar 99	26 Mar 99	Huntsville (AMCOM), AL
99-704	25 May 99	28 May 99	Ft Gordon, GA
99-708	08 Jun 99	11 Jun 99	Natick, MA
99-705	22 Jun 99	25 Jun 99	Rock Island, IL
99-709	03 Aug 99	06 Aug 99	Warren, MI

(POC: Mr. Jan Dykhuis, COM (703) 325-3239, DSN 221-3239)

Transitions

Farewell

LTC Jerry Payne previously assigned as the Personnel Technologies Directorate (PERTEC) Liaison Officer at Ft Hood, as of 1 May became the Product Manager, Common Hardware Systems (CHS), Ft Monmouth, NJ. We would like to take this opportunity to thank him for his contributions to the MANPRINT program. As MANPRINT LNO to the Digital Force Coordination Cell (DFCC), LTC Payne conducted an in-depth analysis of better than 92 separate Task Force XXI initiatives and developed a matrix with which to track and work evolving MANPRINT issues resulting from the Army's TF XXI Advanced Warfighting Experiment at Fort Irwin, CA.

Welcome

LTC David Dean, (Armor) replaces LTC Payne as the PERTEC Liaison Officer/Staff Officer at the Digital Force Coordination Cell, Ft. Hood, Texas, to coordinate and work MANPRINT activities related to Force XXI soldier development and materiel fielding efforts. LTC Dean's previous assignment was Inspection Team Chief, On Site Inspection Agency (OSIA), Rhein-Main Air Base, Germany.

Letter to the Editor

The following letter was written in response to the reprint of a speech by Congressman Skelton that appeared in the Congressional Record entitled, "MANPRINT for the U.S. Army" published in the Fall/Winter 1997 issue.

I recently read the "MANPRINT Quarterly" that focused on Congressman Skelton's comments dealing with the Army's MANPRINT Program. While his support and recognition of the Army's MANPRINT accomplishments is greatly appreciated, I was disappointed with his comments regarding the Armored Gun System. It appears that he was provided some information that was in serious error and that your office failed to correct.

As the previous Deputy Project Manager for the Armored Gun System and the current Deputy Program Executive Officer, Ground Combat and Support Systems, I am completely familiar with the program history and current status. The AGS had been approved by the Army to enter initial production before termination due solely to budget constraints. The program fully embraced the MANPRINT concept and was recognized as a model acquisition program. Finally, no Army Audit Report has ever been published that negatively criticized the AGS approach to MANPRINT.

I solicit your support in doing what ever you can to set the record straight for a couple of reasons. First the AGS team worked hard and long to develop a world class weapon system. Unfortunately, budget constraints denied them the ultimate reward for their labors. We should not aggravate their frustration by spreading inaccurate information. Secondly, the Army's prime contractor UDLP, also invested heavily in the AGS program development and continues to invest in international marketing of the system. These unfounded negative comments about the AGS are counterproductive.

Albert P. Puzzuoli
Deputy Program Executive Officer,
Ground Combat & Support Systems
(Maneuver Systems)

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: simmoms@hqda.army.mil

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

MANPRINT TRAINING: U.S. Total Army Personnel Command, ATTN: TAPC-PLC-M, 200 Stovall Street, Alexandria, VA 22332-0406, DSN 221-3241, COM (703) 325-3241, FAX: xxx-0657.

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 (804) 727-3477, FAX: xxx-2483, E-mail: dwyers@monroe.army.mil. Mr. Arthur L. Pridemore, U.S. Total Army Personnel Command, ATTN: TAPC-PLC-M, 200 Stovall Street, Alexandria, VA 22332-0406, DSN 221-2024, COM (703) 325-2024, FAX: xxx-0657, E-mail: pridemoa@hoffman-emh1.army.mil

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

SYSTEM SAFETY: Mr. Dwight Lindsey, U.S. Army Safety Center, ATTN: CSSC-ISE, Fort Rucker, AL 36362-5363, DSN 558-2046, COM (334) 255-2046, FAX: xxx-9528, E-mail: lindseyd@rucker-safety.army.mil

HEALTH HAZARDS: MAJ Mike McDevitt or Mr. Bob Gross, U.S. Army Center for Health Promotion and Preventive Medicine (USACHPPM), ATTN: MCHB-DC-OHH, Aberdeen Proving Ground, MD 21010-5422, DSN 584-2925, COM (410) 671-2925, FAX: xxx-1016, E-mail: robert_gross@chppm-ccmail.apgea.army.mil and World Wide Web: <http://chppm-www.apgea.army.mil/hha>

SOLDIER SURVIVABILITY: Mr. Richard Zigler, U.S. Army Research Laboratory, ATTN: AMSRL-SL-I, Aberdeen Proving Ground, MD 21005-5068, DSN 298-8625, COM (410) 278-8625, FAX: xxx-7254, E-mail: rzigler@arl.army.mil

Jack H. Hiller

Director for Personnel Technologies

The MANPRINT Quarterly is an official bulletin of the Office of the Deputy Chief of Staff for Personnel (ODCSPER), Department of the Army. The Manpower and Personnel Integration (MANPRINT) program (AR 602-2) is a comprehensive management and technical initiative to enhance human performance and reliability during weapons system and equipment design, development and production. MANPRINT encompasses the seven domains of personnel capabilities, manpower, training, human factors engineering, system safety, health hazards and soldier survivability. The focus of MANPRINT is to integrate technology, people, and force structure to meet mission objectives under all environmental conditions at the lowest possible life-cycle cost. Information contained in this bulletin covers policies, procedures, and other items of interest concerning the MANPRINT Program. Statements and opinions expressed are not necessarily those of the Department of the Army. This bulletin is prepared quarterly under contract for the Personnel Technologies Directorate, Office of the Deputy Chief of Staff for Personnel under the provisions of AR 25-30 as a functional bulletin.

READER'S RESPONSE

Use this space to record changes, additions or deletions. Send your information by Fax (703) 697-1283 or mail (fold on designated line and close (do not staple) with the MANPRINT Quarterly address on the outside). If you are a MANPRINT POC for your organization, please check the MANPRINT POC block.

New	<input type="checkbox"/>
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Delete	<input type="checkbox"/>
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Rank/Title First M.I. Last

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