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'Transformational change' requires work by soldiers, Army civilians, academia and industry, Army Chief of Staff Gen. James McConville said. (AUSA PHOTO)

## Army seeks 'transformational change'

**W**inning, not trying hard, is the ultimate goal of the U.S. Army, Army Chief of Staff Gen. James McConville said Tuesday in a speech at the National Museum of the United States Army at Fort Belvoir, Virginia.

In a speech focused on the need for "transformational change" in the Army, McConville said the effort requires work by soldiers, Army civilians, academia and industry.

"We need transformational change, not incremental improvements," he said.

"People first, winning matters' is more than just a slogan," he said, speaking at a breakfast hosted by the Association of the U.S. Army. "People first is a philosophy. Winning

matters is an attitude."

The museum opens to the public on June 4 in a run up to a big celebration marking the Army's June 14 birthday. McConville called it a "world-class facility and a fitting tribute to the heroism and heritage of our soldiers and our Army."

Since he became chief of staff in August, McConville has directed a far-reaching effort directed at improving the quality of life of soldiers and their families, and to adjusting personnel and assignment policies.

"I believe that if we take care of our people, get them in the right jobs at the right time and the right place, they will deliver on our Army priorities of readiness, modernization and reform," he said.

The changes are working, he said. "We are not going to try hard. We are going to win."

The Army has transformed before, McConville acknowledged, but he doesn't want people to be constrained by their experience.

There is a role for everyone in the effort, he said.

"Experience is important, but sometimes new and different perspectives are necessary for innovation," McConville said. "Though that innovation may come from a colonel or a general, it might also come from a lieutenant, a sergeant or someone from industry or academia or a combination of many."

To view a video of McConville's remarks, please click [here](#).





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## Resources for spouse occupational licenses after PCS

By Patty Barron

**P**ermanent change-of-station moves are challenging for most military families, but for military spouses working in professions with occupational license requirements, they can also be quite costly.

According to the Department of Defense State Liaison Office, 14.5% of the military spouse population moves across state lines each year, compared with 1.1% of civilian spouses, and up to 34% of military spouses in the labor force need to be fully licensed.

Moving to a new state means obtaining that state's license to practice.

Interruptions in employment to meet state requirements cause a loss of revenue and can also slow down any upward momentum in a spouse's career progression.

The DSLO has been working on the license portability issue for some time.

### Family Readiness

Progress has been made, and many states have moved toward expediting applications, providing a temporary license to practice, or providing complete recognition of another state's license.

More information can be found at [statepolicy.militaryonesource.mil](http://statepolicy.militaryonesource.mil).

The progress is exciting, but it can also be very confusing.

Enter the Department of Labor. According to the department, it is their policy to reduce employment barriers



Much progress has been made to provide assistance for military spouses working in professions with occupational license requirements. (AUSA PHOTO)

and enhance career opportunities for military spouses.

To that end, the department has created the Military Spouse Interstate License Recognition Options map to help users navigate this complicated process.

Users can learn about their options, including information about specific laws and resources the new state has to offer, at [www.veterans.gov/mil-spouses](http://www.veterans.gov/mil-spouses).

Explore occupation-specific guidance through Military OneSource by clicking here.

Spouses can also find access to licensing boards across the country through the Career OneStop License finder. This tool provides state-specific information about required occupational licenses.

For Army spouses, there is the Army Spouse Licensing Reimbursement Program.

Under this policy, which became effective Dec. 20, military spouses may be reimbursed up to \$1,000 for any licensing fees incurred because of a PCS move.

Army Emergency Relief takes that a step further. Since June 5, eligible Army spouses can receive up to \$2,500 to offset relicensing fees incurred because of a PCS move.

Active duty, National Guard or Reserve soldiers must apply for the reimbursement at their command.

AER requires the soldier to complete SF 1034, known as the Public Voucher for Purchases and Services Other than Personal form.

Soldiers will also need a copy of their PCS orders and copies of the old state license or certification, the new license or certification, marriage certificate, and proof of fees paid.

According to the AER website, "Soldiers and their spouses will be able to apply for this assistance within 180 days of arrival to their new location by presenting the license or certification from the previous state along with their application, which can be found at [www.aerhq.org](http://www.aerhq.org)."

## Meet the AUSA headquarters staff

### Thea Green

*Family Readiness Program Manager*

Thea Green has been with AUSA for almost five years. She coordinates family programs with chapters, at the AUSA Annual Meeting and other national events.

She is honored to serve Army families through her work. Her family and faith are her compass, and she celebrates her blessings through song.



Patty Barron is AUSA's Family Readiness Director.

## AUSA council of trustees renamed as board of directors after member vote



**T**he Association of the U.S. Army's membership has voted to rename the council of trustees to become a board of directors and limit the size of the board to between 11 and 15 people, among other changes to the association's bylaws.

Voting ended on Jan. 10, and the bylaws can be reviewed here.

In addition to converting trustees into a board of directors and setting a range for the number of board members, the revisions include:

- Directors will be selected from AUSA's individual membership and

elected by the voting membership.

- The board chairman would be elected from the board of directors by their fellow directors. The chairman would then appoint a deputy chairman, subject to approval by a majority of the board.

- The president of the association and region presidents will serve during their terms as ex officio, non-voting members of the board of directors.

- References to state organizations will be removed from the bylaws, and other sections of the bylaws will be edited and updated.

## Three new Senior Fellows selected



The new Senior Fellows are, from left to right, retired Gen. Robert Brown, retired Gen. Dennis Via and retired Command Sgt. Maj. Douglas Gibbens. (AUSA PHOTOS)

**T**he Association of the U.S. Army has added three Senior Fellows: retired Gen. Robert Brown, retired Gen. Dennis Via and retired Command Sgt. Maj. Douglas Gibbens.

"We are pleased to welcome these distinguished service members to the Senior Fellows program, and we know they will be a valuable addition to the AUSA team," said Nzinga Curry, AUSA's director of education and programs.

Brown retired in November 2019, with his final assignment being the

commander of U.S. Army Pacific.

Via served as the commander of U.S. Army Materiel Command before retiring in 2017.

Gibbens, who is also AUSA's 2nd Region president, retired in 1998 after 35 years of service, primarily in the Army Reserve.

Senior Fellows assist AUSA with strategic communications, developing policy positions and promoting professional development and education.

Click here for a full list of AUSA Senior Fellows.

# AUSAExtra

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U.S. Army photo by Sgt. Daphney Black. The appearance of U.S. Department of Defense (DoD) visual information does not imply or constitute DoD endorsement.



## AUSA members lead ‘Gateway to the Army’ project

By W. Thomas Smith Jr.

**M**embers of the Association of the U.S. Army’s Fort Jackson-Palmetto State chapter are leading a \$2.7 million effort to build a 5-acre park at Fort Jackson, South Carolina.

The park, known as Centennial Park, aims to honor the soldiers who have come through Fort Jackson, the Army’s largest basic training installation, and the drill sergeants who trained them.

Construction has begun on the park, which will be located a mile inside the installation’s main gate.

The project is being directed by the Gateway to the Army Association; the group has already raised \$1.6 million for the project.

Through both monetary and in-kind construction support, Centennial Park will feature a 300-seat amphitheater with a towering monument depicting two drill sergeants, six Greek-style visitors’ pavilions, a brick-paved “Pathway of Patriots,” a wartime theater montage, and much more.

The AUSA members are working as



AUSA members working on the park project include, left to right, Richland County Sheriff’s Capt. Maria Yturria, Sheriff Leon Lott, retired Maj. Gen. Abe Turner, retired Command Sgt. Maj. Marty Wells and retired Maj. Gen. George Goldsmith. (AUSA/W. THOMAS SMITH JR.)

part of the Gateway association, a non-profit organization with a mission of designing, funding and building Centennial Park.

“This is a project that will not only enhance the landscape of this historic post, but it pays tribute to the families of the soldiers who have trained here, the soldiers themselves and their drill sergeants,” said retired Command Sgt. Maj. Marty Wells, a longtime AUSA member who serves as the Gateway association’s chairman.

Richland County Sheriff Leon Lott, the AUSA chapter president, agreed.

“Centennial Park will be easily accessible to visitors and enjoyed by all,” Lott said, “and the project is essentially an extension of our Midlands-area communities honoring the 100-year anniversary of Fort Jackson, which we celebrated in 2017.”

**W. Thomas Smith Jr.** is a member of AUSA’s Fort Jackson-Palmetto State chapter.

## Chapter president appointed CASA for western Kentucky

**K**elli Pendleton, the president of the Association of the U.S. Army’s Fort Campbell chapter, has been sworn in as the civilian aide to the secretary of the Army for western Kentucky.

“I am honored and humbled to have been selected as a civilian aide to the secretary of the Army,” Pendleton said. “I look forward to helping the Army tell its story and representing western Kentucky in this capacity.”

Rep. James Comer, R-Ky., who supported Pendleton’s CASA nomination with a letter of recommendation, attended the swearing-in ceremony

Jan. 14 at the Pentagon.

“Kelli has over 15 years’ worth of experience working with Fort Campbell and has been an exemplary leader concerning the welfare of our military and building relationships with the communities surrounding Fort Campbell,” Comer said in a statement. “It was an honor to recommend Kelli for this position, attend today’s ceremony and celebrate her swearing-in. I know Kelli will be a great asset in this esteemed role.”

Pendleton is also a member of the Kentucky Commission on Military Affairs and serves as the president and CEO of the Christian County Chamber of Commerce.



Kelli Pendleton, right, is sworn in as a CASA by Army Secretary Ryan McCarthy at the Pentagon. (U.S. ARMY/SGT. DANA CLARKE)





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