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Staff Sgt. Brian Gagnard holds a recruiting webinar for Detroit Public School students. Army recruiters have relied heavily on virtual recruiting because of COVID-19. (U.S. ARMY/STAFF SGT. TEGAN KUCERA)

## Army campaign seeks 10,000 recruits

**T**he Army is launching its first national virtual recruiting campaign June 30 with a goal of bringing 10,000 new soldiers into the service.

Army National Hiring Days is a three-day effort to encourage potential recruits to consider the diverse career options and benefits of military service. Army leaders, soldiers, veterans and supporters are being asked to participate, said Maj. Gen. Frank Muth, commanding general of Army Recruiting Command.

"We're asking everybody that is either a member of the Army, or affiliated as a veteran, as a [civilian aide to the secretary of the Army], as an AUSA regional rep or chapter president, or whatever you do for our service, become an active recruiter for three days," Muth said Tuesday during The AUSA Noon Report, a

livestream event hosted by the Association of the U.S. Army.

Help could include posting messages or videos on social media and connecting with the local community in other ways, Muth said.

Recruiting Command has created a link with content AUSA members can use to amplify Army National Hiring Days on their social media platforms. It's available here.

Muth also called on AUSA members to get to know the recruiters in their local area.

"If you don't know the recruiting battalion commander or the recruiting company commander in your area, please reach out to them," Muth said. "They want your help. They will seek your help."

The push behind Army National Hiring Days comes after the COVID-19 pandemic in mid-March

forced Army recruiters to rely heavily on virtual recruiting.

When recruiters switched to virtual recruiting, "we were very lucky to have a heavy presence on social media," Muth said June 17 during a phone call with reporters.

But as recruiters now resume working in recruiting stations, Recruiting Command is about 4,000 contracts behind where it typically would be, Muth said.

The team began think up different ideas, and a major on the team read about how McDonald's hired 50,000 people during a one-day event a few years ago, he said.

"We're not McDonald's, and I get that," Muth said, but the Army offers 150 MOSs and a slate of benefits, including health care and education benefits.

See **Recruiting**, Page 3



# THE AUSA NOON REPORT

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## **GEN PAUL E. FUNK II**

*Commanding General,  
U.S. Army Training and Doctrine Command*

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## New assessment tests colonels for command positions

**T**he Army is launching a new program to evaluate colonels for various command positions following the success of a similar initiative for prospective battalion commanders.

Beginning in September, the Colonels Command Assessment Program involving 400 senior officers will take place at Fort Knox, Kentucky, as one of several new talent management initiatives the Army is rolling out as part of a sweeping effort to better manage soldiers' careers and take advantage of their skills, abilities and interests.

Known as CCAP, the new program will include a five-day series of physical, cognitive and non-cognitive assessments aimed at determining and ranking each colonel's fitness for command and potential, according to information from the Army.

Participants will be tested on written and verbal communication, interview with behavioral psychologists and participate in panel interviews with senior Army officers.



Battalion Commander Assessment Program participants work together to negotiate several obstacles at Fort Knox, Kentucky. (U.S. ARMY/ERIC PILGRIM)

About 180 Army leaders and cadre will support and program and administer evaluations.

CCAP is similar to the Battalion Commander Assessment Program, which took place for the first time in January and February at Fort Knox.

About 800 lieutenant colonels and majors were evaluated on their readiness to lead at the battalion level.

In March, the Army announced it

had selected 660 of them as principals and alternates for battalion command and key billets.

Army Chief of Staff Gen. James McConville earlier this year described BCAP as "transformational."

He added that battalion commanders are "the most consequential leaders in the Army" as they will become the service's future strategic leaders.

For more on BCAP, click [here](#).

### Recruiting

From Page 1

Recruiting Command saw promising results during a "dress rehearsal" for Army National Hiring Days over the Army birthday weekend, Muth told the AUSA audience.

Over a two-day period, recruiters were able to get 10,000 "makes"—people who commit to talk to a recruiter, either virtually or in person.

Of those, about 7,000 followed through with their interviews, and that typically equates to 800–1,000 contracts, Muth said.

The Army is excited to showcase its 150 military occupational specialties, said Gen. Paul Funk, commanding general of Army Training and Doctrine Command, who was on the June 17 call with reporters.

"We're excited to bring young men and women into our force," he said.



Maj. Gen. Frank Muth. (AUSA PHOTO)

"The Army is people, and that's what makes us the special force that we are."

Some of the MOSs the Army is specifically looking to recruit for include infantry, multiple launch rocket system crew member, air and missile defense crew member, unmanned aircraft systems operator, M1 armor crew member, cryptologic linguist, psychological operations specialist and explosive ordnance disposal specialist, he said.

To enlist in the Army, applicants must be a U.S. citizen or permanent resident; be 17–34 years old; achieve a minimum score on the Armed Services Vocational Aptitude Battery test; meet medical, moral and physical requirements; and be a high school graduate or equivalent.

Qualified applicants are eligible for bonuses up to \$40,000 or student loan reimbursement up to \$65,000.

The Army also is offering \$2,000 bonuses to eligible soldiers who sign up during the three-day hiring event.

"The Army has a career for every interest, and many people aren't really aware of that," Muth said. "You'll receive the technical training to succeed in your field and then have access to education benefits to go even further."

To find more information and connect with a local recruiter, click [here](#).

## House, Senate panels advance plan for 3% pay raise for soldiers



Other proposals include a new 'basic needs allowance' for low-income service members with families and expanded child care services. (ARCHITECT OF THE CAPITOL PHOTO)

**A** 3% pay raise for soldiers that would go into effect Jan. 1 is looking more like a sure thing as a House panel overseeing military personnel policy has now joined the Senate Armed Services Committee in backing a raise that is slightly better than the average private sector compensation in the last 12 months.

If enacted into law, the 3% raise would apply to basic pay, drill pay and any bonuses or special pays that are based on multiples of basic pay.

This is the amount requested by DoD and White House.

Working on the 2021 National Defense Authorization Act, the House Armed Services Committee's subcommittee takes one additional step, proposing the creation of a new "basic needs allowance" for low-income service members with families.

The allowance would be determined based on family income, number of family members and location to make certain eligible troops receive 130% of the income outlined in federal poverty guidelines. It would be calculated once a year but paid monthly.

The House and Senate are both interested in expanding child care services for military families.

The House panel approved two new proposals.

One requires child care services to be provided to both soldiers and civilians working rotating shifts on an installation. This is aimed at complaints

from health care workers and other staff who have difficulty making child care arrangements because of their constantly changing schedules.

A second proposal would give priority placement in military housing if the spouse of a service member is a licensed family caregiver who agrees to provide daycare services in the home.

The Senate bill includes provisions on child care fees for on-post centers.

It calls for discounts for families with two or more children attending a child development center and more liberal use of hardship waivers, similar to the current Army Fee Assistance Program, as long as operating expenses can be met. It also calls for the hiring of more child care workers to address the imbalance between demand and availability.

On military health care and health care reform, the House bill would postpone for one more year a planned reduction in authorized military medical strength.

The delay would allow for a review of requirements under conditions such as the COVID-19 pandemic, which put new demands on military medicine. It also imposes a waiting period on restructuring and realigning military medical facilities.

The annual defense bill is far from final. Changes can be made along the way until the House and Senate pass a compromise version that is signed into law by the president.

# AUSAExtra

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## AUSA book author wins Distinguished Writing Award

By Joseph Craig

A title from the Association of the U.S. Army's Book Program has been selected as the winner in the biography category of the Army Historical Foundation's 2019 Distinguished Writing Awards.

The foundation announced June 12 that *Edward M. Almond and the US Army: From the 92nd Infantry Division to the X Corps*, by Michael Lynch, had won the award.

Lt. Gen. Edward "Ned" Almond commanded the 92nd Infantry Division in World War II and X Corps during the Inchon invasion in the Korean War. But his bigoted views on race have long overshadowed his actions on the battlefield.

We sat with Lynch to discuss his biography of this controversial figure.

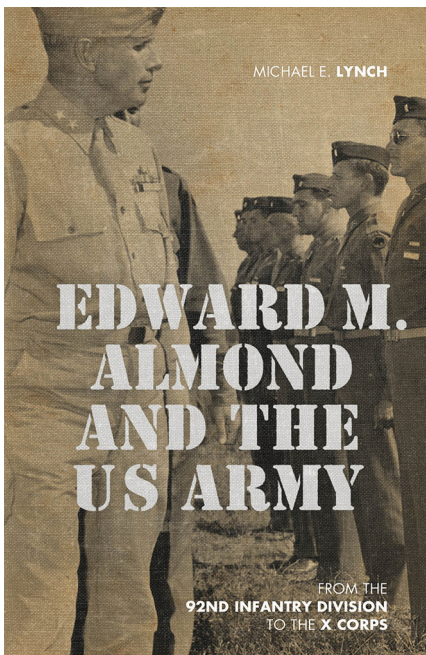
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**AUSA:** Why did you select Edward Almond as the subject for a book?

**Lynch:** Ned Almond is one of those controversial people who is somewhat widely known yet had no definitive biography.

Most of what has been repeated in other histories about Almond is both incorrect and repetitive. I thought it was important to find out the rest of the story.

**AUSA:** Author Rick Atkinson noted that you examined Almond's life with "scrupulous scholarship and an unsparing eye." How do you analyze a man whose personal views were so



repellent?

**Lynch:** Throughout the project, I kept asking myself why he deserved a biography. I concluded that what we think we know about Almond is really just a caricature.

With little written about him before, I wanted to find out if reality matched the myth. If the myth was true, then I wanted to figure out what made him the way he was.

I also approached him with no previous connection to him, so that helped me be a little more objective.

**AUSA:** What would you like young people joining the Army today to know about Almond?

**Lynch:** Almond was not alone in

his thoughts about the differences between races; they were shared by the bulk of the Army officer corps and, in fact, most of American society at the time. The world has changed quite a bit since Almond's time, yet we still see racial problems today.

But the other part of Almond's story that I tried to bring out is his dedication to training and his firm belief in leaders knowing their jobs.

If a junior leader were to take a positive example from Almond today, it would be to train well and check everything.

**AUSA:** Who would you like to write about for your next book?

**Lynch:** For biography, I don't know. I do enjoy reading biographies, and I enjoyed writing one. I have been thinking about a different sort of project for a couple of years.

We've seen a lot of books recently about the fall of Saigon and the end of the Vietnam War.

I think I would like to write about the refugee relocation efforts immediately after the fall of Saigon that brought thousands of Vietnamese refugees to the United States.

It's a great story, and one that has been largely forgotten.

\*\*\*\*\*

To order a copy of *Edward M. Almond and the US Army*, please visit [www.ausa.org/books](http://www.ausa.org/books).

**Joseph Craig** is AUSA's Book Program Director.

## Four members reelected to AUSA Board of Directors

The Association of the U.S. Army's Board of Directors has reelected four directors, including electing Thomas Rabaut, a Carlyle Group operating executive, to fill the position of board deputy chairman.

Reelected at a Monday board meeting to new three-year terms along with Rabaut were William Brown, chairman, president and CEO of Harris

Corp.; retired Lt. Gen. Larry Jordan, a former deputy commander of Army Training and Doctrine Command; and retired Gen. Dennis Reimer, who served as the 33rd Army chief of staff.

Rabaut's position of deputy chairman was changed in the revised AUSA bylaws approved in December.

Additionally, three appointments were made to the Standing Bylaws

Committee. They are retired Lt. Col. Paul Elliott, retired Col. Hugh "Sandy" McLeod and Mary Trier, founder and president of Capital Communications and Consulting, LLC.

Rabaut was also appointed chairman of the Finance and Audit Committee, a change per the revised AUSA bylaws that requires a board member to chair that committee.



## Chapter delivers snacks to troops for Army birthday

The Fort Campbell chapter of the Association of the U.S. Army recently coordinated the delivery of 24 pallets of snacks, water and hygiene items to Fort Campbell, Kentucky, to kick off a weeklong celebration of the Army's 245th birthday.

Chapter volunteers and board members on June 9 met a tractor-trailer full of goods at the installation's morale, welfare and recreation warehouse, where they helped with the delivery.

Snacks and supplies were divided up and sent to each of Fort Campbell's brigades as well as other tenant units.

"We are so excited about this opportunity to give a little something back to the soldiers and families of Fort Campbell who give so much for us," said Kelli Pendleton, the chapter president. "This was a coordinated effort that we hope to do again."

The chapter's past president, Dave



'We are so excited about this opportunity to give a little something back to the soldiers and families of Fort Campbell,' said Kelli Pendleton, the chapter president. (AUSA PHOTO)

Cooper, connected the chapter with Vietnam veteran Mike Meyer, who organized the donated goods and their transfer to Fort Campbell.

"We have great community partners that help us support active-duty soldiers, veterans and their family members," said Charlie Koon, the chapter's first vice president. "A great example of these partnerships can be seen through the support given to us

by Mike Meyer, who helped make this donation a reality. We can't thank him enough for helping us with our mission."

Organizations that contributed to the donation include KAMOAdventures.org, the Rotary Club of Overland Park, Kansas, and Feed the Children. Representatives from the Tennessee National Guard were also present for the delivery.

### Eagle Chapters

The following chapters attained Eagle status for May by showing positive membership growth. The number of consecutive months of growth since July 1 is shown in parentheses.

Arsenal of Democracy (10)	Arkansas (8)	MG Harry Greene, Aberdeen (6)
Coastal South Carolina (10)	Fort Sheridan-Chicago (8)	Florida Gulf Stream (6)
Rock Island Arsenal (10)	Las Vegas-John C. Fremont (8)	Greater Atlanta (6)
Connecticut (9)	Arizona Territorial (8)	St. Louis Gateway (6)
West Point Area (9)	Tucson-Goyette (8)	Greater Kansas City (6)
Capital District of New York (9)	Minutemen (7)	GEN John J. "Black Jack" Pershing (6)
Northern New York-Fort Drum (9)	Francis Scott Key (7)	PFC William Kenzo Nakamura (6)
Major Samuel Woodfill (9)	Tri-State (7)	MG John S. Lekson (6)
Thomas J. "Stonewall" Jackson (9)	Virginia Colonial (7)	Utah (6)
Fort Rucker-Wiregrass (9)	Fairfax-Lee (7)	GEN Creighton W. Abrams (6)
Emerald Coast (9)	Central Virginia (7)	Massachusetts Bay (5)
Greater Augusta-Fort Gordon (9)	Suncoast (7)	Northern New Jersey (5)
Marne (9)	Space Coast (7)	Tobyhanna Army Depot (5)
Fort Jackson-Palmetto State (9)	Chattahoochee Valley-Fort Benning (7)	Sunshine (5)
Texas Capital Area (9)	North Texas (7)	New Orleans (5)
Greater Los Angeles (9)	Henry Leavenworth (7)	Thunderbird (5)
Joshua Chamberlain (8)	SGM Jon R. Cavaiani (7)	GEN John W. Vessey, Jr (5)
Dix (8)	San Francisco (7)	Stuttgart (5)
Greater New York-Statue of Liberty (8)	Gem State (7)	Houston Metroplex (4)
George Washington (8)	Cowboy (7)	White Sands Missile Range (3)
Corporal Bill McMillan-Bluegrass (8)	CSM James M. MacDonald-Keystone (6)	Fort Huachuca-Sierra Vista (3)
Redstone-Huntsville (8)	Greater Philadelphia (Penn and Frank- (6)	Mid-Palatinat (3)
First Militia (8)		Hellenic (2)
Braxton Bragg (8)		



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