



Army Vice Chief of Staff Gen. Randy George, left, speaks with Col. Beth Behn, the Army chief of transportation, during a visit to Fort Eustis, Virginia. (U.S. ARMY/JEAN WINES)

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George: Recruiting is top Army challenge

Recruiting is the top challenge facing the Army as it works to grow the force and transform for a complex future battlefield, Army Vice Chief of Staff Gen. Randy George told lawmakers considering his nomination to lead the Army.

“I think it’s the No. 1 challenge that we face and the one thing we have to be focused on,” George said Wednesday before the Senate Armed Services Committee. “Every leader in the Army is completely focused on this.”

George, who has been the vice chief of staff since August, has been nominated to become the 41st Army chief of staff, succeeding Gen. James McConville, who is retiring. His nomination must be confirmed by the Senate.

A 1988 graduate of the U.S. Military Academy at West Point, New

York, who first enlisted as a private, George used his own story as an example. Growing up in the small town of Alden, Iowa, George said he did not come from a military family, but he was inspired to talk to a recruiter after working for and spending time with a local Korean War veteran.

Even then, he didn’t plan to make the Army a career. “I have stayed because of the mission and the people,” George said.

One key way to turn around recruiting is to knock down some misconceptions about Army service, George said. Many young people are worried that military service means putting their life on hold, George said. It’s quite the opposite, he said. “It’s going to accelerate your life,” he said. “I think we need to get the word out.”

In addition to telling its story, the Army also has several programs to turn around recruiting, George said. They include the Future Soldier Preparatory Course, which helps young people meet the Army’s academic or physical fitness standards. “We’re not going to lower our standards,” he said, adding that the Army has seen “very good success” with the program.

The Army also is taking a close look at what changes may be needed in its recruiting enterprise, how it’s picking recruiters and how it’s marketing to its target audience, George said. “We’re receiving every aspect of that,” he said.

George said he is humbled to be nominated to lead the Army, which he described as “one of the great-

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AUSA's Noon Report webinar series features presentations by senior Army leaders responsible for key programs and initiatives, as well as contemporary military authors who weave together the past, present and future story of the United States Army.



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Sign up now to attend the 2023 AUSA Annual Meeting

Registration is now open for the Association of the U.S. Army's 2023 Annual Meeting and Exposition.

The in-person event will take place Oct. 9–11 at the Walter E. Washington Convention Center in Washington, D.C.

Attendees also can register for housing, which opened in June.

During the annual meeting, professional development forums and addresses by top military leaders will focus on the continued transformation of the Army and its efforts to attract and retain talent.

"We've accomplished a lot this year, but we still have a lot of work ahead of us," Army Secretary Christine Wormuth said earlier this year.

The Army is in the middle of its biggest transformation in 40 years, with ambitious programs that aim to prepare the force for 2030 and beyond. It also is working to maintain its present-day readiness, as soldiers are in high demand at home and overseas.

In Europe, thousands of American soldiers are bolstering NATO allies and training Ukrainian troops locked in a monthslong war with Russia. Soldiers also are busy in the Indo-Pacific, building partnerships and training with allies in the region in a bid to deter aggression from countries such as China and North Korea.

The service also continues its battle to recruit qualified young men and women—Army recruiting is facing one of its toughest challenges since the creation of the all-volunteer force 50 years ago. The number of qualified young adults is shrinking, as is the pool of young people interested in serving.

Additionally, the Army is set to welcome new senior leaders, with Army Chief of Staff Gen. James McConville and Sgt. Maj. of the Army Michael Grinston set to retire in August. Army Vice Chief of Staff Gen.



Soldiers, AUSA members, defense industry representatives and more enter the Walter E. Washington Convention Center during the 2022 AUSA Annual Meeting. (AUSA PHOTO)

Randy George has been nominated to be the next Army chief of staff. He must still be confirmed by the Senate. Sgt. Maj. Michael Weimer, former senior enlisted leader for Army Special Operations Command, has been selected to succeed Grinston.

Overall, the Army is "largely on track" with its transformation priorities, Wormuth said in May. But some restructuring of the force will be needed to be ready to fight and win future wars, she said.

"We do not want a hollow Army," Wormuth said. Army leaders have been reviewing potential changes in the size of units with the goal of "thinning out" some organizations based on priorities. First responder units need to be fully manned. Others may not, she said.

During the annual meeting, attendees will be able to hear keynote addresses from senior Army leaders, participate in a wide range of forums featuring Army, DoD and industry

leaders, view Warriors Corner and Innovators Corner presentations and visit more than 650 exhibits spread over five halls.

Also scheduled are several award presentations, including the winners of the Best Squad Competition, NCO and Soldier of the Year and the Marshall Medal, AUSA's highest award for selfless service to the country.

The 2023 Marshall Medal recipient is retired Gen. Eric Shinseki, a former Army chief of staff and Department of Veterans Affairs secretary. A combat veteran who was wounded in Vietnam, Shinseki was the first Asian American to achieve the rank of four-star general.

The annual meeting is free, but registration is required. Some seated events require separate reservations and may have a fee.

Updated information will be available here. You can register here. Housing registration is available here.

Research finds shortage of behavioral health services for troops, families



Spc. Carson Sering, left, a behavioral health specialist from Bayne-Jones Army Community Hospital, discusses initiatives, resources and other related topics with Jamie Chapman during a health promotions display at Fort Johnson, Louisiana. (U.S. ARMY/JEAN GRAVES)

Service members and their families could benefit from better access to military-specific care for mental health and substance use treatment, data from the Rand Corp. found.

"Unlike civilian populations, service members and their families face unique stressors that have been documented as drivers of behavioral health care problems," the report found. "Addressing the behavioral health care needs of the military and their families is important to ensure military readiness."

The report, which was published in *Preventive Medicine Reports*, studied access to licensed substance abuse treatment and mental health facilities for active-duty service members and their families across 2,099 installations between 2015 and 2018.

During its research, Rand found that about one-quarter of behavioral health treatment facilities that accept military insurance within a 30-minute drive of an installation offer specialized treatment for active-duty service members and their families.

"There is limited research on the availability of specialized behavioral health programs for active-duty military and their families," the report found. "Existing studies find proximity to behavioral health care services as a barrier to receiving care among military populations."

This lack of specialized care "could suggest" that facilities "may not be equipped to manage stressors unique to being in the military such as deployments," the report found.

The report considers several next steps, including further research into military-specific treatment and the opportunity for civilian providers to be more educated on military culture and relevant treatments.

DoD also could impose requirements to increase specialized mental health and substance treatment care, according to the report.

"DoD could consider imposing a requirement that behavioral health providers implement specialized programs for military populations or provide information to civilian providers on how to establish these specialized programs," it found.

Read the study here.

AUSAExtra

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est ground forces the world has ever seen.”

“The Association of the U.S. Army has had a strong working relationship with Gen. James McConville,” said retired Gen. Bob Brown, AUSA president and CEO. “We’ll miss his leadership, but we look forward to working with Gen. Randy George when he’s confirmed as the 41st Army chief of staff. There is much we can do together in support of America’s Army.”

If confirmed to be chief of staff, George, who has served multiple combat tours in Iraq and Afghanistan, said he will have four focus areas. The first is warfighting, “so that our Army is always ready to respond when our nation calls,” he said.

George said he also will focus on making sure the Army is continually improving to stay ahead of its adversaries. “As the war in Ukraine has



Army Vice Chief of Staff Gen. Randy George, second from right, greets soldiers with the 1st Cavalry Division at Fort Irwin, California. (U.S. ARMY/STAFF SGT. MATTHEW LUMAGUI)

shown us, we are in a rapidly changing strategic environment,” he said.

He also will focus on enabling strong organic and defense industri-

al bases and support for families and soldiers, and work to strengthen the Army profession and build cohesive teams, George said.



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Spotlight on AUSA Association Partner: MCPA

The Military Cyber Professionals Association seeks to develop American military cyber professionals and invest in the nation's future through science, technology, engineering and mathematics education, according to the organization's website. It also serves the functions of a regimental association for the American military cyber community.

After beginning operations in 2013 as a byproduct of graduate research into innovation at the Naval Postgraduate School in California, with funding from Army Cyber Command, the association has grown to thousands of members across the U.S. Its initiatives include organizing regional and online cyber competitions, providing STEM scholarships for students and highlighting cyber issues in the legislative community.

The association hosts hacking com-



petitions and other professional development events, promotes volunteering in support of K-12 STEM students in local communities, and partners with other organizations to develop applications useful to cyber professionals.

In an effort to provide a platform for military cyber professionals to share their work, the association publishes

CYBER magazine and *Military Cyber Affairs*, a peer-reviewed scholarly journal. It also awards the Order of Thor medal, recognizing excellence in and special contributions to the military cyber community.

The U.S. "needs cyberspace secure for military, economic and private individual pursuits ... [and] expects the American military to work together as a team," the association's website says.

For more information, please visit <https://public.milcyber.org>.

If your association is interested in partnering with AUSA, contact Susan Rubel at srubel@ausa.org.

Association Partnership with AUSA is an opportunity for like-minded military service organizations to join AUSA in support of the Total Army—soldiers, DoD civilians and their families.



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AUSA welcomes new NCO and Soldier Programs director

In January, the Association of the U.S. Army's NCO and Soldier Programs team bid farewell to retired Command Sgt. Maj. Troy Welch, who led the directorate for six years before assuming the role of AUSA membership director.

After months of searching for the right talent, we were honored when Command Sgt. Maj. Julie Guerra accepted the invitation to join the NCO and Soldier Programs team. Guerra

NCO & Soldier Programs

is serving as sergeant major for the Army deputy chief of staff for intelligence, and she will officially join the AUSA team in September.

"Joining AUSA's NCO and Soldier Programs team gives me the opportunity to continue to serve the Army and its soldiers, which is a great honor," Guerra said. "The ability to stay connected while supporting NCO and soldier programs and help develop leaders is important to me."

A native of Tucson, Arizona, Guerra entered the Army in June 1994, attending Basic Combat Training at Fort Jackson, South Carolina, and Advanced Individual Training as a counterintelligence agent at Fort



Command Sgt. Maj. Julie Guerra will officially join the AUSA team in September as the association's director of NCO and Soldier Programs. (AUSA PHOTO)

Huachuca, Arizona. During her career, she has held every leadership position from team leader to command sergeant major.

Guerra has served in a variety of assignments, including with the 524th and 532nd Military Intelligence Battalions in Yongsan, Korea; the 202nd MI Battalion at Fort Gordon, Georgia; as a drill sergeant with the 309th Military Intelligence Bat-

talion at Fort Huachuca and with the 3rd Training Brigade at Fort Leonard Wood, Missouri; and as command sergeant major of the 501st Military Intelligence Brigade at Yongsan.

She is a graduate of the Army Sergeants Major Academy, the Drill Sergeant School and the Equal Opportunity Leaders Course, and holds a bachelor of science from Excelsior College.

Guerra is currently working in the NCO and Soldier Programs directorate as a DoD SkillBridge intern. The SkillBridge program helps service members gain civilian work experience through industry training, apprenticeships or internships during the last 180 days of their active service. Guerra is using this opportunity to familiarize herself with her new role as director of NCO and Soldier Programs after her final transition from military service later this year.

Those who wish to join us in welcoming Julie to the AUSA family can reach her at jguerra@ausa.org.

Retired Sgt. Maj. of the Army Daniel Dailey is AUSA's vice president for NCO and Soldier Programs and was the 15th sergeant major of the Army.



Then-Sgt. Maj. Julie Guerra speaks at a professional development forum during the 2017 AUSA Annual Meeting and Exposition in Washington, D.C. (U.S. ARMY/JOE LACDAN)

Exceptional soldiers, students recognized at chapter event

Outstanding soldiers and students were honored June 20 during a professional development luncheon hosted by the Association of the U.S. Army's George Washington chapter at the Army Navy Country Club in Arlington, Virginia.

Maj. Gen. Robert Collins, deputy for acquisition and systems management in the office of the assistant secretary of the Army for acquisition, logistics and technology, was the event's keynote speaker, addressing the audience of about 100 chapter members, soldiers and representatives from the defense industry, the Rotary Club, the American Legion, Army Recruiting Command, the 3rd Infantry Regiment (The Old Guard) and the U.S. Army Chorus.

George Washington

Retired Lt. Col. Dick Winter, the AUSA chapter president, presented the chapter's annual awards recognizing soldiers for exceptional performance, while retired Col. Mollie Pearson, the chapter vice president for awards and sponsorships, read the citations.

The chapter's NCO of the Year, receiving the Gen. Charles L. Bolte Award, is Staff Sgt. David Weston; while the Spc. Keith A. Campbell awardee for Soldier of the Year is Pfc. Johnathon Porter. Spc. Chase Kerr is the Medic of the Year and recipient of the Maj. Gen. Lewis A. Mologne Award; and Sgt. Megan Caro and her family are recipients of the Family of the Year award.

The retired Col. Glenn Yarborough Award, named for a former chapter president and current president of AUSA's Second Region, was presented to Staff Sgt. Robin Barnhill, who is the chapter's Volunteer of the Year.

Winter also recognized the 41 recipients of the chapter's 2023 scholarship program, who were awarded a total of \$55,000 in financial aid. The chapter was able to present in-person two of



Staff Sgt. Robin Barnhill, left, is recognized as Volunteer of the Year by retired Lt. Col. Dick Winter, president of AUSA's George Washington chapter in Virginia. (AUSA PHOTO)

its four major scholarships to students who were able to attend the luncheon.

Retired Col. Susan Myers, the chapter vice president for scholarships, presented the Maj. Gen. Harry Greene Scholarship to Cameron Glebocki, accompanied by her father, retired Col. Joseph Glebocki. Greene was killed in action in Afghanistan in 2014, and Myers is his widow.

Also recognized was Jameela Barber, who received the PenFed Credit

Union Scholarship presented by Jamie Gayton, executive vice president of PenFed member operations and global fixed assets.

The luncheon, which included a cake-cutting ceremony in honor of the Army's 248th birthday, was supported by cadets from the junior ROTC color guard at Jackson-Reed High School, and Master Sgt. Jesse Neace of the Army Chorus, who sang the national anthem.



Cutting a cake celebrating the Army's 248th birthday are, from left to right, Master Sgt. Jesse Neace of the Army Chorus, retired Col. Susan Myers, vice president for scholarships at AUSA's George Washington chapter, retired Lt. Col. Dick Winter, the chapter president, chapter executive vice president Karen Lowe, and retired Col. Mollie Pearson, chapter vice president for awards and sponsorships. (AUSA PHOTO)



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