



Army Undersecretary Gabe Camarillo speaks to the audience Wednesday during an AUSA Coffee Series event at the association's headquarters in Arlington, Virginia. (AUSA PHOTO)

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Army likely to miss end strength goals

Serious Army recruiting challenges that could require bigger incentive bonuses won't rob attention or money from the service's transformation programs, Army Undersecretary Gabe Camarillo told an Association of the U.S. Army audience.

Speaking Wednesday as part of AUSA's Coffee Series, Camarillo focused his remarks on the two biggest challenges he's facing as the Army's chief management officer and senior adviser to Army Secretary Christine Wormuth.

Recruiting has become a serious issue, Camarillo said.

"The Army and, really, all of the Department of Defense, has an unprecedented set of challenges right now in terms of recruiting," he said. "We are all experiencing it. The dif-

ficulty is the Army has the largest set of numbers to achieve, so we are the ones that experience those challenges a little bit more acutely."

There is no quick fix, he said, acknowledging that the Army likely will miss its troop strength goal this fiscal year, which ends Sept. 30, and could have continued problems in fiscal year 2023.

There are many reasons for the shortages, including a tight labor market and reduced interest in military service. This isn't new, but a continuation of a 50-year trend that has "top attention from all Army leadership right now," Camarillo said.

The Army must be "very transparent" about the shortages and challenges and develop a long-term approach that makes military service

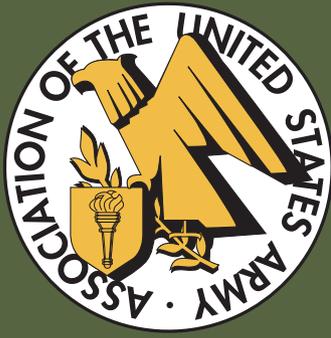
more attractive to the target population of talented, educated youth.

This will involve some experiments on how to bring in people who may not fully meet academic and physical standards but could make the goals with some help.

"We do not believe in sacrificing quality for quantity," Camarillo said, suggesting the Army also is working on new ways to connect with the service-age population through marketing and branding.

The projected personnel shortages will take time and money to resolve, which raises concerns in the defense industry that the attention and dollars dedicated to recruiting could somehow delay attention and funding for Army modernization efforts.

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EXHIBITS
Jamie Woodside, CEM
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Martin: Army faces readiness, recruiting challenges

The Army's "high state of readiness" was on full display earlier this year when it rapidly deployed more than 12,000 soldiers to Eastern Europe, but maintaining those capabilities requires a lot of hard work, the Army vice chief of staff said.

"We are a ready and trained Army, but our readiness imperative to our mission is also fragile," Gen. Joseph Martin testified Tuesday before the House Armed Services Committee's readiness subcommittee. "Our Army must be both responsive to the threats today while still modernizing to be ready for the threats for tomorrow."

Speaking alongside his counterparts from the other services, Martin said the capabilities the Army brought to Europe after the Russian invasion of Ukraine can serve as a model for what the service can provide to the Indo-Pacific.

"Land forces are still the center of gravity in the region," Martin said, and the Army is "uniquely capable" of building partner capacity and interoperability with partners and allies in the region.

Despite the recent successes, the Army also recognizes that it faces many challenges, from recruiting to retention to modernization, and leaders are working "tirelessly" to find solutions, Martin said.



Soldiers from the 101st Airborne Division at Fort Campbell, Kentucky, prepare to board a flight to Europe June 25 to support NATO allies. (U.S. ARMY/PVT. MATTHEW WANTROBA)

"Our people are critical to our readiness," he said. "But recruiting motivated, fit and academically proficient men and women continues to be a challenge."

Today, just 23% of young people are qualified to serve, and an even smaller percentage is interested in doing so, Martin said.

Because of this recruiting crunch, "we're pursuing every approach to recruit talent," he said.

The Army is modifying its marketing strategy, offering recruits bonuses worth up to \$50,000 and

giving new soldiers the opportunity to choose their first duty station, among other initiatives.

Even with these moves, the Army faces a daunting challenge as it works to meet its accessions and troop strength goals.

The Army is aiming for an active-duty troop strength of 466,400 soldiers this fiscal year, which ends Sept. 30, but that number could drop to 445,000 or 452,000 by the end of fiscal 2023, Martin said.

"We're going to mission ourselves for 455,000 if we can achieve it," he said.

The service faces "unprecedented" recruiting challenges, Martin said, "with both a post-COVID-19 environment and labor market but also competition with private companies that have changed their incentives over time."

For now, the Army will be able to man its formations, and leaders are not considering any force structure cuts, Martin said.

"If we don't arrest the decline that we're seeing right now in end strength, that could be a possibility in the future, but we don't need in the near-term," he said.

Meet the AUSA headquarters staff

Lauren Hall

Executive Assistant

Lauren Hall has been with AUSA for 2 1/2 years and is the executive assistant for AUSA's executive office. A native of Pennsylvania and a graduate of Penn State University, she is an avid Nittany Lions football fan. In her spare time, Lauren enjoys fitness, boating and spending time with her 4-year-old Boston terrier, Sam.



New Army initiatives aim to combat harmful behaviors among troops

Army leaders have announced two new initiatives aimed at changing the way sexual assault victims and their alleged attackers are handled.

The initiatives, announced by the Army on July 14, are part of the service's continuing effort to eliminate harmful behaviors in the force and reshape its approach to helping victims of sexual assault.

The changes stem from recommendations made by an Independent Review Commission created last fall by Defense Secretary Lloyd Austin, who, in his first directive as secretary, pledged to tackle sexual assault and harassment in the military.

Designed to "further remove barriers on combating harmful behaviors and sustain positive command climates," the initiatives address how victims are received when they report a crime and how commanders should evaluate the complaint, the Army said in a news release.

The first initiative is the new Safe-to-Report policy, which protects victims from disciplinary action for minor misconduct that might be associated with a sexual assault incident.

It was directed by the 2021 National Defense Authorization Act and applies to all service members who are victims of sexual assault, including cadets at the U.S. Military Academy at West Point, New York.

Examples of misconduct that commanders may deem minor under this policy include if the victim was drinking while underage, involved in an unprofessional relationship with the accused offender, or in violation of curfew, off-limits locations, barracks policies or similar lawful orders.

Commanders, in turn, have discretion when assessing whether an offense is deemed what the Army calls "minor collateral misconduct." They must consider mitigating factors such as the victim's age and military ex-



The initiatives are part of the Army's continuing effort to reshape its approach to protecting victims of sexual assault. (U.S. ARMY/SGT. 1ST CLASS BRENT POWELL)

perience, the accused's position of authority or grade, the accused's conduct leading up to the assault and what the command knew of the misconduct.

"We continue to look for ways to improve the Army's Sexual Harassment/Assault Response and Prevention Program," James Helis, director of the Army Resilience Directorate, said in the Army news release.

The second initiative is the establishment of the Office of Special Trial Counsel, an independent prosecution office dedicated to the investigation, referral and trial-level litigation and prosecution of certain offenses, the Army said.

Reporting directly to the Army secretary, the office will "take over independent prosecution of specific crimes by December 2023," as directed by the 2022 National Defense Authorization Act.

The 11 covered offenses are murder, manslaughter, rape, sexual assault, rape of a child, sexual assault of a child, other sexual misconduct, kidnapping, domestic violence, stalking, retaliation, child pornography and distribution of explicit visual images.

The Army directive on the Safe-to-Report policy is here. The general order establishing the Office of Special Trial Counsel is here.

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Gen. Bob Brown, USA Ret.
President and CEO, AUSA

Lt. Gen. Leslie Smith, USA Ret.
Vice President, Leadership and Education,
AUSA

Luc Dunn
Editor

Desiree Hurlocker
Advertising Manager

Advertising Information Contact:

Fox Associates Inc.
116 W. Kinzie St. • Chicago, IL 60654
Phone: 800-440-0231
Email: adinfo.rmy@foxrep.com

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Camarillo
From Page 1

The Army faces structural challenges in its modernization efforts and is trying to carefully redefine relationships between different commands and organizations while not losing focus, Camarillo said.

The emerging acquisition structure is working, he said, giving space for early experimentation while also keeping in mind the entire life cycle of new capabilities.

He also pledged that Army Futures Command will remain a four-star organization. The command “is a very critical part of what we do in modernization, and there is a lot of work that we still need to get done,” he said.

Camarillo said addressing the recruiting challenge is important, but “we do not see that there is a tradeoff required between our continued emphasis on delivering our modern-



Maj. Gen. David Francis, right, commander of the Army Aviation Center of Excellence and Fort Rucker, Alabama, administers the oath of enlistment to future soldiers June 30 at the opening of Fort Rucker’s annual Freedom Fest. (U.S. ARMY/KELLY MORRIS)

ization programs and our ability to meet readiness, and to take care of people and to meet the end strength that we’re pursuing.”

“We do not anticipate at this point

making changes to force structure,” Camarillo said. Recruiting issues, which will take many years to fully resolved, won’t interfere with the pace of modernization.

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Two Army spouses join AUSA senior fellows program

Over the past few months, Thea Green, deputy director of the Association of the U.S. Army's Family Readiness directorate, and I have had the opportunity to share with you our travels throughout AUSA's chapters and regions.

Recently, we were able to join the annual senior fellows gathering at AUSA headquarters in Arlington, Virginia, and participate in an exciting and informative discussion.

This year, for the first time, two Army spouses joined the AUSA senior fellows program: Karen Halverson and Tina Wright.

If you are not familiar with the program, senior fellows assist with strategic communications, develop policy positions and promote Army professional development and education, in accordance with AUSA's charter as an educational and professional association.

Family Readiness

The program supports and elevates the influence of the association by informing and educating our membership, our local, regional and national leaders, and the American public on the nature of land warfare and the



Joining the AUSA senior fellows program are Army spouses Karen Halverson, left, and Tina Wright. (AUSA PHOTOS)

critical importance of the Army.

Senior fellows are distinguished soldiers, civilians and/or spouses who have given significant service to the Army. Currently, there are 30 senior fellows, and we are proud to have two spouses join this distinguished team.

Halverson, a Navy veteran, has been an Army spouse and an advocate for military families for over 40 years. She has volunteered for various organizations that support our service members and their families, including the Tragedy Assistance Program for Survivors, the Military Children Education Coalition and the Red Cross.

Today, in addition to her new role

with AUSA, Halverson continues to volunteer with the National Museum of the United States Army at Fort Belvoir, Virginia, at Arlington National Cemetery as an Arlington Lady, and as a mentor in the General Officer Spouse Mentorship Program.

Wright was raised in a military family and was exposed to the hardships and opportunities of military life at an early age. As an Army spouse of 33 years, she has supported families in a variety of leadership roles for which she has been awarded the Army's Outstanding Civilian Service Medal and the Joint Outstanding Service Medal.

Throughout her years as an Army spouse and mother, she was also deeply devoted to education and athletic programs as a teacher's assistant.

Both women continue their dedication to supporting our service members and their families through servant leadership. They bring a wealth of experience, knowledge and credibility, which enhances the senior fellows program and AUSA's ability to help the Army communicate with a variety of audiences.

We are honored to welcome Halverson and Wright to the AUSA family.

For more information about the senior fellows program, [click here](#).



AUSA senior fellows and leaders from AUSA national pose for a photo after a daylong meeting at the association's headquarters in Arlington, Virginia, in June. (AUSA PHOTO)

Holly Dailey is AUSA's Family Readiness Director.

Chapter grant provides food for soldiers, families in need

The Association of the U.S. Army's Fort Campbell chapter recently presented a \$100,000 grant to the Armed Services YMCA at Fort Campbell, Kentucky, to support efforts to help military families cope with rising food prices.

"The ASYMCA of Fort Campbell has a proven track record of effective and efficient programs and initiatives that help to mitigate situations like this and provide comfort for our soldiers' families who need our help the most," said retired Maj. Gen. Walt Lord, the chapter's incoming president, according to Clarksvillenow.com.

Addressing financial and food insecurity among active-duty military members is a priority for both AUSA and the Armed Services YMCA.

"The one thing we know we can do for families who find themselves in need is provide an opportunity to receive nutritional items in an environment that respects their circumstance as well as their commitment to their country," said Lindsey White, executive director of the Armed Ser-



Members of AUSA's Fort Campbell chapter present a \$100,000 donation to the Armed Services YMCA at Fort Campbell, Kentucky. (COURTESY PHOTO)

vices YMCA at Fort Campbell.

The grant from AUSA "will mean not only can we fill the shelves with items such as milk, bread, meat, cereal, baby food, etc., it means we can keep them restocked," White said, according to Clarksvillenow.com.

Specifically, the money will be used to buy food and supplies for the Armed Services YMCA food pantry, provide snacks for children participating in educational and mentorship programs and summer camps, and double the food box donations to

families in need during the Thanksgiving and Christmas holidays.

"Awarding this grant will position the ASYMCA to replenish their very busy food pantry, to provide much-needed supplemental food and snacks at their family center, and to ensure that our junior enlisted soldiers are able to provide their families wholesome holiday meals," Lord said. "As our Army's professional organization, I believe it is not only appropriate, but our duty to partner with the ASYMCA to help them provide this relief."

Retired Gen. Bob Brown, AUSA president and CEO, approved the chapter grant at the national level.

"The Association of the United States Army is proud to be able to assist those soldiers and their families with food insecurity challenges during this difficult time," Brown said, according to Clarksvillenow.com.

The grant is the result of the Armed Services YMCA approaching AUSA's Fort Campbell chapter in May for assistance to provide nutritional food.

"We have great confidence in the work the ASYMCA is doing to support our troops and their families, and we look forward to partnering with them in the future as we continue AUSA's mission of supporting soldiers, their families and Army civilians ... and honor those who have served," said Charlie Koon, the outgoing chapter president.

Donation supports AUSA outreach



Allegheny-Blue Ridge

The Association of the U.S. Army's Allegheny-Blue Ridge chapter in Roanoke, Virginia, receives a \$500 donation from Walmart in late June to support chapter outreach to active-duty and reserve component soldiers and veterans. (AUSA PHOTO)



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