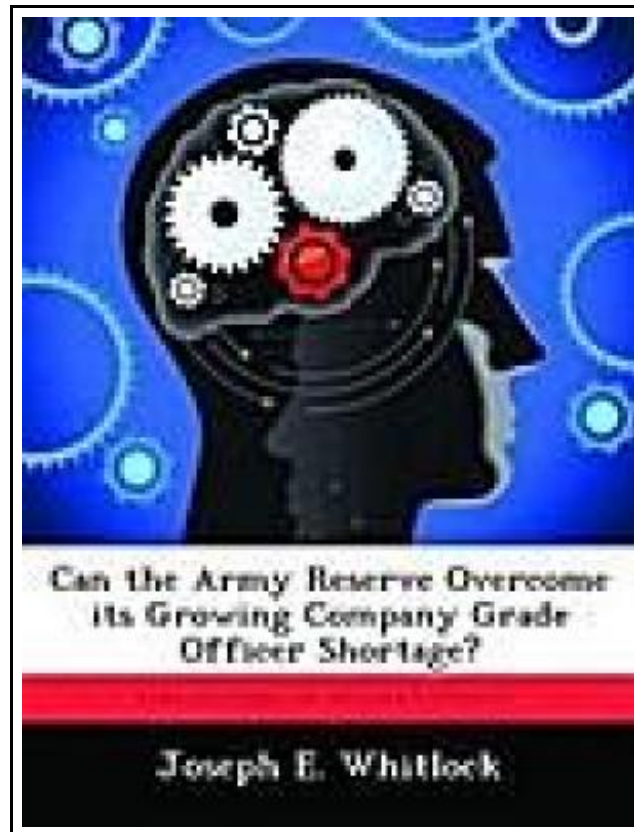


Can the Army Reserve Overcome its Growing Company Grade Officer Shortage?



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Biblioscholar Okt 2012, 2012. Taschenbuch. Book Condition: Neu. 246x189x5 mm. This item is printed on demand - Print on Demand Neuware - From at least 1995 until 2001 the Army Reserve Troop Program Unit (TPU) shortage of Army Promotion List (APL) company grade officers has increased. It will continue to increase under the existing status quo. Several factors contribute to this shortage. Among the most significant of these include accessioning too few lieutenants in recent years, creating some adverse impacts that increased attrition while implementing the Reserve Officer Personnel Management Act (ROPMA), and having to rely on a much smaller manpower pool for potential TPU assignments. There is no easy, short-term solution to fix this problem. No one policy, action, or office can overcome it alone. Rather, this shortage can only be mitigated and eventually overcome by a combination of carefully thought out policies and actions. The Army Reserve can overcome its growing company grade officer shortage if it works with the Army to develop a strategic plan and implement measures to mitigate it. This plan needs input from a Blue Ribbon panel convened to assess the full impact of recent trends on company grade officers in the Army's reserve components (RCs). The Army must also reassess the status of its policies related to the RCs in the five years since ROPMA took effect, focusing particularly on the detrimental effects it has had on company grade officers. Both new and revised policies are needed to fully implement all aspects of ROPMA and also provide timely support to human resource managers. The recommendations in this monograph serve as a guide on how to obtain and/or retain sufficient lieutenants and captains for TPU service. These recommendations are divided into four general areas that include finding alternate ways to accession sufficient lieutenants, modifying...



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