



Improving the Professionalism of the Defense Acquisition Workforce

FY14 Organizational Performance Plan

Goal 1 – Provide an integrated, interactive learning environment that develops qualified acquisition, requirements, and contingency professionals, enabling workforce members, teams, and organizations to improve acquisition outcomes.

	Objective	Task	RPT Act	OPR	OCR
1.1	Align curriculum with emerging acquisition focus areas				
	<ul style="list-style-type: none"> • Cost consciousness and affordability 	Revise curriculum for 5000.02 changes within 90 days of release of new instruction.	LCIC	LCIC	
		Integrate should cost management principles across all DAU curricula by 31 Mar 14.	LCIC	LCIC	
		As directed by BBP 2.0 implementation plan, launch a repository for best practices. Collect successful should cost case studies and lessons learned by 30 Nov 13.	MA/KR	MA/KR	
	<ul style="list-style-type: none"> • Information Technology 	Support USD(AT&L) cybersecurity policy initiatives as required.	LCIC	LCIC	
	<ul style="list-style-type: none"> • Service Acquisition 	Complete pilot testing of Performance Assessment Tool enhancements to ARRT by 30 Apr 14.	LCIC	LCIC	
		Develop Independent Cost Estimate and Technical Evaluation Plan (TEP) tools by 30 Apr 14.	LCIC	LCIC	
		Design and develop new Services Acquisition course for PMs by 31 Aug 14.	LCIC	LCIC	

	Objective	Task	RPT Act	OPR	OCR
	<ul style="list-style-type: none"> • Competition 	Develop training and update course material for Open Systems Architecture (OSA) and technical data rights: 1. Complete remaining two technical data CL modules. 2. Update SYS 302 to include a case study by 31 Dec 13.	LCIC	LCIC	
		Support the new Level I - III Small Business certification standards by developing or revising CON 260 course by 30 Sep 14.	LCIC	LCIC	
	<ul style="list-style-type: none"> • Logistics 	Incorporate Performance Based Logistics (PBL) learning assets into ACQ 101 by 31 Jan 14 and ACQ 201 by 31 Oct 14, respectively.	LCIC	LCIC	
		Begin development of CLL 031 Contracting for PBL continuous learning module by 30 Sep 14.	LCIC	LCIC	STH
		Begin development of new PBL Assessment tool and tailorable PBL PWS template Performance Learning Tools by 30 Sep 14.	LCIC	LCIC	
		Begin LOG 200 revisions to incorporate BBPI 2.0, DoDI 5000.02 & DoD product support policy by 30 Sep 14.	LCIC	LCIC	
		Deploy LOG 215 Technical Data Management distance learning course and LOG 365 Product Support Manager (PSM) Senior Seminar by 30 Sep 14.	LCIC	LCIC	
1.2	Conduct mission assistance and outreach to enhance acquisition outcomes	Expand output of program information data mining for use by DAU regions and colleges by 30 Jun 14.	MA/KR	MA/KR	

	Objective	Task	RPT Act	OPR	OCR
		Develop an expanded taxonomy of MA products/services/tools by 30 Apr 14.	MA/KR	MA/KR	
		Successfully coach at least one Defense Acquisition Workforce key leader through the coaching method by 30 Sep 14.	DSMC	Deans	
1.3	Ensure sufficient capacity to meet training certification requirements of the Defense Acquisition Workforce without sacrificing quality.	Achieve at least 51,000 classroom graduates in FY14.	PRM	Deans	
		Regions identify candidate courses for innovative delivery by 30 Nov 13.	LCIC	Deans	
		By 30 Sep 14, ensure at least one “hybrid course” in each program area (ACQ, CON, LOG, BCEFM, E&T) is ready for immediate FY15 delivery.	LCIC	Deans	PRM
		Reduce the average wait time for enrollment in DAWIA Certification courses for Priority 1 students to 12 months or less by 30 Sep 14.	PRM	PRM	Deans
1.4	Leverage the most effective technology, tools, and techniques to enhance and integrate delivery and management of learning assets	Convert 25% of remaining CL modules into DART by 30 Sep 14.	LCIC	LCIC	
		Develop at least one “workplace” learning asset (e.g., You Tube, fillable worksheets/forms) for each acquisition program area by 30 Sep 14.	LCIC	LCIC	
		Establish Learning Asset Council and conduct quarterly meetings by 31 Jan 14.	LCIC	LCIC	

	Objective	Task	RPT Act	OPR	OCR
1.5	Define and implement a knowledge management model that provides usable knowledge to acquirers in context of their duties and professional development	Establish a DAU knowledge management framework: analyze and prioritize phase one and two FY13 KM studies, recommendations by 31 Dec. 13. Implement appropriate recommendations by 31 Aug 14.	MA/KR	MA/KR	

Goal 2 – Continuously improve our infrastructure and mission support processes to optimize and cost-effectively use resources and technology.

	Objective	FY14	Rpt Act	OPR	OCR
2.1	Deploy an Integrated Learning Environment, including a Student Information System to provide integrated cycle management of AT&L workforce training data	Transition to SIS and achieve IOC by 30 Jun 14.	PRM	PRM	CIO SLMS
		Award contract for new LMS and Knowledge Sharing systems by 30 Sep 14 or 90 days after SIS IOC.	LCIC	LCIC MA/KR	SLMS CIO
		Deploy Google search appliance across DAU enterprise. IOC: by 30 Nov 13; FOC: 31 May 14.	CIO	CIO	
		Deploy courseware change request (CR) tool by 30 Jun 14.	LCIC	LCIC	CIO
		Update all systems using SharePoint 2007/2010 to Share Point 2013 by 30 Sep 14.	CIO	CIO	LCIC PRM
2.2	Upgrade and improve business systems to remain compliant with DOD standards and best practices	Deploy Audit Readiness Wave 2 (Assertion on Statement of Budgetary Resources) by 30 Sep 14.	PRM	PRM	Deans / Directors
		Implement new timekeeping system by 31 May 14.	PRM	PRM HR	
2.3	Implement enterprise efficiency measures	Achieve OMB guidance for O&M travel costs of \$15.1M for FY14.	PRM	PRM	Deans / Directors
		By 30 Jun 14, conduct a strategic assessment of DAU organizational structure, products/services, and overhead costs to maintain budget support for mission essential activities.	PRS	PRM OPS CIO	Deans / Directors
		Review the Cost Effective Location (CEL) algorithm to ensure for currency and accuracy and update as required by 30 Jun 14.	PRM	PRM	Deans
		Achieve 90% Classroom Utilization rate by 30 Sep 14.	PRM	Deans	

	Objective	FY14	Rpt Act	OPR	OCR
		Achieve 10% reduction in printing over FY13 baseline.	OPS	Deans	CIO
		Convert 10% of DAU Level II and III resident courses to paperless by 30 Sep 14.	LCIC	LCIC	
2.4	Implement IT modernization/consolidation/efficiency measures and comply with DoD IT mandates				
	<ul style="list-style-type: none"> Server Room Modernization 	Collapse regional services into East and West Data Centers by 31 Aug 14; decommission legacy server hardware at regional locations by 30 Sep 14.	CIO	CIO	
		Migrate Knowledge Management components to COOP Site in San Diego by 30 Sep 14.	CIO	CIO	MA/KR
	<ul style="list-style-type: none"> Enterprise Architecture 	Evolve MEGA Enterprise Architecture to include 100% of DAU's top level activities by 30 Sep 14.	CIO	CIO	
	<ul style="list-style-type: none"> Cloud Computing 	Conduct government/private market survey to determine future cloud strategy and brief Tech Council by 30 Jun 14.	CIO	CIO	
	<ul style="list-style-type: none"> Classroom IT 	Identify more cost effective IT solutions to support classroom instruction by 30 Sep 14.	CIO	CIO	
	<ul style="list-style-type: none"> Hill AFB DAU Network 	Develop plan for DAU Network installation at Hill AFB Site by 31 Dec 13.	CIO	CIO West	
	<ul style="list-style-type: none"> Improve mobile access and 	Extend Lync Capability to External Users by 31 Jan 13.	CIO	CIO	

	Objective	FY14	Rpt Act	OPR	OCR
	collaborative capability of DAU network environment	Phase 1: Deploy BYOD for DCMA Students by 30 Nov 13.	CIO	CIO	
	<ul style="list-style-type: none"> Comply with DoD IT Security Measures 	Complete DIACAP of 75% of all deployed systems and new data center by 30 Sep 14.	CIO	CIO	
		Implement Security Information and Event Management System (SIEM) by 30 Sep 14	CIO	CIO	
		Expand Identity Management capability to cover all public facing systems that require authentication by 30 Sep 14.	CIO	CIO	
	<ul style="list-style-type: none"> Comply with DoD Section 508 Measures 	Establish the Office of Section 508 Coordinator and designate personnel to complete DAU Section 508 Compliance Plan and initial assessment of internal and external systems in compliance with published guidance by 31 Dec 2013.	CIO	CIO	IT
		Ensure that all DAU acquisitions and procurements are compliant with Section 508 by establishing supporting business process documentation, training, and communication channels by 30 Sep 2014.	CIO	CIO	IT
2.5	Implement Facilities Master Plan	Reduce future facilities costs by developing an action plan to lower expenses and relocate to existing on-base facilities by 30 Sep 14.	OPS	OPS Deans	
		Complete DAU Data Center in Building 231 by 30 Jun 14.	OPS	OPS	CIO
		Complete reconstruction of Building 207 by 30 Sep 14.	OPS	OPS	

	Objective	FY14	Rpt Act	OPR	OCR
		Complete modernization of Buildings 204, 205, and 209 by 30 Sep 14.	OPS	OPS	CNE
		Operationalize TALL replacement by 31 Mar 14.	LCIC	CIO OPS	

Goal 3 – Support congressional and DoD acquisition improvement initiatives through thoughtful leadership, applied research, and engagement with key acquisition organizations.

	Objective	FY14	Rpt Act	OPR	OCR
3.1	Expand the capabilities of the Defense Acquisition Workforce to effectively and efficiently deliver positive acquisition outcomes	Develop COHORT training concept for intact formal teams (e.g., program offices) and informal teams (e.g., RFP development, source selection teams) by 30 Jun 14.	MA/KR	MA/KR Deans	
		Develop training on the “real-world” acquisition environment by 31 Mar 14.	MA/KR	MA/KR	
3.2	Support development and implementation of measures to improve the professionalism of the total acquisition workforce	Develop plan and methodology to emphasize leadership in DAWIA Level II, III and executive courses by 30 Sep 14.	DSMC	DSMC LCIC	Deans
		Support development of qualification standards and executive level training for Key Leadership Positions (KLP) by 30 Sep 14.	DSMC	LCIC DSMC	
3.3	Improve the knowledge, skills and abilities of the total acquisition workforce by implementing Acquisition Workforce qualification initiative	Designate DAU personnel for Qualification Matrix Core project teams by 31 Oct 13.	LCIC	Deans	
		For each acquisition functional area, complete Acquisition Qualification Matrices and rubrics by 31 Jul 14.	LCIC	Deans	
		Support creation of workforce communication plan and information Web site by 31 Jan 14.	HQPR	HQPR	
		Initiate development of Acquisition Workforce Qualification initiative implementation training materials by 31 May 14 for interim system.	LCIC	Deans	

	Objective	FY14	Rpt Act	OPR	OCR
		Initiate Cross reference of proficiencies with learning asset content to inform organizations of what exists and to help focus their implementation efforts by 31 Jul 13.	LCIC	LCIC	
		Develop Acquisition documentation for Integrated Qualification Data Repository by 31 Jan 14 and establish Interim Qualification Data Repository by 31 Jul 14.	CIO	CIO	PRM
3.4	Expand and mature the capabilities of the College of Contract Management, fully integrating and assimilating CCM into DAU	Complete the hiring and orientation of CCM faculty and staff by 30 Sep 14.	HR	HR CCM	
		Pilot and field 20 classroom courses or online learning assets consistent with DCMA defined mission priorities by 30 Sep 14.	CCM	CCM	LCIC
		Field at least two on-demand workplace learning assets in at least three different DCMA functional areas, each aligned to DCMA-defined mission needs as part of an overarching knowledge management strategy that compliments the college's other curricula by 30 Sep 14.	CCM	CCM	LCIC
		Integrate CCM curriculum into the DAU Catalog and DAU Directive 709, LAMP by 31 Jul 14.	CCM	LCIC CCM	
		Assign Learning Asset Managers for each CCM learning asset by 31 Mar 14.	CCM	CCM	
		Conduct review of CCM curriculum development process by 30 Jun 14.	CCM	CCM LCIC	

	Objective	FY14	Rpt Act	OPR	OCR
3.5	Develop and Deliver Learning Assets and Mission Assistance Capabilities to Support Requirements Management and Other Communities That Influence the Performance of the Defense Acquisition System	Develop plan to incorporate Requirements Management training into DAU Acquisition curriculum by 31 Mar 14.	DSMC	DSMC	LCIC
		Develop plan to incorporate ways to leverage R&D into DAU Acquisition courses and online learning assets by 30 Jun 14.	LCIC	LCIC	
		Develop plan and course targets to selectively incorporate International Defense acquisition and design for exportability into DAU courses, where appropriate by 30 Sep 14.	DSMC	DSMC LCIC	
3.6	Develop learning assets in support of new USD(AT&L) policy	Deploy non-course learning assets (e.g. Podcasts, CLMs) to support USD(AT&L) Directive Type memorandum on AT&L priorities and BBP Initiative by 30 Sep 13.	LCIC	LCIC	
		Conduct outreach to support BBP 2.0 Rapid Deployment Training at all major acquisition Commands by 30 Jun 14.	MA/KR	Deans	
		Conduct DoD 5000.02 Rapid Deployment Training at all major acquisition Commands within 90 days of release of new instruction.	MA/KR	Deans	
		Ensure 100% resident and online courses reflect new or updated USD(AT&L) DTM and policy memorandums within 90 and 180 days of DTM release, respectively.	LCIC	LCIC	
		Ensure 100 percent of executive courses reflect new or updated USD(AT&L) DTM and policy memorandums within 90 days of DTM release.	DSMC	DSMC	

	Objective	FY14	Rpt Act	OPR	OCR
		During FY14, conduct research symposium/roundtable and publish 5 papers focusing on AT&L priorities.	DSMC	DSMC	Deans

Goal 4 – Foster an environment that encourages continuous development, promotes diversity, and rewards achievement to enhance job satisfaction and performance.

	Objective	FY14	Rpt Act	OPR	OCR
4.1	Institutionalize succession planning and management to ensure continuity of qualified leadership	Prepare high-potential individuals from the Regions/Business Units for the senior-level manager positions by conducting Mid-Level Manager and Senior-Level Manager Development programs by 30 Jun 14.	HR	HR HQPR	
		Using DAWDF funding, conduct professional development rotations of personnel to support DAU Enterprise initiatives by 30 Sep 14.	HR	HR Deans	
4.2	Ensure employee growth and development, and recognition at all levels and across all functions to enhance job satisfaction and performance	30% of new supervisors complete supervisory training program by 30 Sep 14.	HR	HR Deans / Directors	
		Provide appropriate training for existing supervisors. Develop plan for the continuing development of supervisors by 30 Sep 14.	HR	HR Deans / Directors	
		46% of employees in financial management-coded billets (05XX series) complete DoD Financial Management Certification by 30 Sep 14.	PRM	PRM	
		Benchmark “best practices” from other organizations and develop enterprise-wide Mentor Program and publish a revised DAU employee learning and development plan that includes information on mentoring enterprise-wide by 30 Sep 14.	HR	HR	Deans / Directors
		Conduct appropriate MWR events in FY14 at each DAU location to maintain employee morale and productivity during salary freezes and furloughs.	HR	Deans	

	Objective	FY14	Rpt Act	OPR	OCR
		Analyze DoD employee diversity policy and objectives to assess DAU status by 31 Mar 14.	HR	HR	
4.3	Operationalize DAU Human Capital Plan (HCP), including workforce planning, recruitment, retention, and performance management strategies	Conduct trend analysis of defense acquisition workforce projected functional strength and emerging functional curriculum to support DAU workforce planning by 30 Sep 14.	HR	HR PRM LCIC	
		Complete and maintain TMS employee profile for each faculty member. Open TMS employee profile for staff on a voluntary basis. Develop a job aid specific for Staff by 30 Sep 14.	HR	HR	
		Upgrade internal Human Resources Management System to be compliant with DoD Information Assurance and other any additional required capability by 30 Sep 14.	HR	HR CIO	PRM
4.4	Institutionalize Excellence in Teaching initiative to ensure DAU students receive highly effective instruction	Develop and pilot the Mission Assistance provider course by 30 Sep 14.	MA/KR	MA/KR	LCIC
		Develop a concept to incentivize more advanced teaching/case facilitation/FOLE skills in faculty. Present concept to Senior Leadership Team for analysis and disposition by 30 Jun 14.	LCIC	LCIC/ DSMC	Deans
		In accordance with DAU Directive 719, department chairs annually observe each faculty member and provide written and oral feedback by 30 Sep 14.	HQPR	Deans	

	Objective	FY14	Rpt Act	OPR	OCR
		Conduct 6 FPD 400-series seminars by 30 Sep 14 that provide instructors skills on alternative delivery methods including tools such as DCO Connect, telepresence, and Lync.	LCIC	LCIC	Deans
4.5	Enhance organizational performance	Conduct Climate Survey, analyze results, and determine improvement strategies by 30 Sep 14.	HR	HR	HQPR

Goal 5 – Proactively engage our customers and stakeholders to understand their mission requirements and develop responsive solutions to enhance performance.

	Objective	FY14	Rpt Act	OPR	OCR
5.1	Update Outreach Program	Conduct DAU Outreach training at the Mid-Level Manager and Senior-Level Manager annual meetings.	HQPR	MA/KR HQPR	
		Deans conduct outreach to leaders of major acquisition organizations in their regions to identify opportunities to tell the DAU Story. Present DAU story at group (e.g., All-Hands) meetings of 25% of major customer organizations by 30 Sep 14.	HQPR	Deans	
5.2	Implement comprehensive Learning Analytics program to document impact of DAU learning assets on the workforce and acquisition outcomes	Conduct an analysis of FY13 Level III course survey student and supervisor scores/comments and recommend appropriate action to improve DAU learning assets and their delivery by 31 Dec 13.	HQPR	LCIC HQPR	
		Implement a standardized Kirkpatrick Level IV survey for 300-series courses and a custom survey for 400-series courses, maintain database, and analyze results. Take appropriate action to improve DAU learning assets and their delivery by 30 Sep 14.	HQPR	HQPR DSMC LCIC	
		Develop and deploy standardized Kirkpatrick Level III/IV studies of selected MA events, maintain database, and assess results of DAU MA engagements by 30 Jun 14.	MA/KR	Deans MA/KR	HQPR
		Conduct a study of recent FY MTM Level I Learning Environment data and student comments and brief recommendations to the Facilities Council.	OPS	OPS Deans IT	HQPR

	Objective	FY14	Rpt Act	OPR	OCR
		By 31 Sep 14, analyze correlation of DAU training on DoD acquisition results detailed in 2013/2014 USD(AT&L) Acquisition Performance Report.	HQPR	HQPR	
5.3	Support the Defense Acquisition Workforce's educational requirement for certification	Obtain DAU course credit recognition by an industry-accepted organization by 30 Jun 14.	LCIC	LCIC	
5.4	Provide high-quality and responsive customer service	Based on results of the LOG pilot, expand the program to engage with supervisors prior to and after training by 30 Sep 14.	LCIC	LCIC DSMC	PRM
		Improve business processes to reduce service desk support costs by 10% without reducing customer satisfaction by 30 Sep 14.	CIO	CIO	
5.5	Maintain DAU's national reputation as a premier corporate university	Host COE Accreditation Site Visit and meet or exceed all COE standards and criteria by 31 Mar 14.	HQPR	HQPR Deans / Directors	