



## *Chapter 1*

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# The Defense Acquisition University

**A**uthorized by Title 10, United States Code 1746 and chartered by DoD Directive 5000.57, the Defense Acquisition University (DAU) was established on August 1, 1992. Its mission is to provide practitioner training and services to enable the DoD Acquisition, Technology, and Logistics (AT&L) community to make smart business decisions and deliver timely and affordable capabilities to the warfighter.

Using the AT&L Performance Learning Model (PLM) as a template, the University coordinates education and training programs to meet the career-long training requirements of more than 130,000 DoD AT&L personnel. DAU provides a full range of basic, intermediate, and advanced curriculum training, as well as assignment-specific and continuous learning courses to support the career goals and professional development of the DoD AT&L workforce. But DAU's role does not end when a student leaves the classroom. The University also fosters professional development through performance support, rapid deployment training on emerging acquisition initiatives, online communities of practice, and continuous learning modules. This Catalog provides information on all of these areas as well as its other products and services, such as publications, symposia, research, and consulting in areas related to acquisition functions.

Each DoD AT&L functional area is represented by a Functional Integrated Product Team (FIPT), comprised of senior-level officials of the DoD components and led by Functional Advisors. These teams advise the Under Secretary of Defense (Acquisition, Technology and Logistics) (USD(AT&L)) on career

development issues and recommend mandatory training, education, and experience required for their respective functional areas. DAU Program Directors work in conjunction with the FIPTs to identify performance outcomes for various career levels and incorporate them into DAU courses. Each Component's Director, Acquisition Career Management assists in managing the accession, training and education, and career development of his/her respective DoD AT&L workforce members.

The Chief Executive Officer of the University is the President, who reports to the Director, Defense Procurement and Acquisition Policy (DPAP). A Board of Visitors – individuals selected for their preeminence in academia, business, and industry – advises the DAU President and the Director, DPAP on matters such as organizational management, curricula, methods of instruction, and facilities. The Executive Institute (EI) consists of members from the Services and defense industry, who provide advice and counsel to faculty, staff, and students in their respective areas of expertise. The EI Service Chairs also act as liaisons between the Services and the University.

The DAU Executive Board advises the USD(AT&L) on Defense Acquisition Workforce Improvement Act (DAWIA) implementation in the career development of the DoD AT&L workforce. The Acquisition Education, Training and Career Development (AET&CD) office oversees policy decisions for the implementation of the DAWIA through DAU.

From left: Michael Wynne, Acting USD(AT&L); Frank J. Anderson, Jr., DAU President; and John Phillips, Vice President, After Market Growth, Honeywell, attend 2002 DAU Alumni Association Symposium, Fort Belvoir, VA.



Deidre Lee, Director, Defense Procurement and Acquisition Policy, OUSD(AT&L), meets with a DAU staff member at her Pentagon Office.



# DAU Leadership

*“DAU is the one institution that touches nearly every member of the workforce throughout all stages of their professional careers. This is where we revitalize our workforce, while ensuring it has the training it needs to make smart business decisions and deliver for our warfighters.”*

— Michael W. Wynne  
Acting Under Secretary of Defense  
(Acquisition, Technology and Logistics)  
12 April 2002 DAU Change of Command Ceremony



Mr. Frank J. Anderson, Jr.  
President



COL Ronald Flom, USA  
Commandant



Ms. Linda Neilson  
Chief Learning Officer



Mr. Joseph Johnson  
Exec. Director, Strategic  
Planning Action Group



Mr. Mark Whiteside  
Exec. Director, Performance  
and Resource Management



Mr. William Erie, Exec.  
Director, Curricula Develop-  
ment & Support Center



Lt Col Caisson Vickery, USAF  
Exec. Director, E-Learning &  
Technologies Center



Ms. Meg Hogan  
Human Capital Management  
Advisor



COL Ronald Hayne, USA  
Exec. Director, Operations  
Group



Mr. Andy Zaleski  
Dean, West Region



Mr. Gerald Emke  
Dean, Midwest Region



Mr. James L. McCullough II  
Dean, South Region



Ms. Barbara Smith  
Dean, Mid-Atlantic Region



Mr. Tim Shannon  
Dean, Capital & Northeast  
Region



Mr. David Fitch  
Dean, DSMC – School of  
Program Managers

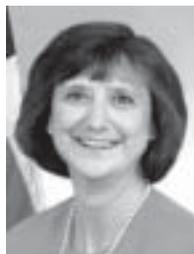
## EXECUTIVE INSTITUTE



Mr. Russell W. Lenz  
Army Chair



Ms. Christine E. Stelloh-Garner  
Acting Navy Chair



Ms. Carlyn Diamond  
Air Force Chair



Mr. Frank Swofford  
Industry Chair



Mr. Gary Gustafson  
DCMA Chair



Mr. Denis Eisenbise  
International Chair

# Workforce Management



Mr. Richard K. Sylvester  
Dir., Acquisition Workforce  
& Career Management

*Each DoD Acquisition, Technology, and Logistics (AT&L) functional area is represented by a Functional Integrated Product Team, which is led by a Functional Advisor. These teams advise the USD(AT&L) on career development issues and identify training, education, and experience requirements for their respective functional areas.*

## FUNCTIONAL ADVISORS

### ACQUISITION MANAGEMENT



Mr. Kevin Carroll  
PEO, Enterprise Information Systems

### AUDITING



Mr. William H. Reed  
Director, Defense Contract Audit Agency

### BUSINESS, COST ESTIMATING, & FINANCIAL MANAGEMENT



Dr. Nancy L. Spruill  
Director, Acquisition Resources and Analysis, OUSD(AT&L)

### FACILITIES ENGINEERING



Dr. Get W. Moy, P.E.  
Director, Installation Requirements and Mgmt. ODUSD (Installations & Environment)

### INFORMATION TECHNOLOGY



Mr. Ray Boyd  
Acting Director, Commercial Policies and Oversight, Office of the Deputy CIO, OASD(NII)

### LOGISTICS



Mr. Lou Kratz  
Assistant Deputy Under Secretary of Defense (Logistics Plans & Programs)

### PROCUREMENT & CONTRACTING/GOV'T. PROPERTY



Ms. Deidre A. Lee  
Director, Defense Procurement and Acquisition Policy, OUSD(AT&L)

### SCIENCE & TECHNOLOGY



Mr. Alan Shaffer  
Director, Plans and Programs, DDR&E

### TECHNICAL MANAGEMENT



Mr. Mark Schaeffer  
Director, Systems Engineering, OUSD(AT&L)

*Directors, Acquisition Career Management, assist in managing the accession, training and education, and career development of their respective Component's AT&L workforce.*

## DIRECTORS, ACQUISITION CAREER MANAGEMENT (DACMs)



LTG John S. Caldwell, Jr., USA  
Army DACM



Ms. Christine E. Stelloh-Garner  
Navy DACM



Mr. Blaise Durante  
Air Force DACM



Mr. Dan Dunmire  
DoD DACM

# DAU Advisory Boards

## DAU EXECUTIVE BOARD



Chairperson

*As the senior policy oversight body for DAU, the Executive Board serves as a forum for achieving rapid agreement on DAU initiatives through better communication among stakeholders. Representatives of the Acquisition, Technology, and Logistics (AT&L) workforce; the Chancellor for Education and Professional Development; and the Deputy Assistant Secretary of Defense (Civilian Personnel Policy) advise the USD(AT&L) on the implementation of the Defense Acquisition Workforce Improvement Act.*



Mr. Frank J. Anderson, Jr.  
President, Defense Acquisition University



COL Ronald Flom, USA  
Commandant, Defense Acquisition University



Ms. Ginger Groeber  
Deputy Assistant Secretary of Defense (Civilian Personnel Policy)



Dr. Jerome Smith  
DoD Chancellor for Education and Professional Development



Dr. J. Ronald Fox  
Consultant  
DAU Board of Visitors  
Chairperson



LTG John S. Caldwell, Jr., USA  
Military Deputy/Director,  
Army Acquisition Corps



Ms. Christine Stelloh-Garner  
Director, Acquisition Career Management (Department of the Navy)



Mr. Blaise Durante  
Deputy Assistant Secretary  
for Acquisition Integration



Ms. Claudia Knott  
Deputy Director, Logistics Operations, DLA

*The DAU Board of Visitors – individuals selected for their preeminence in academia, business, and industry – advises the DAU President and the Director, Defense Procurement and Acquisition Policy on matters such as organizational management, curricula, methods of instruction, and facilities.*

**DAU BOARD OF VISITORS**



Dr. J. Ronald Fox  
Chairperson  
Professor Emeritus,  
Harvard Business School



Mr. Charles E. Adolph  
Senior VP, SAIC



Mr. R. Stephen Ayers  
Senior VP for Contracts &  
Procurement, SAIC



Mr. David Berteau  
Dir, Nat'l. Security Studies,  
Syracuse University



Dr. Pricilla H. Douglas  
President, PHDouglas &  
Associates



Mr. Nicholas W. Kuzemka  
VP, Program Management  
Processes and Support,  
Lockheed Martin



Mr. Robert J. Murray  
President, The CNA  
Corporation



Mr. John F. Phillips  
VP, Government Services,  
Honeywell



Gen Bernard P. Randolph,  
USAF (Ret)  
Consultant



Mr. James L. Sanford  
VP, Corporate Contracts and  
Pricing, Northrop Grumman



GEN William G.T. Tuttle, Jr.,  
USA (Ret)  
Consultant

# What's New at DAU....

## DAU RECEIVES ACCREDITATION

The Commission of the Council on Occupational Education (COE) granted accreditation to the Defense Acquisition University in February 2003. The award of accreditation status is based on an evaluation of 10 standards and over 150 criteria to demonstrate the institution meets COE's standards of quality. The standards evaluate the University as a whole and focus on its organization, strategic planning, educational programs, student progress, learning resources, facilities, and student services and needs.

## CUBIC AWARDS

DAU was awarded "Best Overall Corporate University," "Best Virtual Corporate University/Best Use of Technology," and placed second as "Most Innovative Corporate University" by the Corporate University Best in Class (CUBIC) judges. Mr. Frank J. Anderson, Jr., DAU President, was selected "Corporate University Leader of the Year" for his strategic role in determining how learning is driven and integrated throughout DAU and the workplace.

Annually, the CUBIC Awards recognize corporate universities that apply true best practices. The judges, a prestigious panel of corporate university experts, evaluated over 50 competing corporate universities. Criteria included alignment to organizational business strategy, combinations of learning techniques, and enculturation of learning throughout the organization.

## RAPID DEPLOYMENT TRAINING

In response to requests from our customers and the accelerated rate of change to acquisition policies, procedures, and best practices, DAU has established a Rapid Deployment Training (RDT) team to produce and deliver training on topics that merit expeditious dissemination to the DoD Acquisition, Technology, and Logistics (AT&L) workforce. The RDT team will focus on specific high-value initiatives and deliver targeted training soon after the initiative is implemented. RDT may be delivered via various media, including classroom training, on-site sessions, and electronically. More information on RDT is available in Appendix G of this Catalog and at the Performance Support/Rapid Deployment Training Web page at [http://www.dau.mil/pss\\_main.asp](http://www.dau.mil/pss_main.asp).

## ALTERNATIVE CERTIFICATION

The Department of Defense is facing a retirement-driven exodus of specialized civilian employees. At the same time competition for new hires from private industry creates a challenge in maintaining the quality of the workforce. The "Acquisition Workforce 2005 Task Force Final Report" recommended recruiting more professionals from the private sector and developing a strategy for certifying them in accordance with the Defense Acquisition Workforce Improvement Act (DAWIA). Many professional associations offer credentialing programs in a number of acquisition-related career fields and may serve as a source of qualified, experienced professionals for the Department of Defense.

The Acquisition Education, Training, and Career Development (AET&CD) Office has been engaged in discussions with two professional organizations, both highly regarded for their standards in education and experience as well as the rigor of their testing programs. Having compared the competencies of their credentialing programs with those of the respective training requirements of the Life Cycle Logistics and Program Management career fields, it was determined that individuals holding credentials from the two professional organizations could compete effectively for positions requiring DAWIA certification, specifically at Level II. AET&CD is now working with the Functional Advisors; the Directors, Acquisition Career Management; and the professional associations to formalize an agreement that will help establish an alternative certification program.

AET&CD intends to implement an alternative certification policy to leverage the education and experience of individuals with these credentials as one way to meet the certification requirement for DoD AT&L workforce members.