

lutions to the shortfalls identified in Step Two as well as the potential for transition into 6.3. In addition, during this step the scientific feasibility/maturity of the programs will also be reviewed to determine any potential for transition into 6.3. The product of this phase is the comparison of current S&T programs with Fleet requirements to determine if shortfalls are addressed by current R&D efforts. Step Three also involves a thorough evaluation of the requirements list generated in the previous phase to deter-

mine the viability of the recommended projects.

Figure 2 illustrates the evaluation criteria. Based on the results of the evaluation, a prioritized requirements list should be generated for use in the implementation phase of the plan.

Step Four – Transition/Implementation

Finally, Step Four will be the implementation and utilization of the data pro-

duced in the first three steps. Action in this step will be focused on the utilization of the requirements list generated in Step Three. Small Business Innovative Research and Manufacturing Technology lists will be monitored, and inputs will be provided on a prioritized basis. Recommendations will be made to N-88 for funding S&T projects; likewise, recommendations will be made to ONR for future project selection. Attendance at the annual ONR reviews will be critical. Ongoing programs will be monitored with a view toward providing technology insertion, as appropriate. In addition, platform interface will be conducted not only to ensure that information generated by the plan is made available to appropriate PMAs, but also to coordinate efforts in meeting requirements.

Increased Emphasis

A shrinking DoD budget will place increased, rather than decreased, emphasis on development programs to meet threat system shortfalls. To date, there is simply not enough funding to explore every project in 6.1 and 6.2 R&D programs, and there remains an urgent need to focus S&T programs to meet shortfalls in protection of naval aircraft and aircrews.

Moreover, significant shortfalls exist in aircraft protection against certain threats currently fielded, and that gap is increasing. Near-term solutions will narrow the gap, but it is essential for S&T programs to remain focused on addressing current shortfalls and the evolution of advanced threat systems.

In addition to catching up with currently fielded threats, the Navy must look ahead to the next generation and anticipate advances in missile technology. Imaging seekers represent the next logical step, and several have already reached Introduction of Operating Capability or are being deployed. As imaging and other seeker technologies are identified, S&T programs to counter them must already be underway.

Editor's Note: The author welcomes questions or comments on this article. Contact him at EvansVJ@navair.navy.mil.

PETTY OFFICER TAKES THE BOARDS

Sgt. Kenneth E. Lowery II, USA

The Defense Systems Management College recently held its first Enlisted Person of the Quarter board of the new millennium. When the smoke cleared, Navy Petty Officer 2nd Class Robin W. Kelsick stood alone. Kelsick is an interior communications electrician who has been stationed here at DSMC for approximately three years.

Kelsick first heard about the board about two weeks before it convened. Although the boards were right around the corner, he persevered and studied whenever possible partly due to the support of his unit.

"They were extremely supportive," said Kelsick. "It helped me to relax to know I could count on them for the time I needed."

Kelsick also gleaned knowledge from his peers to aid in his studies.

"I talked to people who went up prior to me and they gave me pointers."

The Enlisted Person of the Quarter board, precursor to the Enlisted Person of the Year board, is designed to allow enlisted personnel to rise to the occasion and shine above their respective peers. The board consists of a chairman and a panel of senior noncommissioned

officers who ask a series of job-related, Service-related, and current events questions. The panel also observes each servicemember for posture, uniform appearance, and overall military bearing.

"[The board] lets us recognize our outstanding personnel," said Navy Master Chief Scott Russell, Senior Enlisted Advisor, DSMC. "It puts them in the running for the Enlisted Person of the Year program."

Besides a certificate of commendation from the DSMC Commandant, Kelsick also walked away with a \$25 gift certificate redeemable at the post exchange; a \$25 check from the Noncommissioned Officers Association (NCOA); an NCOA certificate of award for Petty Officer of the Quarter; and an NCOA certificate of award for Sailor of the Quarter.

"I'm leaning more toward doing my twenty [years in service]," he said. Kelsick also remarked that he would be taking his examination for promotion in September.

For all those considering following in his footsteps, Kelsick offers this advice.

"Work hard and be good at what you do. Help out, and volunteer in the community."

Editor's Note: Lowery is a staff writer for *Program Manager* magazine.

DSMC Commandant Air Force Brig. Gen. Frank Anderson Jr., presents DSMC's first Enlisted Person of the Quarter award of the new millennium to Navy Petty Officer 2nd Class Robin W. Kelsick. The award was presented June 23 at Scott Hall, DSMC main campus, Fort Belvoir, Va.

Photo by Richard Mattox

