



chapter 1

The Defense Acquisition University

DAU Leadership

Workforce Management

DAU Board of Visitors



Mr. Frank J. Anderson, Jr.
President



Dr. James McMichael
Vice President



Mr. Joseph Johnson
Chief of Staff



Mr. Jeffrey B. Birch
4th Estate Director, Acquisition
Career Management and Career
Support Center



Mr. Mark Whiteside
Director, Performance and
Resource Management



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Acting Director, Planning, Policy,
and Leadership Support



Mr. Dave Scibetta
Director, Operations Support Group



Ms. Meg Hogan-Roy
Human Capital Management
Advisor



Mr. Garry Shafovaloff
Director, Human Capital Initiatives
Office

“As your learning partner, we plan to be with you in the classroom, online, and in your workplace.”

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

DAU Leadership

The university’s leaders are committed to ensuring that DAU provides the best capabilities to those who use the university’s learning resources.

The **DAU president** is the chief executive officer of the university and directs the acquisition education, training, performance support, and research activities of the university. The **DAU vice president** is responsible for the operations and execution of the university’s mission. The **DAU chief of staff** is responsible for coordinating the university’s strategic planning process, faculty policy, outreach and communications program, human resources management, professional development, logistics, and other support services.

The **Human Capital Initiatives Office** performs Defense Acquisition Workforce strategic analysis, human capital planning, and recruiting and outreach initiatives.

The **4th Estate Director, Acquisition Career Management (DACM) and Career Support Center** assists in managing the accession, training, education, and career development of the DoD components outside the military departments. The center also collaborates with the Service DACMs in matters relative to Defense Acquisition Workforce education, training, and career development.

The **Performance and Resource Management Directorate** is responsible for business oversight and financial management of DAU’s resources relating to its program and operations, including all resource aspects of DoD’s planning, programming, budgeting, and execution process.

The **Planning, Policy, and Leadership Support Office** is responsible for strategic planning; customer relationship management; communicating DAU’s story, mission, and goals; and coordinating outreach and communications efforts.



Mr. Tim Shannon
Director, Learning Capabilities
Integration Center



Dr. Chris Hardy
Director, e-Learning & Technology
Center



Dr. Craig Lush
Director, Library & Knowledge
Repository



Mr. Paul McMahon
Pentagon Liaison



Rear Admiral Lenn Vincent,
USN (Ret.)
Industry Chair



Mr. Andy Zaleski
Dean, West Region



Mr. Travis Stewart
Dean, Midwest Region



Mr. James L. McCullough II
Dean, South Region



Ms. Barbara Smith
Dean, Mid-Atlantic Region



Mr. Robert Daugherty
Dean, Capital & Northeast Region



Mr. Roy Wood
Dean, DSMC – School of Program
Managers

The **Operations Support Group** provides public affairs, protocol, human resources, administrative and logistical services, publications, learner management, and information system support to all of DAU.

The **Human Capital Advisor** provides guidance to the DAU president on how to evaluate, design, and deploy human capital resources and processes.

The **Learning Capabilities Integration Center** is responsible for learning asset management in support of the AT&L Performance Learning Model, which consists of training, continuous learning, performance support, and knowledge sharing.

The **e-Learning and Technology Center** is responsible for the e-technology support of DAU learning products and services, as well as the university's online portals.

The **David D. Acker Library and Knowledge Repository** supports university research and consulting by providing the latest virtual learning and research opportunities afforded by technology.

The **Pentagon liaison** serves as a link between DAU and all elements of DoD senior staff. The liaison establishes, monitors, and closes out suspenses from DoD.

The **DAU regional deans** oversee the day-to-day functions of their respective area of responsibility, ensuring that the DAU regions properly support professional development and certification to the acquisition functions in the area.

The **DSMC-School of Program Managers** provides executive-level and international acquisition management training, consulting, and research.



Acquisition Management
Mr. Dave Ahern
Director, Portfolio Systems
Acquisition, OUSD(A&T)



Auditing
Ms. April Stephenson
Director, Defense Contract
Audit Agency



**Business, Cost Estimating, and
Financial Management**
Dr. Nancy L. Spruill
Director, Acquisition Resources and
Analysis, OUSD(AT&L)



Facilities Engineering
Mr. James Dalton
Chief, Engineering and Construction,
U.S. Army Corps of Engineers



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

Functional Leaders



Life Cycle Logistics
Mr. Randy Fowler
Assistant Deputy Under Secretary of
Defense (Materiel Readiness)



**Procurement and Contracting/
Government Property**
Mr. Shay Assad
Director, Defense Procurement and
Acquisition Policy



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



Technical Management
Ms. Kristen Baldwin
Acting Director, Systems & Software
Engineering, ODUSD(A&T)



International Acquisition
Mr. Alfred Volkman
Director, International Cooperation,
OUSD(AT&L)



LTG N. Ross Thompson III, USA
Army DACM



Ms. Carolyn Willis
Navy DACM



Mr. Pat Hogan
Air Force DACM



Mr. Jeffrey B. Birch
4th Estate DACM

Directors, Acquisition Career Management (DACMs)

Workforce Management

Functional Leaders

The functional leaders are senior leaders who specialize in a functional area of acquisition, technology, and logistics. Requirements for career fields may change as a result of new technologies, mission requirements, or servicemember needs, and it is the job of the functional leaders to ensure that their respective career fields maintain relevancy. Functional leaders are involved in chairing integrated product teams to address career development issues and to identify training, education, and experience requirements. The results from the integrated product teams help provide course relevance and direction of course content to curriculum developers and course authors, as well as a rigorous, ongoing quality assessment of DAU course offerings.

Directors of Acquisition Career Management (DACMs)

The DACMs assist in managing the accession, training, education, and career development of their respective components. There is a DACM representative for each of the military services as well as for the 4th Estate. The 4th Estate DACM represents civilians assigned to the DoD components outside the military services (e.g., the Defense Contract Management Agency). The DACMs coordinate with DAU to ensure the learning and developmental needs of the Defense Acquisition Workforce are addressed. Additionally, the DACMs are instrumental in supporting enterprise human capital initiatives to create a high-performing Defense Acquisition Workforce.



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



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Director, Clark & Weinstock



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VP of Corporate Contracts, Pricing,
and Supply Chain, Northrop
Grumman Corporation



Mr. Curtis Gray
Senior VP, Human Resources, BAE
SYSTEMS



Mr. Nicholas W. Kuzemka
VP, Program Management,
Lockheed Martin



Ms. Sara B. Mills
President, S.B. Mills and Associates



LTG Malcolm R. O'Neill, Ph.D.
USA (Ret.)
Consultant



Gen Bernard P. Randolph
USAF (Ret.)
Consultant



Mr. Carl Salzano
VP, Acquisitions, Booz Allen
Hamilton



RDML Michael Sharp,
USN (Ret.), Director, Maritime
Advanced Technology, Raytheon
Company



RADM Lenn Vincent, USN (Ret.)
Industry Advisor, National Defense
Industrial Association



Mr. John C. Wilson, Jr.
President, BizDynamics, LLC

“The Secretary of Defense, acting through the Under Secretary of Defense for Acquisition, Technology, and Logistics, shall establish and maintain a defense acquisition university structure.” (Title 10, U.S. Code 1746)

DAU Board of Visitors

Since its inception as an academic institution, DAU has received guidance from the DAU Board of Visitors. The DAU Board of Visitors consists of individuals selected for their preeminence in academia, business, and industry. The members advise the Under Secretary of Defense for Acquisition, Technology and Logistics and the DAU president on matters such as the university’s organizational management, curricula, methods of instruction, and facilities.

The Board of Visitors meets three times a year and is presented with updates on ongoing and future initiatives of the university. All BoV members, past and present, have been invaluable to the foresight, planning, and progress of DAU as an institution.