

Henry A. Leonard

EDUCATION

MPA (Economics and Public Policy), 1974, *Princeton University*.
Bachelor of Science (Engineering), 1970, *United States Military Academy*.

PROFESSIONAL EXPERIENCE:

Senior International/Defense Researcher, RAND	2012-present
Senior Military Research Analyst, RAND	2011-2012
Senior Military Research Analyst and Associate Director, Manpower and Training Program, RAND Arroyo Center	2010-2011
Acting Deputy Director, RAND Arroyo Center	2009-2010
Senior Military Research Analyst and Associate Director, Manpower and Training Program, RAND Arroyo Center	2001-2009
Senior Policy Analyst, RAND	1998-2001
Director, Army Outsourcing and Privatization Office, Pentagon, Washington, DC	1997-1998
Executive Assistant to Deputy Chief of Staff for Personnel, Pentagon, Washington, DC	1995-1996
Commander, 1st Infantry Division Engineer Brigade, Fort Riley, KS	1993-1995
Chief, Reshaping Analysis Agency, Pentagon, Washington, DC	1992-1993
Senior Army Fellow, Atlantic Council of the US, Washington, DC	1991-1992
Special Assistant to Chief of Staff, US Army, Pentagon, Washington, DC	1990-1991
Commander, 15th Engineer Battalion, Fort Lewis, WA	1988-1990
Assistant Corps Operations Officer, I Corps, Fort Lewis, WA	1987-1988
Executive Officer, 9th Infantry Regiment, Fort Ord, CA	1986-1987
Executive Officer, 13th Engineer Battalion, Fort Ord, CA	1985-1986
Assistant Division Engineer, 7th Infantry Division, Fort Ord, CA	1984-1985
Systems Analyst, Office of the Deputy Chief of Staff for Personnel, Pentagon, Washington, DC	1982-1984
Economics Instructor, Social Sciences Department, U.S. Military Academy, West Point, NY	1979-1982
Operations Officer, 9th Engineer Battalion, Germany	1977-1978
Supply Officer, 9th Engineer Battalion, Germany	1977
Company Commander, D Company, 9th Engineer Battalion, Germany	1975-1977
Platoon Leader, Executive Officer, and Company Commander, 501st Engineer Company, 1st Cavalry Division, Vietnam	1971-1972
Platoon Leader, C Company, 339th Engineer Battalion, Fort Lewis, WA	1971

MILITARY EDUCATION:

Armed Forces Staff College, 1982
Atlantic Council of the United States: US Army War College Senior Fellow, 1991-1992

RESEARCH AREAS:

Comprehensive security issues, national security and military strategies, doctrine, force structure, combined & joint operations, tactics, techniques, procedures, training, readiness, economic analysis

PUBLICATIONS

Books/Chapters

Industrial Capacity and Defense Planning: Sustained Conflict and Surge Capability in the 1980s, Lexington, Mass.: Lexington Books, c1983 (co-editor, with Lee D. Olvey and Bruce E. Arlinghaus).

“Absence of Incentive,” in *Industrial Capacity and Defense Planning*, above.

Published RAND Reports

Management of OPTEMPO and PERSTEMPO in FORSCOM: A Status Report. AB-251-A, RAND, 1998. (Contributing author, with Ronald E. Sortor, *et al.*)

Army Distance Learning: Implications for Personnel Policy, AB-335-1-A, RAND, July 1999. (Co-author, with John D. Winkler, *et al.*)

Enhancing Stability and Professional Development Using Distance Learning. MR-1317-A, RAND, 2001. (Lead author, with several contributors.)

Army Distance Learning: Potential for Reducing Shortages in Army Enlisted Occupations. MR-1318-A, RAND, 2001. (Contributing author, with Michael Shanley, *et al.*)

Army Distance Learning and Personnel Readiness. MR-1389-A, RAND, 2001. (Contributing author, with John D. Winkler and Michael Shanley.)

Something Old, Something New: Army Leader Development in a Dynamic Environment. MG-281-A, RAND, 2006. Lead author, with J. Michael Polich, Jeffrey D. Peterson, Ronald E. Sortor, and S. Craig Moore.

Leader Development in Army Units: Views from the Field. MG-648-A, RAND, 2007. Co-author with Peter Schirmer, James C. Crowley, Nancy E. Blacker, Richard R. Brennan, Jr., J. Michael Polich, Jerry M. Sollinger, and Danielle M. Varda.

Developing U.S. Army Officers' Capabilities for Joint, Interagency, Intergovernmental and Multinational Environments. MG-990-A, RAND, 2011. Co-author with M.Wade Markel, Charlotte Lynch, Christina Panis, Peter Schirmer, Carra S. Sims

Developing U.S. Army Officers' Capabilities for Joint, Interagency, Intergovernmental and Multinational Environments. RB-9631-A, RAND, 2011. Co-author with M.Wade Markel, Charlotte Lynch, Christina Panis, Peter Schirmer, Carra S. Sims

Tour Lengths, Permanent Changes of Station, and Alternatives for Savings and Improved Stability. RR-1034-OSD, RAND, 2016. Co-author with Craig A. Bond, Jennifer Lamping Lewis, Julia Pollak, Christopher Guo, Bernard D. Rostker.

Papers

“Risky Business: Fundamentals for a Security Consensus in the 1990’s and Beyond,” prepared and presented in connection with work as Senior Army Fellow at the Atlantic Council of the United States, May, 1992.

“Army Distance Learning and Personnel Readiness.” Presented to Military Operations Research Society Symposium, Annapolis, MD, June 2001, and to Western Economic Association Defense Manpower Symposium, San Francisco, CA, July 2001.

“OPMS XXI: Implementation and Impacts.” Presented to RAND Senior Analysts’ Review, Santa Monica, CA, May 2002, and to Western Economic Association Defense Manpower Symposium, Seattle, WA, July 2002.

Book Chapter

“Human Resources Management.” Chapter in *Effective, Legitimate, Secure: Insights for Defense Institution Building*. Book compiled and published (2017) by the National Defense University.

Article

“Continuous Modernization,” *Army*, Vol. 42, No. 2, February 1992, pp. 16-19 (co-author, with Raoul H. Alcalá)