The Army has established a program to implement distance learning throughout both its Active and Reserve Component training systems and institutions. At the request of the Army’s Deputy Chief of Staff for Personnel (DCSPER), RAND Arroyo Center undertook a research project entitled “Personnel Policy Implications of Army Distance Learning.” The goals of this effort were to help the Army maintain readiness and manage personnel efficiently as it implements the various features of The Army Distance Learning Program (TADLP). In the first year of our effort, we presented findings analyzing the implications of TADLP for personnel policy; that analysis documented the need to examine further some of the ways to capitalize on distance learning to enhance various aspects of readiness.

This report, one of two documenting the results of the research, examines the effect of distance learning on soldier stability and professional development. The other report is *Army Distance Learning: Potential for Reducing Shortages in Enlisted Occupations*, Michael G. Shanley, Henry A. Leonard, and John D. Winkler, MR-1318-A, 2001. This research should interest Army and defense policymakers and others responsible for training and human resources development in large, geographically dispersed organizations.

The research was carried out in RAND Arroyo Center’s Manpower and Training Program. The Arroyo Center is a federally funded research and development center sponsored by the United States Army.
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