Preface

Section 502 of Public Law 102-484, National Defense Authorization Act for Fiscal Year 1993, required the Secretary of Defense to “provide for a federally funded research and development center [FFRDC] that is independent of the military departments to review the officer personnel management system of each of the military departments and to determine and evaluate the effects of the post–Cold War officer strength reduction on that officer personnel management system.” RAND’s National Defense Research Institute (NDRI), an FFRDC sponsored by the Office of the Secretary of Defense, the Joint Staff, and the defense agencies, was chosen to conduct the study.

This report describes the outcomes of NDRI’s research, which centered on three main tasks:

- Identify and evaluate the effects of the post–Cold War officer strength reduction and other environmental changes on future requirements for officers.
- Review the officer personnel management systems of the military departments and specify alternative career management systems that include features suggested by the Congress, the Department of Defense, and NDRI.
- Assess the adequacy of the alternative systems for managing the officer force in the late 1990s and beyond.

The work was sponsored by the Undersecretary of Defense for Personnel and Readiness and was undertaken within NDRI’s Defense Manpower Research Center. NDRI was supported in this study by the Logistics Management Institute (LMI), an FFRDC chartered to support the Office of the Secretary of Defense. LMI was fully engaged with the NDRI study team in the identification of future requirements for officers.