Title IV of the Goldwater-Nichols Department of Defense Reorganization Act of 1986 specified a system of joint officer management, including management policies, promotion objectives, and educational and experience requirements. The intent of the personnel provision was to enhance the quality, stability, and experience of officers in joint assignments (those assignments to organizations outside an officer's individual military service that address issues involving multiple services or other nations), which, in turn, would improve the performance and effectiveness of joint organizations.

In 1987, the Secretary of Defense published a list of joint duty assignment positions. In developing this Joint Duty Assignment List (JDAL), the Secretary limited joint duty positions to officers in the pay grades of O-4 (major, or lieutenant commander in the Navy) and above. All such positions in certain organizations (Office of the Secretary of Defense, the Joint Staff, and the unified commands) and a maximum of 50 percent of the positions in defense agencies were designated as joint duty assignments.

The 1993 National Defense Authorization Act requested a reexamination of the rules implementing the Goldwater-Nichols legislation. The Joint Staff’s Director of Manpower and Personnel requested RAND to provide information and analysis to assist in conducting the study mandated by Congress and to evaluate alternative policy choices for the size and composition of the JDAL and for joint officer management. To accomplish this, RAND researchers examined issues on both the demand side and the supply side of officer management. This executive summary describes the results and recom-

The research was conducted in the Forces and Resources Policy Center of the National Defense Research Institute, a federally funded research and development center sponsored by the Office of the Secretary of Defense, the Joint Staff, and the defense agencies. The report should be of interest to policymakers and organizations concerned with military (especially joint) officer management.