



UNDER SECRETARY OF DEFENSE
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WASHINGTON, DC 20301-5000

MAR 3 2010

INTELLIGENCE

MEMORANDUM FOR THE DEFENSE INTELLIGENCE WORKFORCE

SUBJECT: Opportunity to participate in online dialogue on the Defense Civilian Intelligence Personnel System (DCIPS)

I have advised you previously that the National Academy of Public Administration (the Academy) would conduct a Congressionally-mandated review of the Defense Civilian Intelligence Personnel System (DCIPS). The review is currently ongoing, is broadly focused, and will address:

- DCIPS's impact on career progression;
- Its appropriateness in light of workforce complexities;
- Its protections for diversity in promotion and retention; and
- The adequacy of training, policy guidance, and other preparations for transition to DCIPS.

As part of the review, the Academy would like to engage members of the DCIPS workforce community in an online dialogue. This dialogue is an opportunity for all personnel to share personal experiences and engage in discussion with other members of the DCIPS workforce. The Web-based dialogue tool is specifically designed to foster discussion and open exchange of ideas, and is distinctly different from other forms of data the Academy is gathering. The information you provide through this dialogue will be a critical source of data in the Academy's review.

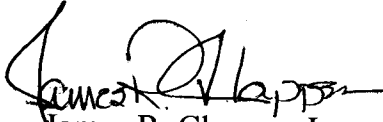
All responses to the dialogue will be anonymous. The forum is by invitation only and will be monitored by Academy staff. I hope you will be candid in sharing your ideas and experiences about DCIPS. Additional details about how to use the tool will be forthcoming in a separate e-mail from the Academy and your component.

The dialogue will be launched on 1 March and will be active until 22 March. I strongly encourage all DoD intelligence personnel to contribute to this forum by visiting the dialogue frequently during its active period to read new posts and share your thoughts.

At the conclusion of its review, the National Academy's Expert Panel will prepare a full report of its findings, conclusions, and recommendations. This report will be delivered to both Congress and the Secretary of Defense and will help inform decisions about DCIPS.



Thank you in advance for your participation in this important effort. The ideas and comments you share during this dialogue are an important element of the Academy's review, and are essential to shaping the future direction of DCIPS.



James R. Clapper, Jr