

# USASMA Bulletin

The United States Army Sergeants Major Academy

*Educating Today's Leaders For Tomorrow*



Volume 3 Issue 3

*An Institution of Excellence*

March 2015



## USASMA's Key Messages

*Our Mission: The United States Army Sergeants Major Academy provides professional military education programs that develop agile, versatile, and broadly-skilled Non-commissioned Officers and enlisted Soldiers capable of meeting the challenges of an increasingly uncertain and complex strategic operational environment.*

*We are committed to producing the right Soldier with the right skills at the right time in support of the Army and a nation at war.*

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## Fellowship program offers sergeants major a master's degree in education



By **MARTHA C. KOESTER**  
NCO Journal

Twenty sergeants major will soon have an opportunity to teach the next generation of sergeants major through a fellowship program at the U.S. Army Sergeants Major Academy at Fort Bliss, Texas, worth \$27,000 per student. The one-year education program offers fellows a master's degree in adult education from Pennsylvania State University and an additional three years' service in the Army.

During the Army drawdown when job security is at a premium, the fellowship program offers an opportunity for qualified active-duty senior noncommissioned officers to become an ambassador of the Army in the classroom who will help to develop agile, adaptive and innovative leaders of the future. Though no specific career management field is sought, the cross-section of students will face an advanced curriculum to better professionalize senior NCO instructors in the classroom.

Under the fellowship program, 20 fellows will have one year to focus exclusively on completing a master's degree in adult education, along with a couple of one-week certification courses to be an instructor. After fellows receive their master's degree, they will perform three years as an instructor in the Sergeants Major Course.

"The world is more complex, and it gets more so every day. Part of what the Army wrestles with is just how complex," said Command Sgt. Maj. Dennis Defreese, commandant of USASMA. "It really is hard to get ahead of what social media does. Drone use is getting to be where journalists will use it, maybe hovering over a battlefield watching what our Soldiers do real-time. ... Add that to megacities that just go on forever, with huge tunnel systems and subways, and then adding cyber [security into the equation]."

"We need to have critical, adaptive, agile thinkers as sergeants major, and that really starts with their whole career, not just the institutional education, but what they get out of their organization

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## From the Command Team

It is an exciting time to be a part of Team ULTIMA. There is so much going on it is sometimes hard to keep up with it all. Just to highlight a few things, we are nearing the end of our technology upgrade for our classrooms and we are already seeing the fruits of that labor. Soon all of the old equipment and desks will be gone, the hallways cleaned up, tiles repaired, and normalcy shall return. Instead of just sending all of the old equipment to DRMO, we were able to donate a good portion of it to some of the local schools and other organizations. We were recognized for those efforts as the Partner of the Month for the Ysleta Independent School District. Over in the DOT, besides all of the other work they are involved in, the staff are steadily working on the Master Leaders Course and we should be briefing the concept soon. We are getting ready to welcome the first official and fourth overall Commandants Pre-Command Course with 17 students – 10 commandants and seven deputy commandants, with eight of them coming from the Reserve component. Across the block from us a team of volunteers and staff are continuing the work of updating and rehabbing the NCO Heritage and Education Center. A special shout out goes to the many spouses of Class 65 who have provided their talents in helping us display our NCO Heritage in a professional manner. The center is planning on a grand reopening in May. You can read more about what is happening there in this bulletin.



One of the most important things to happen to USASMA since its establishment is now becoming a reality with the U.S. Army Sergeants Major Academy Fellowship Program. General Raymond Odierno, chief of staff of the Army, approved the program in December of last year and we have been busy putting it all together. Through this program and our partnership with Penn State University select sergeants majors will compete for up to 20 scholarships per year for a master's degree in Adult Education. Their only requirement after they earn their degree is to spend three years with us as an instructor. This four-year commitment is all done at USASMA. The 20 March deadline is quickly approaching so if you know of anyone who would benefit from this program send them to our website at <https://usasma.bliss.army.mil/> to obtain all the information they need to submit an application.

This month's Distinguished Service and Recognition ceremony featured 19 of our cadre receiving their Instructor Badges. Last month there were six who were recognized. That's 25 of our staff who fulfilled and met all of the requirements of TRADOC Regulation 600-21. Congratulations to all. We also recognized two more veterans from the Ambrosio Guillen Texas State Veterans Home with certificates of appreciation for their service. The standing ovation during the presentation shows the level of professionalism and respect for your fellow comrades and it is much appreciated. This marks the third month of our partnership with the home and we plan on doing more to help our fellow veterans feel appreciated and not forgotten. We encourage everyone to visit the home and meet and talk to these great warriors and even volunteer some time if you are able.

By now the students of Class 65 are seeing light at the end of the tunnel and are eagerly awaiting graduation. We share your excitement and look forward to watching each and every one of you walk across the stage to receive your diplomas. In order for that to happen, however, we caution you to not lose your focus, keep your sight on the objective. It would be a shame to come this far and have it be for not because of a poor decision, or a safety mishap. Live by the standards and watch out for each other and we are sure everyone will graduate and move on to bigger and better things 🌟

Ultima!!

CSM Tedd Pritchard  
Deputy Commandant, USASMA

CSM Dennis Defreese  
Commandant, USASMA

# USASMA News

## USASMA goes live



The U.S. Army Sergeants Major Academy is broadening its online presence with the establishment of a DoD live blog site. With this site, we hope to broaden your ability to give us feedback on programs and courses that we deliver. You can visit it at <http://usasma.armylive.dodlive.mil/>. Take a look and let us know what you think.



# Refreshing NCO History

## *USASMA gives NCO Heritage and Education Center a facelift*

By David Crozier  
Command  
Communications

Since the establishment of the Continental Army in 1775, noncommissioned officers have served as the backbone of the organization – accomplishing the mission and ensuring the welfare of their Soldiers. That history has been captured in a small building located on SSG Sims St. on East Fort Bliss. For years it was known as the Museum of the Noncommissioned Officer. Today it is called the Noncommissioned Officer Heritage and Education Center and is undergoing a revitalization.

“As the Museum of the Noncommissioned Officer, the facility did a great job of chronicling the NCO story, but the facility needed some improvements and the displays needed updating,” said Command Sgt. Maj. Tedd Pritchard, deputy commandant of the U.S. Army Sergeants Major Academy and project manager for the revitalization. “So we knocked down some walls, rebuilt some displays and changed the name to reflect its new mission – that of heritage and education.”

Pritchard said the center is now aligned more with the history curriculums found within NCOES courses and the Battle Staff NCO Course and is an extension of the classroom for the students.

“It better fits what the center is for, giving back to all of the students that are here by making it more relevant and updating information to be in line with the curriculum,” he said. “It was important for us to go in there and see what it is we are doing in the center; what information we were presenting; how our displays looked; and to see what the outcomes would be for the students in the academic areas. We also wanted to ensure it was pleasing to the eye and what we found was it needed some extra attention.”



The Noncommissioned Officer Heritage and Education Center is currently undergoing a revitalization with the help of numerous volunteers from the U.S. Army Sergeants Major Academy and students and spouses of Sergeants Major Course Class 65. The center is planning on a grand reopening in May at a date to be determined.



The desk of the 13th Sergeant Major of the Army, Sgt. Maj. of the Army Kenneth O. Preston is on display at the Noncommissioned Officer Heritage and Education Center located at 11331 SSG Sims St., on East Fort Bliss. While there are currently no guided tours, the center is open to the public Monday through Friday from 9:00 a.m. until 4:00 p.m.

With a limited budget the revitalization project has relied heavily on volunteers and Pritchard was quick to note their hard work.

“Looking back about a year ago we thought it was important to have as many folks involved as possible and so we looked at the students attending the Sergeants Major Course,” he said. “The support has been overwhelming from Class 65 students as well as their spouses. Some of the spouses were able to utilize their expertise, whether that was in home décor, which some had degrees in, others had outstanding artistic skills

## Quick Links



USASMA on the Web



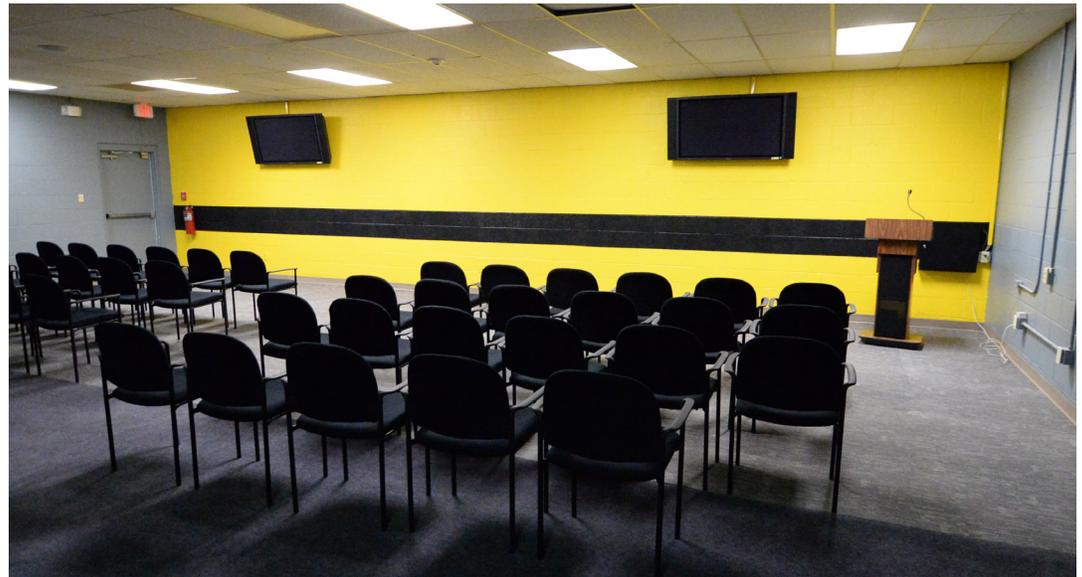
USASMA on Facebook



USASMA on YouTube



USASMA on DoD Live



The Noncommissioned Officer Heritage and Education Center now has a lecture area where units can conduct NCOPD, NCO Induction ceremonies, NCO promotion ceremonies as well as hold classes on NCO history.

and ability. And the result has been fantastic.”

Pritchard also noted the efforts of Sgt. 1st Class Skeet Styer and Staff Sgt. Brandon Burkhart who are assigned to the center as museum specialists.

“They have been the lead individuals in charge of this effort and have done phenomenal things. I also want to highlight our S3 shop – operations, who have done a great job,” Pritchard said. “This has been an all-encompassing volunteer effort of many giving back their time and their level of expertise – carpentry, artistry, or other skill – we are really excited about what is taking place and it will be a great legacy project of Class 65.”

Besides updated and inviting displays, the center now boasts an open classroom area which can be used for Noncommissioned Officer Professional Development, history classes, NCO promotion and induction ceremonies; lectures and more. There are also 10 large monitors located throughout the center which display significant moments in military history and help tell the story of NCO service during those times. The displays, Pritchard said, will eventually be networked into the lecture area so that NCO promotion and induction ceremonies and lectures can be broadcast throughout the center. In the very near future new LED lighting will be installed to help light up and preserve the displays as fluorescent and incandescent lighting can damage the artifacts over time.

With a grand reopening set for May, there is plenty of work yet to be accomplished Styer said and there is a need for volunteers to help.

“We are in need of some people who are artistic and can help design some of the displays,” he said. “We also are looking for someone with carpentry skills who can build an archway for use in the NCO Induction ceremonies.”

Pritchard said the grand reopening will be a “can’t miss” event.

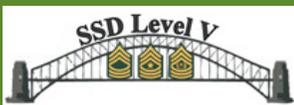
“We are going to ask Maj. Gen. Stephen Twitty, commanding general of Fort Bliss and 1st Armored Division, to come over and be our guest speaker,” Pritchard said. “We will also have a ribbon-cutting ceremony, cake cutting ceremony, and we will also kick it off with an NCO induction ceremony from a unit of selection here on Fort Bliss.”

As far as projects go, Pritchard said this one sits in the very top of his career.

“Some have asked me why I have lead the charge on this; spent so much time getting the teams together and being the lead project manager on this effort. It goes back to I am closer to the end of my career than I am to the beginning,” he said. “Any way that I can give back to the noncommissioned officer corps that is what I am going to do. That NCO Heritage and Education Center is an extension of just that, giving back to the future leaders and senior strategic leaders of our Army.”

While the revitalization is ongoing, the Center, which is located at 11331 SSG Sims St., is open to the public Monday through Friday from 9:00 a.m. until 4:00 p.m. There are currently no guided tours. That will resume sometime after the grand reopening. For more information or to schedule an NCO promotion or induction ceremony call (915) 744-8646. 🍌

# SSD Links



SSD Help Desk  
1-800-275-2872



*"I was bold in the pursuit of knowledge, never fearing to follow truth and reason to whatever results they led."  
Thomas Jefferson*

## FELLOWSHIP Continued from Page 1

### USASMA FELLOWSHIP PROGRAM

SMC Advanced civil schooling program that develops credentialed faculty to enhance senior enlisted leader development.

33 Semester Hours

**Produces Masters Degree in Adult Education for SMC Instructors**  
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**Approved by CSA, 11 December 2014**

FALL	SPRING	SUMMER
<input type="checkbox"/> Introduction to Adult Education <input type="checkbox"/> Introduction to Distance Education <input type="checkbox"/> The Teaching of Adults <input type="checkbox"/> Perspectives on Adult Learning Theory	<input type="checkbox"/> Program Planning in Adult Education <input type="checkbox"/> Historical and Social Issues in Adult Education <input type="checkbox"/> Systematic Instructional Development <input type="checkbox"/> Elective	<input type="checkbox"/> Research and Evaluation in Adult Education <input type="checkbox"/> Research and Adult Education <input type="checkbox"/> Elective

and self-development,” Defreese said. When they come here, our focus will be education and critical thinking. Our instructors have to be world-class.”

USASMA is undergoing a \$6.5 million renovation to classrooms, which includes information technology upgrades.

“We’re putting a lot of money into continuing to keep us moving forward in the 21st century with technology and how people learn, so it only makes sense to couple the technology with the best instructors that we possibly can,” Defreese said.

### Transforming education

Greenlighted by officials such as Gen. Raymond T. Odierno, chief of staff of the Army, and then-Sgt. Maj. of the Army Raymond F. Chandler III, Sgt. Maj. of the Army Daniel A. Dailey, and Institute for NCO Professional Development Director Aubrey Butts, Defreese said the fellowship program is a collaborative effort. The fellowship is part of Secretary of the Army John McHugh and Odierno’s commitment to transforming Army education. It quickly went from an initiative, to a proposal, to an approved program in the span of six months.

“I briefed Gen. David G. Perkins [commanding general, U.S. Army Training and Doctrine Command] on this fellowship at the AUSA convention in October, and he said, ‘This is a no-brainer; I don’t know why we’re not already doing it,’” Defreese said.

“I served seven years as an instructor in the Sergeants Major Course in and out of uniform. ... After I retired and became a contract instructor, I earned a master’s degree in business administration and a master’s in education,” said Sylvester Smith, director of Strategic Plans and manager of the fellowship program. “With all the skills I obtained from the education degree, I was able to be a much better instructor because I understood all the dynamics of education theory and other skills, and I was able to apply it in the classroom. It made me much better at my job. From my experience, I believe an education degree is the right choice.”

### A new standard

Current guidelines do not include educational requirements for sergeant major instructors at USASMA, so it’s hit or miss on the level of instruction, Defreese said.

“The American Council of Education, or ACE, takes into consideration that we [at USASMA] don’t have a degree requirement for our instructors,” Defreese said. “We will, in the future, which will help students get their degrees quicker, besides [raising] the level of instruction [for students].”

It’s “hit or miss” on the level of education students receive because some sergeants major may not have an aptitude to teach, Defreese said.

“As the final selector for instructors coming [to USASMA], you don’t know it by a photo or

by their records whether or not they even have the aptitude to teach,” he said. “They could be a great leader and just not have the aptitude.”

Though educational requirements are not necessary, most sergeants major have a significant amount of college by the time they have graduated from USASMA, and experience as senior leaders.

“As you get [new sergeant major instructors] through the fellowship program, they will be relevant and current with what’s going on in the Army,” Defreese said. “[The pool of instructors] will be fresher — a group that’s coming in with the experience and relevance [that is necessary for the job].”

“This is another way to make the skills consistent across the board by having an education degree,” Smith said. “It’s not just about getting a master’s degree; research shows that teachers with a background in education generally are better teachers than just those with the content knowledge, because we know not all math experts can teach math. ... With a background in education, I was a much better instructor and understood my way around in the classroom. I understood how to transfer that knowledge on to the students with an education degree, so it’s about standardizing the type of education, and then built into that degree are the tools that [students] can use immediately and apply in the classroom when they get there.”

## Savings for the Army

Not only does the fellowship program offer students advantages, it also helps save the Army money in moving costs.

“In most of the degree completion programs, the student would go off to the university regardless of where it is, and then once they would get their first assignment, then they would have to [leave] again,” Smith said. “[This program] saves the Army money — only one permanent change of station, or PCS, cost — and we have people here who can mentor and work with them through this program as they complete it in that year.”

With the current makeup of instructors at USASMA at two per classroom — one military and one civilian associate professor — the fellowship program will also save money through the eventual non-renewal of civilian instructor contracts, said Jesse McKinney, director of Human Resources at USASMA.

“We have a total of 67 green-suit sergeants major authorized to us for the Sergeant Major Course, of which when we have a full load, it’s 45 classrooms, 45 green suiters, 45 civilians,” he said. “We haven’t had a full load as of recently, but another point that we will be able to arrive at with this program is either reduction or elimination of the civilian contracts so that we can have all green suiters on our [teaching] platform.”

Plans also call for expanding the fellowship program to the Sergeants Major Nonresident Course, so that the curricula are the

same as well as how they are instructed, Defreese said. Ultimately, the intent is that the program is a long-term solution to move education forward for senior-enlisted Soldiers.

“It’s 20 fellows a year going in starting the fellowship; 20 fellows each year will graduate. At the end of three years, I will have 60 sergeants major with master’s degrees in adult education,” Defreese said. “So at that point, I will have two master’s-level instructors in each classroom.”

Applications are due March 20. A panel will meet April 13-17 at Human Resources Command in Fort Knox, Ky., to produce an order-of-merit list of candidates. Defreese will make the final selections, which will be announced by April 30. Classes are set to begin Aug. 24.

“It doesn’t mean that we don’t still expect our sergeants major to get down in the trenches with their Soldiers and get dirty, but we really want them to be critical thinkers and to be part of the solution for the future and not dead weight,” Defreese said. “We’ve got to keep up.

“General officers and senior NCOs across the Army are excited about this, extremely excited,” he said. “There is nobody I have talked to that thinks this is a bad idea.”

Meanwhile, USASMA at Fort Bliss lacks instructors for the coming year.

“We have to fill [20] seats in the fellowship and also our seats for the Sergeant Major Course for this coming year, so the folks who may be interested should consider applying up-front because they could at the end of the day receive orders to come to USASMA to be an instructor here anyway,” McKinney said.



## How to apply for the fellowship program

Among the requirements, interested applicants of the Sergeants Major Academy Fellowship Program must be active Army sergeants major and must be able to complete full fellowship and utilization without interruption; possess a bachelor’s degree or higher from an accredited institution with a grade-point average of 3.0 or higher; and must be able to pass the Army physical fitness test and be U.S. citizens, according to military personnel, or MILPER, message 15-045.

Applications must be turned in by March 20 via e-mail to Joel D. Strout at Human Resources Command. Strout’s e-mail address is joel.d.strout.civ@mail.mil. The subject of the e-mail should be “Request to compete for the USASMA Fellowship Program.” Please refer to MILPER message 15-045 for the full contents of the application packet.

All education expenses for selected fellows, including the application fee, tuition and books, will be paid for by the Department of the Army.

For more information visit USASMA’s website at <https://usasma.bliss.army.mil/>.

# NCO called upon to intensify curriculum, training for chaplain assistants

By PABLO VILLA  
NCO Journal

Staff Sgt. Donovan Eaddy knows how vital religious support can be for Soldiers. That's why he approaches his job with a solemn seriousness.

Eaddy is a 56M — a chaplain assistant. Like all chaplain assistants — a sizable amount of who are NCOs — he is charged with providing force protection for his unit's chaplain to ensure fellow fighters have an outlet for religious support. Eaddy was doing just that on Aug. 7, 2010, when he was injured in an improvised explosive device blast in the Khost-Gardez Pass in Afghanistan's Paktika Province.

"I was out going to get religious supplies so my guys could worship freely," Eaddy said of the mission he was conducting that day as part of the famed Rakkasans — the 3rd Brigade of the 101st Airborne

Division. "Do I regret it? I regret the pain. But will I stop going to get my guys supplies so they can practice and pray? No."

That gritty resolve helped Eaddy get through the ordeal and return to duty in order to continue helping his fellow Soldiers engage in religious activities. It also put him in high demand to pass on the lessons forged in combat to new chaplain assistants in a recently revamped course at the U.S. Army Medical Department Center and School at Joint Base San Antonio-Fort Sam Houston, Texas.

The course conducted by the Department of Pastoral Ministry Education, or DPMT, has existed in some iteration at Fort Sam Houston since the late 1990s. But in its infancy, the course existed solely to train Army chaplains. Today, it still conducts training for chaplains through the combat medical ministry course, but now it also integrates training for chaplain assistants through its emergency medical ministry course. The courses run concurrently to allow a chaplain and his or her chaplain assistant — what's known as a Unit Ministry Team, or UMT — to practice their new skills together. The change in scope of education for chaplain assistants was long overdue, said Chaplain (Maj.) Robert Miller, a lead instructor for the DPMT.

"A chaplain assistant, by regulation AR-165, they're force protection," Miller said. "That's their primary mission. One of the things we struggle the most with is getting word out on what chaplain assistants provide for both the Chaplain Corps and the Army. Chaplain assistants aren't drivers. They're not administrative personnel. They're primary mission is as a part of a team with a chaplain. They provide the force protection so the chaplain can provide the religious support. But they do that collaboratively. Each piece needs the other."

## Improving the program

Miller took the reins of the DPMT's instruction in 2012. This was after completing the chaplain's course in 2010. When he arrived, he said the program was in good shape but had some limitations. With the urging and support of Chaplain (Col.) Brent Causey, the AMEDDC&S command chaplain, Miller began an overhaul of the curriculum.

"When I took the course in 2010, one of the things I noticed was that it was more hospital focused," Miller said. "It was a good course, but I also was concerned that we weren't really focusing on what chaplain assistants needed. The course was dealing with



Chaplain (Maj.) Robert Miller, left, and Staff Sgt. Donovan Eaddy are lead instructors of the Combat and Emergency Medical Ministry courses for the Department of Pastoral Ministry Education at the U.S. Army Medical Department Center and School. (Photo by Pablo Villa)

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