



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
300 ARMY PENTAGON
WASHINGTON DC 20310-0300



February 19, 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Request for Nick Hoge Professional Papers on Civilian Human Resources (CHR) Management

The Nick Hoge professional essay competition is an annual essay program dedicated to promoting excellence in CHR management. It was created in memory of a promising young human resources manager whose attributes – innovation, imagination, and personal courage were notable. This memorandum is to solicit professional papers on human resources management and associated topics. The author of the winning essay will be honored at the 2004 Civilian Human Resources Worldwide Conference.

This essay competition provides the opportunity for motivated, aspiring Army professionals to present their views and ideas on the business of CHR management and associated topics. Additionally, it provides the opportunity for the author to present personal ideas directly to the Department of the Army policy makers at the staff level. Papers should be creative, thoroughly researched, and well documented. A panel of subject matter experts will select the winning essay. All Army military and civilian personnel, including local national and nonappropriated fund employees, are eligible to participate.

Entrants should submit papers in a Microsoft Word document (format enclosed) electronically via email directly to Ms. Gwen Crockett, Policy and Program Development Division, Office of the Assistant G-1 for Civilian Personnel Policy, at Gwen.Crockett@us.army.mil. Papers must be submitted by April 30, 2004.

It is requested that addressees ensure Army military and civilian personnel are informed of their eligibility and encourage them to submit essays to this worthwhile professional development program. For additional information, please contact Ms. Gwen Crockett via email at the address listed above or telephonically at DSN 221-0747 or commercial (703) 325-0747.

FOR THE DEPUTY CHIEF OF STAFF, G-1:

David L. Snyder
Assistant G-1 for Civilian
Personnel Policy

Enclosure

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OFFICE OF THE GENERAL COUNSEL, ATTN: SAGC (MS. JOHNSON)

OFFICE OF THE JUDGE ADVOCATE GENERAL, ATTN: DAJA-LE (MS. N

NICK HOGE ESSAY COMPETITION

FORMAT

Submissions will be prepared in Microsoft Word and submitted electronically. Each essay will have a separate cover page. The cover page will indicate the title of the essay; state the author's full name and title, e.g., Dr., Mr., Ms., or rank, if military; provide the complete organizational address including office symbol and zip code; and list the commercial and DSN office telephone numbers as applicable. The typed paper should be double-spaced with each page numbered. Papers are limited to 20 typewritten (size 12 font) pages, exclusive of title, summary, and reference pages. A summary of the contents of the paper should be submitted by the author to assist in the preparation of those papers selected for publication.

CRITERIA FOR JUDGING

The criteria to be used in judging the essay are cited below. The numbers in parenthesis are the weights that will be used when evaluating the papers. The weights of the four criteria add up to a total of 100 points.

- a. Content (35 Points Maximum).** The subject of the essay should deal with Department of the Army Civilian Human Resources management or related work force issues. Papers should present the author's ideas in a clear and convincing manner and should cite research conducted on the subject and document such research in footnotes and/or a bibliography.
- b. Quality of Writing (25 Points Maximum).** While judging will primarily be based on content, considerable weight will also be given to clarity of expression and proper use of language, grammar, spelling, syntax, and punctuation.
- c. Scope (20 Points Maximum).** The essay should have broad coverage or application, extending Department of the Army, Major Command, or Region-wide in terms of impact on organizations, programs, or the work force.
- d. Relevance and Feasibility (20 Points Maximum).** The essay should be relevant to contemporary Army and Federal human resources management. It should be realistic and practical in terms of potential application or implementation. The paper should include what policy and/or procedural changes the author expects the Department of the Army to do with the idea.