

Letter from the Editor

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Dear Readers,
The April issue of the Army Civilian Professional Journal highlights the diverse ways our workforce is adapting to meet the demands of a modernized force. From the specialized world of technical research to the broad strokes of industrial transformation, the articles in this issue emphasize that readiness begins with information and evolves through continuous development.

Our lead article, “Collection Evaluation at a Small Technical Library,” offers a deep dive into the strategic management of information assets. In an era where data is a primary weapon system, ensuring that our technical libraries are lean, relevant, and accessible is not just a matter of housekeeping—it is a requirement for mission success.

Building on this theme of optimization, we explore the critical efforts currently underway in an article on transforming the Organic Industrial Base (OIB). As we modernize our facilities and processes, we must simultaneously focus on upskilling the Army Civilian workforce to navigate these new technological landscapes.

Finally, we look toward the future of learning in “Transforming Army Education,” examining how we can better prepare our professionals for the complexities of tomorrow’s multi-domain operations.

As always, our goal is to provide a platform for the civilian voice to share insights that professionalize our Corps and strengthen the Army enterprise.



Call for Papers:

The Army Civilian Professional Journal, a refereed publication, invites submissions from Army civilians, academics, and practitioners seeking to contribute to the professional development and intellectual growth of the Army Civilian Corps. We seek to publish innovative ideas, lessons learned, and scholarly research that address critical issues and advance the capabilities of Army civilians in support of the Army's mission.

Suggested Topics:

Strategic Leadership & Stewardship

- *Institutional Stewardship*: Exploring how civilians serve as the “continuity” of the Army. This could focus on how to maintain institutional knowledge during military rotations.
- *Leading Without Rank*: Strategies for civilian leaders to exercise influence and build authority through expertise and relationship management rather than formal military hierarchy.
- *The “Software” of the Workforce*: Moving beyond technical skills to discuss emotional intelligence, adaptability, and the ethical mindset required for long-term service.

Workforce Development & Talent Management

- *Upskilling for the Future*: A look at the specific digital or analytical competencies civilians will need by 2030 to support a modernized force.
- *Mentorship vs. Sponsorship*: Identifying the difference between having a mentor and having a sponsor who actively advocates for a civilian's career progression.
- *Recruitment Narratives*: How the Army can better market civilian service to younger generations who may not have a military background.

Operational Excellence

- *Mission Command for Civilians*: Translating the military doctrine of Mission Command into a civilian context—empowering subordinates and managing through “commander's intent.”
- *The Multi-Generational Office*: Best practices for communication and collaboration in an environment where Boomers, Gen X, Millennials, and Gen Z work side-by-side.
- *Case Studies in Success*: Highlighting a specific Army command or office that overcame a major logistical or administrative hurdle through innovative civilian leadership.

Creative & Alternative Perspectives

- *The Ethics of AI in Administration*: A deep dive into how generative AI and automation might change the daily workflow of the civilian corps while maintaining security and integrity.
- *Book Reviews/Reflections*: Analyzing a non-military leadership book (examples include Brené Brown, Francesca Gino, Dorie Clark, or Simon Sinek, amongst many others) and applying its principles specifically to the Army Civilian Corps.
- “*A Day in the Life*”: Short profiles of various career programs (CPs) to help civilians understand how different parts of the enterprise connect.

Submission Categories:

- Research articles: Original scholarly research (~3,000–8,000 words).
- Case studies: In-depth examinations of relevant organizational challenges or successes (~2,000–3,500 words).
- Perspectives: Thought-provoking insights on current issues affecting Army civilians (~1,000–2,500 words).
- Book reviews: Critical reviews of recent books on leadership, management, or defense topics (~500–1,000 words).

Submission Guidelines:

- Manuscripts must be original, unpublished, and not under consideration elsewhere. Please use the Chicago Manual of Style 18th edition.
- Authors must sign a publication agreement and biography form (bio ~75 words) and include contact information.

How to Submit:

Email your article to usarmy.leavenworth.tradoc.mbx.armyu-amsc-civilian-journal@army.mil. Include “Army Civilian Journal Submission” in the subject line.

Contact Information:

For questions or additional information, please contact the editorial team at usarmy.leavenworth.tradoc.mbx.armyu-amsc-civilian-journal@army.mil.

We encourage all members of the Army Civilian Corps and interested parties to contribute to this important forum for professional dialogue and intellectual growth. We look forward to receiving your submissions. Contribute to the conversation shaping the future of the Army Civilian Corps. Submit your work today!