

@USNPEOPLE WEEKLY WIRE

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Chief of Naval Personnel Public Affairs Office

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or find it online at www.navy.mil/cnp

1.) Enlisted Sailors Eligible for Cyber Master's Degree at Naval Postgraduate School / 19 JAN 16 [\[LINK\]](#)

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WASHINGTON (NNS) -- The Naval Postgraduate School (NPS) is accepting applications from active duty and full time support Sailors, E-6 and above, in the information systems technician (IT) and cryptologic technician networks (CTN) ratings for enrollment in the Master of Science in Applied Cyber Operations program as announced in NAVADMIN 013/16, Jan. 19.

The 12-month master's degree program is one of the Navy's many efforts to improve cyber capabilities by building a more professional and stronger cyber workforce.

To be eligible, applicants must have earned a Bachelor of Science from an accredited institution of higher learning in technical fields including, but not limited to, computer science, electrical engineering, and information or engineering technology.

Additionally, applicants must acquire a conditional letter of acceptance from NPS no later than March 14. NAVADMIN 013/16 explains how to submit an NPS application online to obtain a conditional letter of acceptance.

Those selected will be assigned as full-time students under permanent change of station orders to Monterey, California. Students can begin classes in either September 2016 or March 2017. Prospective students should communicate with their detailers to determine eligibility and discuss implications on current assignments.

For more information, read NAVADMIN 013/16 at the NPC website www.npc.navy.mil.

For more news from Chief of Naval Personnel, visit <http://www.navy.mil/local/cnp/>.

2.) Navy Secretary Mabus Leads Far-Reaching Personnel Changes / 19 JAN 16

NAVY TIMES, Meghann Myers

Navy Secretary Ray Mabus has been the driving force for some of the biggest personnel policy changes felt in the Fleet Marine Force and on the deckplates in the past decade.

In 2010, the Navy ordered a ban to smoking on submariners after a report found that non-smokers among the crew were testing positive for nicotine exposure due to second-hand smoke. And in 2013, the Navy Department began a big crackdown against one of its foremost challenges: alcohol abuse.

Sailors and Marines were ordered to randomly perform breath tests at their commands, starting in 2013, which officials called a nonpunitive move to deter alcohol abuse and assist those suffering through it. Many have found the tests patronizing, but the services haven't backed off. At the time, Mabus made clear that targeting alcohol abuse by introducing breathalyzers would reduce other problems.

"Sexual assault. Domestic violence. Suicide attempts," Mabus said in a 2012 interview after the proposal was announced. "If you look at the issues that we have, the Navy and the Marine Corps, alcohol is involved in so many of them."

Now, the Navy has begun saying it has turned a corner in the reducing booze-fueled misconduct.

Mabus recently focused on big changes to the rules that govern Marines and sailors' careers.

In a May speech at the Naval Academy, he unveiled far-reaching reforms like overhauling repetitive general military training, easing fitness standards and an remodeling the Navy officer promotion system.

"In the Navy alone, last year, we separated 1,500 people — 1,500 sailors for failing the [physical fitness assessment]," he said. "That wastes everybody's time and resources. That's more than we separated for drug use, for example."

The announcement was culled largely from ideas being batted around at the chief of naval personnel's office, but with Mabus' backing, several of them were pushed through by the end of the year. This year sees new body fat standards and a new separation threshold for PFA failures.

The service is now piloting longer gym hours at some bases, putting together a plan to test fitness trackers in the fleet this year and coming up with an Outstanding Fitness Award for sailors who regularly max out their fitness tests.

Mabus tripled leave for new Navy and Marine moms to 18 weeks, well ahead of the other services, and extended child care hours. These efforts were aimed to persuade more women to stay in for a career.

"We were just losing way too many women, twice as many women as men in the three- to seven-year mark," Mabus said in the speech.

It remains to be seen how well these improved perks will work. Some women still feel the bureaucracy is disadvantaging women who are starting families.

"The younger generation [of women] are like, it's just not worth it for me to stay in," an O-5 helicopter pilot, who asked not to be named, told Navy Times in November. "If I want to start a family, I'm never going to make rank, I'm never going to be treated the same."

Mabus has also revamped the Navy's year-group promotion process for officers, so that zone distinctions will no longer play a role in the selection process. The aim is to give good performers who haven't hit every mark on the golden path more than two chances to move up.

For those looking for a more flexible career track, Mabus announced expanded in-residence graduate school opportunities, more spots in the career intermission program, and a chance for top-performing junior officers to take three years off and spend them at a Fortune 500 company.

While the options sounded good, not everyone was sold. Takers for the up-to-three year career intermission program have been very small and some mid-career officers worry that, despite assurances, veering of the path could affect their promotions.

"Opening of grad school and CIP is great in the sense that the organization is transmitting, 'This is important to us,'" Lt. Cmdr. Ben Kohlmann, who left active-duty for Stanford business school and a reserve position last summer, told Navy Times in August. "It remains to be seen if the culture will truly embrace it, or they'll just wait out the secretary, as the bureaucracy tends to do with things it's not sure of."

3.) MCPON Wants Sailor Suggestions for Job Title Review / 19 JAN 16

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The leader who will head the Navy's unpopular gender-neutral review sees it as more than a chance to remove "man" from some job titles, but as a means to review and rename some titles to make them more relevant.

Navy Secretary Ray Mabus ordered the review of job titles, which prompted thousands to bash the idea on Facebook as political correctness run amok.

But the Navy's top enlisted sailor sees an opportunity and has volunteered to lead the effort by getting the brass to agree to a complete review.

"What he's asked us to do is, when and where it's appropriate, let's take a look at where we can take 'man' or 'men' out of the nomenclature," said Master Chief Petty Officer of the Navy (AW/NAC) Mike Stevens in a Jan. 14 interview. "But I think we can also review all our ratings. ... Maybe there's rating titles out there that just don't make sense anymore."

Stevens has read SECNAV's memo and discussed it with Chief of Naval Personnel Vice Adm. Bill Moran and Chief of Naval Operations Adm. John Richardson.

Over time the scope of career fields change and sometimes they change enough to where the title doesn't accurately depict what the job is — or even offer a clue about it.

This is an opportunity to bring the Navy's job titles, where necessary and possible, in alignment with the work being done.

Stevens said the review is set to start in late January. He wants to call on senior enlisted sailors from the Navy's major communities to come forward with recommendations — based on deckplate ideas about how sailors describe their jobs.

"First thing that went through my mind is that this can't be my idea — this has to come from the fleet," Stevens said. "It needs to work its way up through enlisted leadership so when they show up in Washington D.C. and go in my conference room and start working on this, that they are the voice of their people."

"I'm going to give them time to go out and canvass the fleet — to pulse the fleet and solicit thoughts, ideas and recommendations," he continued.

Stevens acknowledged that he's taking over a highly unpopular initiative. Thousands complained the effort was a waste of resources that would overturn coveted traditions.

"As a proud female Navy veteran, I can honestly say I couldn't care less if the word "man" was in any rate title," one woman commented in response to the Navy Times article. "I'm 100 percent confident that I could do any job just as well as a male counterpart... I wouldn't need to be coddled with some flowery politically correct term."

Seeking sailors' ideas

Stevens said the review will closely evaluate all job titles for changes and that there will be opportunities to make the case to save some popular ones to Mabus.

“You may argue the point...that we shouldn’t change [a name] because of A or B — but I don’t think he wants us to come back and say we don’t want to do anything,” Stevens said.

Stevens points out that what many overlook is that rating titles have come and gone many times over the past 240 years.

“We’ve done this somewhere around 700 times — we’ve stood up rates, we’ve stood down rates,” he said. “I was talking to a corpsman the other day and guess what they used to be called? Pharmacist’s mate. You could go down the list and so many rates have had different titles.”

Stevens believes that when push come to shove — fleet sailors in these ratings can come up with viable alternatives.

“It’s good to step back once in a while and take a look at things,” he said. “Where so many are hung up on taking the man or men out of the titles, I see this as an opportunity to take a holistic view at our rating titles and see what works best and let sailors tell us.”

He relayed a conversation he had earlier in the week at the annual Surface Navy Symposium in Arlington, Virginia, where a sailor begged him not to change the job title, "engineman."

If you had to change it though, Stevens said, what should it be?

The sailor said he needed a minute to think about it. The new title he came up with — propulsion mechanic.

“That’s just one sailor in five minutes,” Stevens said. “So imagine if you have nearly 290,000 enlisted sailors out there who are going to have an opportunity to provide their leadership input — I think that what we’re all going to be blown away with the ideas and recommendations they have.”

4.) Navy Personnel Chief Confident About Female Submariners / 14 JAN 16 [\[LINK\]](#)

WISC NEWS, Audrey Mcavoy

PEARL HARBOR, Hawaii (AP) — The U.S. Navy's top human resources officer said Thursday he's confident the service will overcome any cultural barriers to fully integrating women into the submarine force.

Vice Adm. Bill Moran, chief of naval personnel, told reporters he plans to get a firsthand look of how well the process is going when he boards the USS Mississippi at Pearl Harbor later this week.

The first two women to serve on the Virginia-class submarine arrived last month. The supply officer and submariner are the first women in the Pacific Fleet and among the first in the Navy to serve on attack submarines.

Asked about traditions in the underwater fleet that may be crude, Moran said he wasn't a submariner himself but he said they were a highly professional force.

"Part of being a professional is treating people with dignity and respect," Moran said. "If there are cultural aspects of being a submariner that don't comport with professionalism, male and female, then I'm sure they're going to figure out a way to get rid of those cultural barriers."

Women have been serving on ballistic missile and guided missile submarines for several years, after the Navy ended a ban on women serving on board submarines in 2010.

But attack submarines are smaller and present different challenges.

The Navy and its contractors have been working on design changes to accommodate mixed-gender crews on submarines, where privacy is scarce for all, but especially the enlisted sailors. Sailors on the roomiest subs sleep nine to a bunk room, with four showers and seven toilets for the roughly 140 enlisted men. And passageways are so narrow that crew members can barely pass one another without touching.

The Navy is first bringing female officers, then senior enlisted women on board the submarines to be followed by junior enlisted women.

The first female enlisted sailors selected for the "silent service" began training at submarine school in Connecticut in August.

Moran said his challenge was to ensure enough women are on board the submarines to have them well-represented throughout the ranks from officer to chief and junior enlisted. Moran has said previously that problems develop if a ship has many junior enlisted females but no senior enlisted women on board to mentor them.

But he said he expects the ranks of female submariners to swell as time passes.

"Once enlisted women get on board submarines and their experiences are positive, that word spreads by social media and other ways and hopefully that helps inspire other women to want to continue," he said.

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