

# DoD FM Connection

Quarterly Newsletter

Spring 2018



## Comptroller Corner

I would like to thank everyone for your continued dedication and hard work each and every day. It has been a very busy and exciting time for the DoD FM community. In February, we rolled out the FY 2019 Defense Budget. This budget is a critical tool in communicating this nation's strategies. Secretary Mattis released the *National Defense Strategy (NDS)* in January 2018. This document details three distinct lines of effort:

1. rebuilding a more lethal, resilient, agile, and ready Joint Force;
2. strengthening alliances as we attract new partners; and
3. reforming the Department's business practices for greater performance and affordability.

When building the FY 2019 Defense Budget, the NDS determined the issues we examined, the decisions we made, and the level of required funding. Congress voted to raise the caps on defense spending. This increase allows us to begin restoring and rebuilding our military. I encourage you to read the *budget press briefing* to learn more about our objectives as a nation and how our defense budget will get us there.

The DoD's financial statement audit directly relates to the NDS' third line of effort. The audit is an important component in the improvement of our business operations. We anticipate auditor findings in many areas. Remediation is why we are doing these audits – to find the problems and fix the root causes. This is a long term, meaningful, and necessary undertaking that encompasses the whole Department. Thus, it is imperative that we continue to build, train, and strengthen the DoD FM workforce.

Congratulations to the winners of the CY 2017 USD(C) FM Awards. Your nominations are indicative of the amazing work being done throughout our community. The USD(C) FM Awards Program recognizes the outstanding contributions of military and civilian individuals and teams to the improvement of DoD financial management. This year, 14 winners have been awarded across four categories (see pages 7-9).

Progress continues with development of the FY 2019 DoD FM Strategic Workforce Plan (SWP). The FM leadership aims to provide the tools and resources that DoD organizations need to recruit, retain, and develop a diverse, agile, highly qualified, and motivated FM workforce—one that supports lethality and readiness capabilities of the Warfighter. To date, we have identified FM workforce strategic priorities and determined our goals and objectives.

I am also pleased to highlight the full launch of an automated individual development plan (IDP) called the FM IDP, which aids employee-supervisor collaboration in career planning. This version is now available to all civilians with a DoD FM Learning Management System (LMS) account. A new signature workflow now allows employees and supervisors to send each other automated e-mails when they have completed their actions on an IDP. Thank you to those who provided feedback during the pilot phase (see page 4). As we begin a new civilian performance cycle for General Schedule (GS) employees, I encourage you to utilize the new FM IDP to outline the training and development you need to close competency skill gaps.

Thank you for all that you do – keep up the great work!



**Honorable David L. Norquist**

*Under Secretary of Defense (Comptroller)  
and Chief Financial Officer*

## FM COMMUNITY

FINANCIAL STEWARDSHIP IN  
SUPPORT OF THE DOD MISSION

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Join us on LinkedIn  
DoD FM Connection

<https://www.linkedin.com/groups/6503683>

To fully access the group page,  
you must be logged into LinkedIn.



<https://fmonline.ousdc.osd.mil>

# Quarterly Spotlight:

## Syracuse University

Martin J. Whitman School of Management

The Office of the Under Secretary of Defense (Comptroller) is continually working to connect the financial management community to the bounty of professional development and training opportunities available. In each issue of this newsletter, check out the Quarterly Spotlight section learn about different programs, institutions, schools, conferences, and more! This quarter's feature is the Defense Comptroller Program at Syracuse University.

Syracuse University has a long history of supporting the educational needs of DoD financial managers. The Defense Comptroller Program (DCP) began in 1952 as the Army Comptroller Program, providing Master of Business Administration (MBA) degrees to U.S. Army personnel. DoD personnel have earned more than 1,900 MBAs at Syracuse since that time, and the DCP has evolved into a joint, dual degree program.

Starting with the DCP 2019 class, students will receive an MBA with a concentration in business analytics from the Martin J. Whitman School of Management and an Executive Master of Public Administration (EMPA) from the Maxwell School of Citizenship and Public Affairs. The DCP is a resident program with a 60-credit hour curriculum covered in 14 months. In addition to the Syracuse University requirements, all students must attain a professional certification, usually the Certified Defense Financial Manager (CDFM) designation. While the majority of students come from the Army, the program is open to all services and defense agencies.

DCP provides resource managers with the conceptual perspective, practical and analytical tools, and management skills required in the increasingly complex, volatile, uncertain, and ambiguous resource management environment. The MBA combines business with government oriented concepts, theories, and principles and enables participants to understand and improve on Army/DoD resource management processes and practices. The EMPA blends an overview of business diversity, policy development and analysis, costing, global competition, change management, critical thinking, organizational culture and environment, and current public administration theory.

The courses for DCP are taught by former senior leaders in DoD financial management on Syracuse's main campus, leveraging state of the art facilities. Ideally, a student would attend the courses sequentially, but one is not a prerequisite for the next.

*“The instructors’ wealth of knowledge was a huge asset to the overall class environment. The focus was material driven and really drilled-down on topic specifics which further aided in the learning process.”*

Additionally, Syracuse offers a range of continuing education courses meeting the training needs of the DoD workforce. On occasion, a mobile course may be conducted to support a specific need.

The Army Comptroller Course (ACC) is a three-week event offered four times per year, providing a basic, multi-disciplined financial and resource management overview to military and civilian personnel. The course includes lectures, practical exercises, guest speakers, and group projects.

The Executive Comptroller Course (ECC) is a three-week event offered four times per year, providing mid-level military and civilian financial managers a broad perspective of the core competencies of defense financial management and the application of those competencies. The course includes lectures, practical exercises, case studies, guest speakers, and group projects.

The Senior Resource Managers Course (SRMC) is a one-week course offered to senior military and civilian personnel, designed to examine the role of the resource manager in today's rapidly changing environment in both peace and conflict.

Our continuing education courses primarily use Army budget materials, but also reference Air Force, Navy, and Marine justification books. The lessons are designed to provide familiarization with budget techniques and procedures that are recognized across DoD.

If you would like additional information about Syracuse University's Whitman School of Management and its course offerings or curriculum, visit <https://whitman.syr.edu/programs-and-academics/programs/defense-programs/defense-programs/index.aspx>.



Pictured: Defense Comptroller Program Class of 2015



# Professional Development Opportunities



## FM STARS pilot program aims to:

- Build a *Strong, Trained, Agile, and Ready* workforce
- Enhance understanding of FM operations in other DoD Components
- Better understand the larger operational environment and individual roles in support of the DoD FM mission
- Reinforce the important role of the civilian, inspiring meaningful contributions to the team and improving effectiveness in the workplace

**Background:** Available to DoD FM civilians enrolled in the FM Certification Program

**Duration:** 3 to 6 months

**Contact your FM Leadership for more information!**

## Calling Future & Current Leaders

Check out the following leadership programs for potential opportunities to advance your career!

- Defense Civilian Emerging Leader Program (4-month cohort)
- Executive Leadership Development Program (10-month cohort)
- Defense Senior Leader Development Program (2-year cohort)
- White House Leadership Development Program (1-year rotational assignment in the National Capital Region)

Each program is tailored to differing levels of career experience. Application deadlines for your Component may vary, so check with your training focal point. Information about each program is available at:

[https://www.cpms.osd.mil/Content/Documents/LDP/Combined\\_Call\\_Nominations.pdf](https://www.cpms.osd.mil/Content/Documents/LDP/Combined_Call_Nominations.pdf)



# Individual Development Plan (IDP) Update

## Career Planning Made Better

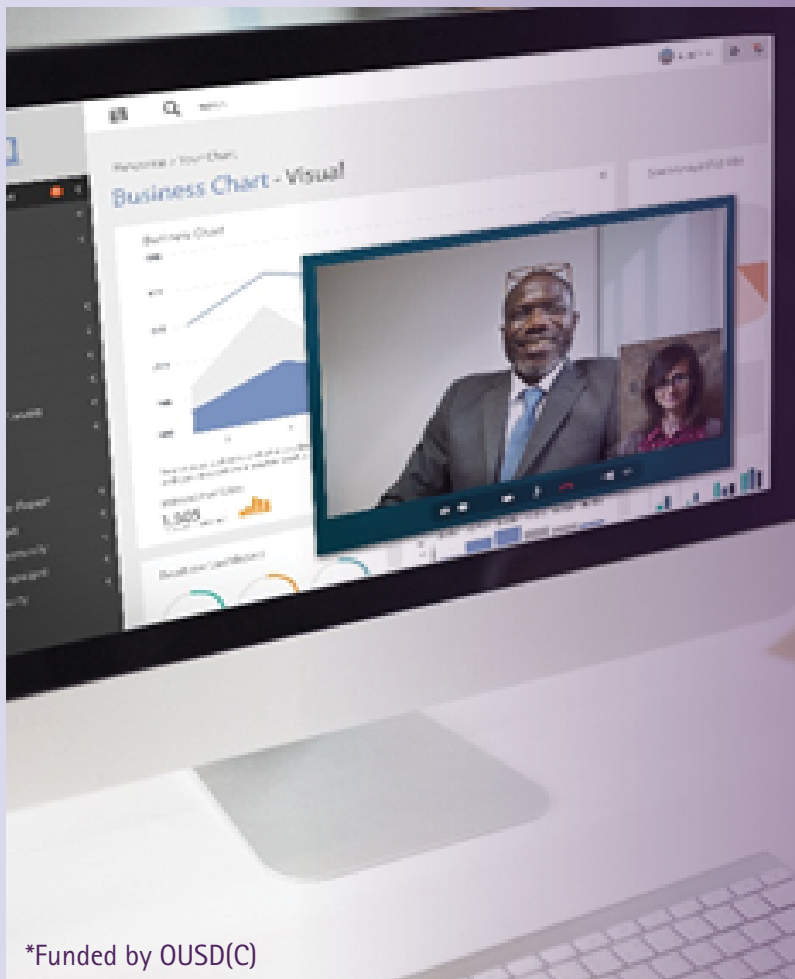
After a successful pilot, the online career planner called FM IDP fully launches this month. The FM IDP is an automated individual development plan (IDP) tool designed to assist employees and supervisors with the career planning process. If you were not able to join us during the pilot, we encourage you to give the FM IDP a try now: <https://fmonline.ousdc.osd.mil/FMmyLearn/IDP/Default.aspx>.

Thanks to input from users across the DoD, the following improvements are available now:

1. The FM IDP is now available to **all** civilians with DoD FM Learning Management System accounts, regardless of occupation or pay grade
2. A signature workflow that allows employees and supervisors to send each other automated e-mails when they have completed their actions on an IDP

If your previous IDP experience has left you wanting, build your next plan in the FM IDP. It is designed to integrate other elements of the FM workforce portfolio, such as the career roadmaps and the FM Certification Program, into your career plan. The FM IDP helps simplify and facilitate conversations between employee and supervisor and encourages a more focused career planning process.

Most importantly, continue to tell us what you think about the FM IDP. While your requested enhancement may not be part of our initial release, we are constantly improving the tool and greatly appreciate your feedback.



\*Funded by OUSD(C)

## Need help earning CETs? Check out the DoD FM Workforce Virtual Training Program

- Live, instructor-led courses in a virtual classroom at NO COST\* to your organization
- Earn 8 – 32 CPEs per course
- Program is administered by Management Concepts, Inc.
- Available to all FMers active in the FM Certification Program (with supervisor approval)

### Learn more:

<https://fmonline.ousdc.osd.mil/CET/cet.aspx>

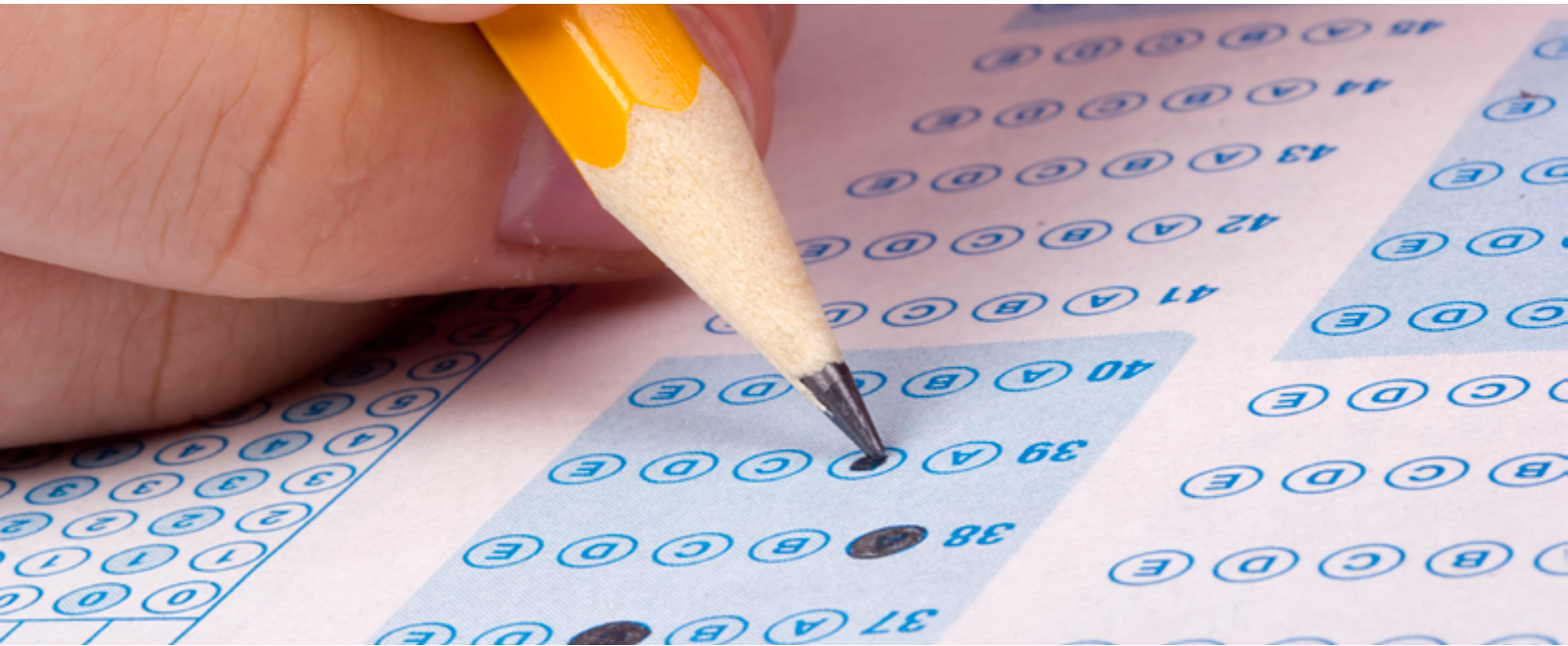
### Program enrollment and course registration:

<http://learn.managementconcepts.com/DoDFMVirtual>



# Key Benefits of Professional Certifications

Professional credentials signal that you are committed to both your own professional development and your organization's success. Making the necessary time to study, prepare, and maintain your certifications sets you apart from others in your field. Members of the DoD FM community are required to achieve and maintain the course-based DoD FM Certification, but have you also considered pursuing a test-based certification? The DoD FM career roadmaps encourage individuals at Levels 2 and 3 of the DoD FM Certification program to also seek at least one FM-related test-based certification. There are 22 test-based certifications that have been deemed as applicable to the Financial Management career field. You can view the [list of certifications](#) on FM Online under the Professional Development tab.



## Check out these 8 benefits of professional test-based certifications:

1. Communicates a baseline competency level in a standard body of knowledge that is recognized by peers and management.
2. Illustrates a mastery of knowledge and skills that defines a particular area of expertise.
3. Demonstrates commitment to continuously improving skills and expertise.
4. Positions you to be an expert in your field.
5. Facilitates greater employment opportunities, e.g., some positions may require a specific certification.
6. Maintains your competitive edge.
7. Increases your confidence.
8. Maintains currency in professional knowledge of laws, regulations, and best practices.

There are many more benefits depending on your circumstance. Consult your supervisor and/or mentor(s) about what may work best for you.



# FM Training Events

OUSD(C) recently provided career development training and provided DoD FM Certification Labs at several local training events. FMers received information on new workforce development initiatives and had the opportunity to ask questions about FM Certification and Continuing Education and Training (CET) requirements.

## National Capital Region (NCR) PDI

On March 8, 2018, the NCR Chapter of the American Society of Military Comptrollers (AMSC) hosted a PDI in Washington, DC. The keynote speaker was the Honorable David L. Norquist, Under Secretary of Defense (Comptroller). Via video, he communicated the importance of protecting taxpayers' money while building their confidence through the DoD full financial audit. He also discussed how financial management and the budget process fit into national and defense strategies.

Ms. Glenda Scheiner, Director of OUSD(C)/HCRM, gave a presentation titled [Unlock Your Potential: Charting a Successful DoD FM Career](#). She provided strategies on how to navigate a successful DoD FM career, discussed new professional development initiatives, such as the [DoD FM Workforce Virtual Training Program](#) and the FM IDP, and presented tools for growing one's technical and leadership expertise. Ms. Scheiner charged FMers to examine the various [FM and leadership competencies](#) and [career roadmaps](#) to strategically develop a career plan. Rather than taking training that merely fulfills CET requirements, FMers should use training to build the skills necessary to ascend and grow. Ms. Scheiner also encouraged FMers to stay informed on these issues by regularly visiting FM Online and engage through the DoD FM Connection LinkedIn Group <https://www.linkedin.com/groups/6503683>.



*Pictured above is the DoD FM Workforce Development booth, Ms. Glenda Scheiner presenting her career development briefing, and Ms. Glenda Scheiner standing with Ms. Evelyn Roll, the 1st person certified in the DoD FM Certification Program.*





# Congratulations to the CY 2017 USD(C) FM Awards Winners!

The winners of the Under Secretary of Defense (Comptroller) CY 2017 FM Awards Program were announced April 4, 2018. This program recognizes military and civilian teams and individuals who made outstanding contributions to the improvement of DoD Financial Management during the 2017 calendar year. A total of 93 nominations were submitted to OUSD(C) and evaluated by a Defense-wide Board. A total of 14 awards are scheduled to be presented on May 30, 2018 at the ASMC National PDI in Denver, Colorado. Below is the list of award winners by category:

## Contributions in Budget Formulation or Execution

### *Individual Awards*

#### *Headquarters and Major Command*

##### **MAJ Scott D. Mras – HQDA**

*Project Name:* Savings and Realignment in Aviation and Readiness Portfolios

*Component:* Army

#### *Below Major Command*

##### **MAJ Bretlan C. Warrell – 79th Theater Sustainment Command**

*Project Name:* TSC Transformation

*Component:* Army

### *Team Awards*

#### *Headquarters and Major Command (Joint Award)*

##### **MDA Close Out and Unmatched Transaction Team – Director for Operations/Comptroller**

*Project Name:* MDA FY17 Close Out and Unmatched Transaction Improvements

*Components:* Missile Defense Agency (MDA); Defense Finance and Accounting Service (DFAS)

Matthew Cox

Terri Bradley

Heather Griffith

Amber Bray

Scotty Nix

Ava Caldwell

Dina Crowley

Tom Rhamstine

Leslie Doty

Debbie Sivyer

Paula Kennedy

Sharon White

Katie McCord

Patricia Whitley

M. Traci Donovan

Tina Blosser

Michael Pasch

Joshua Thomas

Michele Winiecki

#### *Below Major Command*

##### **Government of Japan Burden Share Team – 374 CPTS/FMA**

*Project Name:* Government of Japan Burden Sharing Program

*Component:* Air Force

Capt Jared Abramowicz

Kaoru Baarde

Takashi Yoshioka

Eri Seki





# Contributions in Financial Management (Excluding Budget)

## Individual Awards

### Headquarters and Major Command

#### **Meredith L. Morefield – USTRANSCOM J8**

*Project Name:* USTRANSCOM Financial Reporting Implementation

*Component:* United States Transportation Command (USTRANSCOM)

### Below Major Command

#### **SrA Ernest T. Swain – 1 SOCPTS**

*Project Name:* 1 SOCPTS Financial Operations Flight

*Component:* Air Force

## Team Awards

### Headquarters and Major Command

#### **DFAS IT Payroll Services Blended Retirement System (BRS) Team – Information and Technology**

*Project Name:* Implementing BRS across the Military Pay Enterprise

*Component:* Defense Finance and Accounting Service (DFAS)

Kristina Krebs	Vivian Tookes
Scott McComas	Craig Hosteng
Matthew Browne	Charles Zwolle
Brian Hirman	Ruth Wolf
Craig Maddox	Joseph Benzel
Kenyon Porter	Colleen Lohsl
Thomas Kenworthy	Matt Boose
Dana Heidenreich	Vadim Kazachkov
Julene Bishop	Jerry Moore
Joanne Moran	Paul Templeton

### Below Major Command

#### **Travel Pay Electronic Workflow Team – Travel Pay**

*Project Name:* Travel Pay Electronic Workflow

*Component:* Defense Finance and Accounting Service (DFAS)

Nathaniel T. Hollibaugh	Trina J. Cianfrocco
Sean T. Powers, Sr	Mark J. Durr





# Contributions in Financial Management in a Contingency Operation

## Individual Award

**Lt Col Michael Bennett – SAF/FMB**

*Project Name:* Contributions in Financial Management in a Contingency Operation

*Component:* Air Force

## Team Award (Joint Award)

**Combined Security Transition Command, Afghanistan, CJ8 Team – Combined Security Transition Command, Afghanistan**

*Project Name:* Fiscal Strategy for the Afghanistan National Defense Security Forces Roadmap

*Components:* Army; Air Force

LTC Mark Endsley

CPT Andrew Weston

Lt Col Robert Clay

Capt Michael Kazakoff

MAJ Brandon Fulton

SSG Michael Riggs

Maj Terrence Wilson

Anthony Carter

# Contributions to Financial Improvement and Audit Readiness

## Individual Awards

### Headquarters and Major Command

**Vanessa D. Crawford – IT Policy, Compliance and Acquisition**

*Project Name:* Risk Management Framework Transition

*Component:* Defense Finance and Accounting Service (DFAS)

### Below Major Command

**Todd E. Green – Air Force Life Cycle Management Center**

*Project Name:* Air Force Life Cycle Management Center Military Equipment Valuation Audit Effort

*Component:* Air Force

## Team Awards

### Headquarters and Major Command

**Navy Asset Management Team – ASN (FMC)(FO), NAVSEA, NAVAIR, SPAWAR, and NAVSUP (Business Systems Center)**

*Project Name:* Navy's General Plant, Property and Equipment Reporting

*Component:* Department of the Navy (DON)

William Aldrich

Pizzel Keen

Jane Kiggins

Staci Anderson

William Stringer

Joel Carey

Jenise Leon-Guerrero

Joseph Damour

John Hartke

Leslie Johnson

Jimmy Marsh

Jay Rubin

Roger Johnson

Karin Britt

Dave Urich

Bryan Folger

### Below Major Command

**FMR Working Capital Fund FIAR Team – AFSC/FMR**

*Project Name:* FMR Working Capital Fund FIAR Team

*Component:* Air Force

Jeremy Oldham

Mike Goodpaster

Paul Dean

Wendy Smith

Tuyen Tu

Fred Strothmann



# DoD FM Certification Update

The DoD FM Certification Program (DFMCP) was implemented as a tool to enhance the DoD FM community's ability to support the warfighter and the DoD mission through responsible, efficient, and effective financial stewardship. The DFMCP is the hallmark program to develop our FM workforce as we adapt and prepare for future challenges. This program provides training in the necessary competencies to help the DoD achieve auditable financial statements and become a more analytic workforce.

Since the program's inception in 2013:

- More than **38,500** FMers of the DoD FM community are certified\*
- More than **570,000** course completions of the **80** OUSD(C)-developed web-based courses
- More than **13,000** courses (includes **9,300** academic courses from over **1,100** institutions) are listed in the [FM myLearn e-catalog](#) that can be applied towards your initial Certification or CETs

Remember, if you are promoted to a position that requires a higher Certification level than you already have, you must obtain Certification at that higher level within 2 years. However, this does not necessarily mean that you have to start over from square one. Courses used towards lower Certification levels may also have content that aligns at higher Certification levels. Refer to the [DoDI 1300.26](#) for more information about FM Certification policy.

*\*As of April 3, 2018*

## Certificate Printing

If you have earned your FM Certification, we would like to recognize your hard work by making available a professionally printed certificate. To request a printed certificate now, click the following link:

<https://fmonline.ousdc.osd.mil/Certification/Certification-Print-Req.aspx>

The request form is also accessible on FM Online by clicking one of the following:

1. **Request DFMC Certificate** button on the menu bar from any page;
2. **Request Now** in the DFMC Printed Certificate box at the bottom of the home page;
3. **Request your certificate today!** on the Most Recent DFMCs home page rotator banner; or
4. **Request your certificate today** on the About the FM Certification Program page

Please be aware that the printing process can take up to eight weeks, as requests are processed on a monthly basis.



## Extra! Extra! Read All About It!

Congratulations to all newly DFMCP certified FMers! Your diligence in completing the training bolsters a strong workforce and the DoD mission. The latest list of awardees is available on the FM Online home page.

Download the latest list at  
<https://fmonline.ousdc.osd.mil/>



## FM LMS Patch

The FM Learning Management System (LMS) will be down from May 5th-6th and is scheduled to be back up on May 7th. During this time, a patch will be applied to fix current gaps existing in the system. The patch will not change the look and feel of the FM LMS. If you do notice any differences, please contact the FM LMS Help Desk.



# See you in Denver!

Elevate your FM Career! Stop by the DoD FM Workforce Development Booth at ASMC National PDI!

- See the demo for the new FM IDP demo
- Get information on new initiatives & programs
- Learn about CET resources
- Issues with the FM LMS? Receive in-person troubleshooting assistance at the FM Certification Lab or quick-help Kiosk

<https://engage.asmconline.org/pdi2018/home>

## Frequently Used Links

### CET Resources

<https://go.usa.gov/xXqxM>

### Civilian Career Roadmaps

<https://go.usa.gov/xNpqB>

### Competencies – Financial Management

<https://go.usa.gov/3GuFP>

### Competencies – Leadership

<https://go.usa.gov/cXZSB>

### Course Search – Academic

<http://go.usa.gov/cmAs3>

### Course Search – Training

<https://go.usa.gov/cVEbk>

### DoD Instruction 1300.26

<https://go.usa.gov/xNsFD>

### FM myLearn

<http://go.usa.gov/BbaW>

### Handbook (FM Certification Program Information)

<http://go.usa.gov/xWHTm>

### Interactive Learning History Worksheet (iLHW)

<http://go.usa.gov/cmghW>

### Job Aids

<http://go.usa.gov/373F4>

### LinkedIn Discussion Group

<https://linkedin.com/groups/6503683>

### LMS Three-Step Process

<http://go.usa.gov/3H4mW>

### Professional Development for FMs

<https://go.usa.gov/xNpqZ>

### Program User Guide

<http://go.usa.gov/373F4>

### Tools/Templates/Forms

<https://go.usa.gov/3GJgc>

### Web-Based Courses List (OUSD(C) developed)

<https://go.usa.gov/xNpqs>



<https://fmonline.ousdc.osd.mil>