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United States Army Combined Arms Center

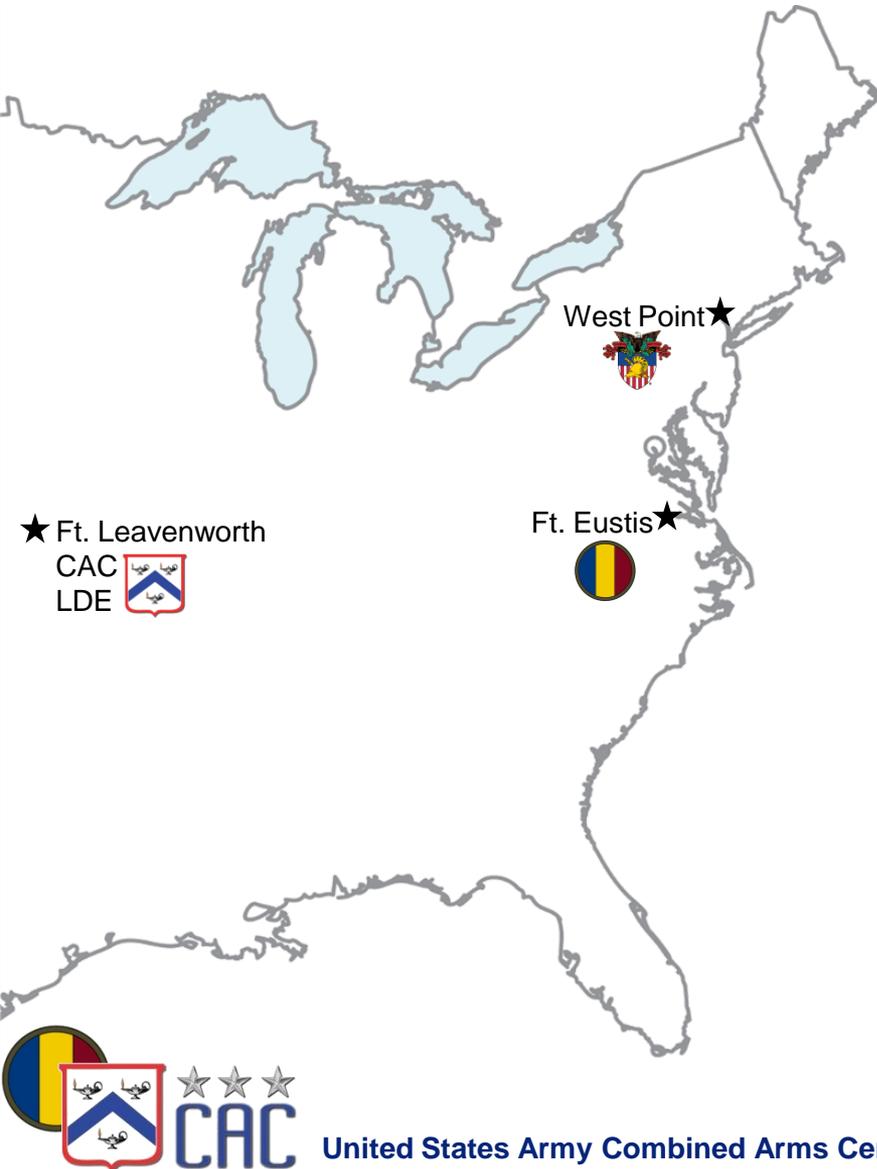


The Center for the Army Profession and Ethic (CAPE) Information Brief



Center for Army Profession and Ethic

CAPE Overview



MISSION: Educate the Total Army about the Army Profession, Army Ethic, and character development

TASKS:

- Provide world class, readily available education and training resources
- Generate demand for resources through effective information and meeting end-user needs
- Integrate AP doctrine into all military and civilian professional education and development opportunities
- Assess effectiveness of education programs and understanding of Army Profession, Army Ethic and character development

END STATE:

Army Professionals:

- Are aware of and understand the Army Profession doctrine and concepts
- Participate in an ongoing dialog about the profession
- Conduct themselves in a manner worthy of their professional status

CAPE's Birthday

May 2008

Army Center for the Professional Military Ethic (ACPME) established at West Point



Mission from CSA

To increase Army-wide understanding, ownership, and sustained development of PME through research, education, and publication

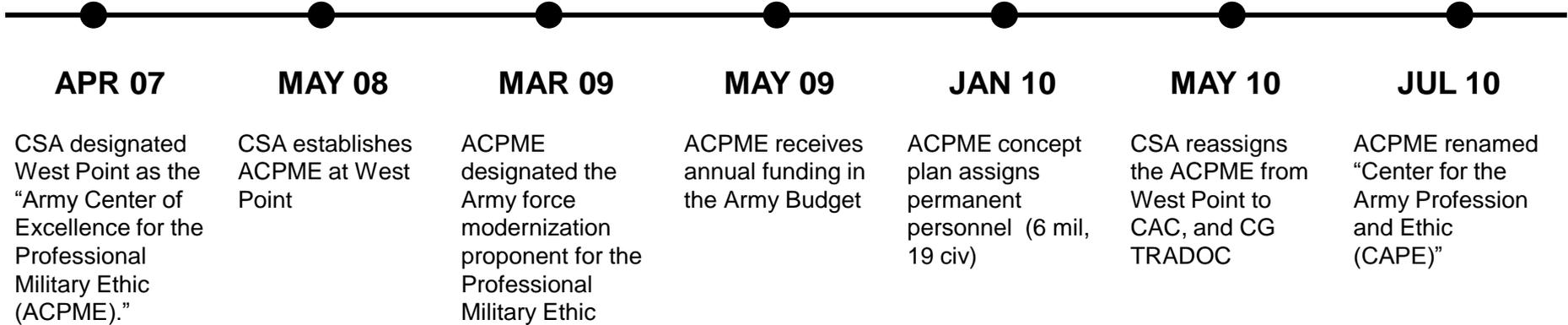
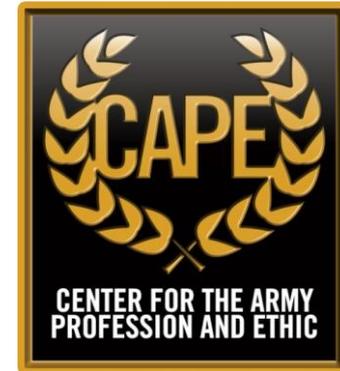
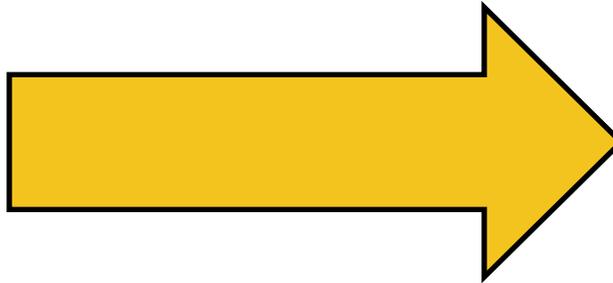
Objectives

- Assess, study, and refine the PME of the force
- Create and integrate PME knowledge
- Accelerate PME development in individuals, Units, and Army Culture
- Support the socialization of the PME across the Army culture and profession

CSA's Vision for the Army

An Army that lives the Army Values and embodies the Professional Military Ethic challenges faced in an era of persistent conflict

CAPE's Evolution



Army Profession Campaign of 2011

Proactive strategic assessment to determine the health of the Army Profession after 10 years of combat

- 1. What does it mean for the Army to be a profession?**
- 2. What does it mean to be a Army professional?**
- 3. After nine years of war (as of October 2010), how are we as individual professionals and as a profession meeting these aspirations?**

Profession of Arms Campaign Findings

Areas to Maintain

1. Tactical expertise and effective decentralized operations
2. Strong sense of service and sacred calling shared across all cohorts of the Army
3. Widespread endorsement across all cohorts for the Army Values and traditions
4. Strong NCO Corps
5. Trust at the unit and individual level

Areas to Strengthen

1. No cohesive one-source doctrine exists for the Army Profession
2. Cultural imbalance exists by not practicing the Army Values
3. Significant lack of confidence in leader competence and candor
4. Certification systems lack rigor and credibility
5. Professional Military Education undervalued and underutilized
6. Too much variance in standards and basic discipline
7. Personnel policies are outdated and do not support career needs
8. Lack of coaching, counseling, and mentoring by stewards of the Army Profession

ARMY PROFESSION DOCTRINE

Our Army Profession

Army Profession

A unique vocation of experts certified in the design, generation, support, and ethical application of landpower, serving under civilian authority and entrusted to defend the Constitution and the rights and interests of the American people.

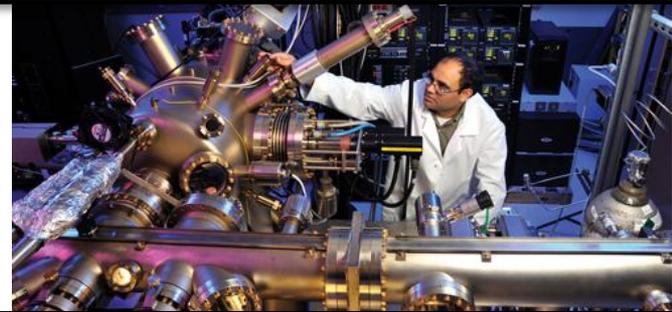
Profession of Arms

Comprised of the uniformed members of the Army Profession.



Army Civilian Corps

Comprised of the non-uniformed Department of the Army Civilian members of the Army Profession.



Army Professional

A member of the Army Profession who meets the Army's professional certification criteria (competence, character, and commitment).

Five Essential Characteristics of the Army Profession

Military Expertise



Our Ethical Application of Landpower

Honorable Service



Our Noble Calling to Service and Sacrifice

Trust



The Bedrock of our Profession

Esprit de Corps



Our Winning Spirit

Stewardship of the Profession



Our Long Term Responsibility

Trust between Soldiers
Trust between Soldiers and Leaders
Trust between Soldiers, their Families and the Army
Trust between the Army and the American People

Loyalty • Duty • Respect • Selfless Service • Honor • Integrity • Personal Courage

Ethical Foundation: Legal and Moral

Army Ethic Framework



	Legal Foundations <i>(codified)</i>	Moral Foundations
<p>Army as Profession <i>(Laws/values/norms for performance of collective institution)</i></p>	<p><u>Legal-Institutional</u></p> <ul style="list-style-type: none"> The U.S. Constitution Title 5, 10, 26, U.S. Code Treaties of which U.S. is party Status of Forces Agreements Law of Land Warfare 	<p><u>Moral-Institutional</u></p> <ul style="list-style-type: none"> The U.S. Declaration of Independence Just War Tradition Army Culture – “Can-do” Trust Relationships of the Profession
<p>Individual as Professional <i>(Laws/values/norms for performance of individual professionals)</i></p>	<p><u>Legal-Individual</u></p> <ul style="list-style-type: none"> Oath of: <ul style="list-style-type: none"> Enlistment Commission Office U.S. Code – Standards of Exemplary Conduct UCMJ Rules of Engagement Soldier’s Rules 	<p><u>Moral-Individual</u></p> <ul style="list-style-type: none"> Universal Norms: <ul style="list-style-type: none"> Accepted Human Rights Golden Rule Values, Creed & Mottos: <ul style="list-style-type: none"> “Duty, Honor, Country” NCO Creed, Civilian Creed 7 Army Values Soldier’s Creed, Warrior Ethos

Professional Certification Process



Progressive Certifications: The combination of education, evaluations, promotions, and assignments that verify and validate an Army professional's competence, character, and commitment to fulfill responsibilities and perform assigned duties with discipline and to standards.

Professional Certification Criteria

COMPETENCE: Army professional's demonstrated ability to successfully perform their duties and to accomplish the Mission with discipline and to standard

CHARACTER: An Army professional's dedication and adherence to the Army Values and Ethic as consistently and faithfully demonstrated in decisions and actions

COMMITMENT: The resolve of Army professionals to contribute Honorable Service to the Nation, to perform their duties with discipline and to standards, and to strive to successfully and ethically accomplish the mission despite adversity, obstacles, and challenge

Our Army Profession

Army Profession

A unique vocation of experts certified in the design, generation, support, and ethical application of landpower, serving under civilian authority and entrusted to defend the Constitution and the rights and interests of the American people

Communities of Practice

Profession of Arms

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The Framework of the Army Ethic

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Professional Certification Criteria

COMPETENCE in the performance of duty

CHARACTER demonstrated in decisions and actions

COMMITMENT to the mission despite adversity, obstacles, and challenge

DISCUSSION