

Personnel—General

**General  
Douglas  
MacArthur  
Leadership  
Award  
Program**

Headquarters  
Department of the Army  
Washington, DC  
16 May 2003

**UNCLASSIFIED**

# ***SUMMARY of CHANGE***

AR 600-89

General Douglas MacArthur Leadership Award Program

This new Department of the Army regulation--

- o Describes the General Douglas MacArthur Leadership Award Program (previously prescribed by a Department of the Army circular).
- o Establishes guidelines and procedures for administering the General Douglas MacArthur Leadership Award.

Personnel—General

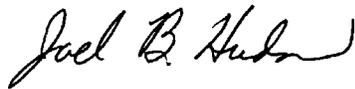
General Douglas MacArthur Leadership Award Program

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By Order of the Secretary of the Army:

ERIC K. SHINSEKI  
General, United States Army  
Chief of Staff

Official:



JOEL B. HUDSON  
Administrative Assistant to the  
Secretary of the Army

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**History.** This publication is a new Department of the Army regulation.

**Summary.** This regulation provides policy for administering the General Douglas MacArthur Leadership Award Program.

**Applicability.** This regulation applies to all commissioned and warrant officers in

the Active Army, the Army National Guard of the United States (including periods when operating in an Army National Guard capacity), and the U.S. Army Reserve.

**Proponent and exception authority.** The proponent of this regulation is the Deputy Chief of Staff, G–1. The proponent has the authority to approve exceptions to this regulation that are consistent with controlling law and regulation. The proponent may delegate this approval authority in writing to a division chief within the proponent agency in the grade of colonel or the civilian equivalent.

**Army management control process.** This regulation does not contain management control processes.

**Supplementation.** Supplementation of this regulation and establishment of command and local forms are prohibited without prior approval of the Deputy Chief of Staff, G–1, ATTN: DAPE–HR–L, 300

Army Pentagon, Washington, DC 20310–0300.

**Suggested improvements.** Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to: Deputy Chief of Staff, G–1, ATTN: DAPE–HR–L, 300 Army Pentagon, Washington, DC 20310–0300.

**Distribution.** This publication is available in electronic media only and is intended for command levels C, D, and E for the Active Army, the Army National Guard of the United States, and the U.S. Army Reserve.

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## 1. Purpose

This regulation prescribes requirements and procedures for administering the General Douglas MacArthur Leadership Award Program. This regulation also publishes requirements and procedures for nominating and selecting outstanding company grade officers.

## 2. References

Required and related publications and prescribed and referenced forms are listed in appendix A.

## 3. Explanation of abbreviations and terms

Abbreviations and terms used in this regulation are explained in the glossary.

## 4. Responsibilities

*a. Chief of Staff, Army.* The Chief of Staff, Army (CSA) or a designated representative will present an engraved bronze bust of General Douglas MacArthur to recipients at an award ceremony to be held at the Pentagon.

*b. Deputy Chief of Staff, G-1.* The Deputy Chief of Staff, G-1 (DCS, G-1) will—

(1) Provide overall supervision of the award program and selection process.

(2) Plan and execute the ceremony to recognize award recipients.

*c. Director, Army National Guard of the United States.* The Director, Army National Guard of the United States (Director, ARNGUS) will select recipients for the General Douglas MacArthur Leadership Award from ARNGUS.

*d. Chief, Army Reserve.* The Chief, Army Reserve (CAR) will select recipients for the General Douglas MacArthur Leadership Award from the U.S. Army Reserve (USAR).

*e. Commanders of major Army commands.* Commanders of major Army commands (MACOMs) will select nominees for the General Douglas MacArthur Leadership Award from their respective commands.

## 5. Objectives

The General Douglas MacArthur Foundation, in coordination with the Department of the Army, established the General Douglas MacArthur Leadership Award to—

*a.* Recognize those company grade officers who demonstrate the ideals for which General MacArthur stood: Duty, Honor, and Country.

*b.* Promote and sustain competent junior officer leadership in the Army.

## 6. Eligibility criteria

*a.* Candidates must meet the following criteria:

(1) Be company grade officers in the rank second lieutenant (2LT), first lieutenant (1LT), captain (CPT), warrant officer, W-1 (WO1), or Chief Warrant Officer, W-2 (CW2) in the U.S. Army. (CPTs or CW2s must not be on a promotion list to major or Chief Warrant Officer, W-3, respectively, as of 31 December of the calendar year considered.)

(2) Meet height and weight standards specified in Army regulation (AR) 600-9.

(3) Pass the Army Physical Fitness Test (APFT) within the calendar year considered. (APFT refers to both the physical training (PT) test for officers without profiles, consisting of push-ups, sit-ups, and the 2-mile run, and the alternate PT test as prescribed by health care personnel for officers with permanent profiles.)

*b.* The General Douglas MacArthur Leadership Award is intended to recognize leadership contributions in the field Army environment; therefore, only company grade officers assigned to the units specified in paragraphs 7*d* and 7*e* are eligible for the award. Officers assigned or detailed to the Army Staff or the Secretariat, regardless of component, are not eligible for the award, except for service while assigned to a qualifying unit during the calendar year being considered. In such cases, only the qualifying unit may nominate the officer for the award.

## 7. Participation criteria

*a.* Participation is open to company grade officers of the ARNGUS; USAR; Headquarters, Department of the Army (HQDA) field operating agencies (FOAs); and all MACOMs.

*b.* There are 27 awards to be distributed as follows:

- 7 awards, ARNGUS (6 officer and 1 warrant officer);
- 7 awards, USAR (6 officer and 1 warrant officer); and
- 13 awards, Active Army (12 officer and 1 warrant officer).

*c.* The ARNGUS and USAR conduct their own nomination and selection boards. These boards are single purpose and exist for just a short time.

*d.* A central selection board at HQDA selects Active Army officers. A board that already exists for another purpose

is used. A different board performs this function each year. Based on company grade officer density, MACOMs are allotted the following number of nominations:

- (1) U.S. Army Forces Command—six officers and one warrant officer.
- (2) U.S. Army Training and Doctrine Command—two officers and one warrant officer.
- (3) U.S. Army Europe and Seventh Army—two officers and one warrant officer.
- (4) U.S. Army Medical Command—two officers and one warrant officer.
- (5) U.S. Army Space and Missile Defense Command—one officer and one warrant officer.
- (6) U.S. Army Criminal Investigation Command—one officer and one warrant officer.
- (7) U.S. Army Corps of Engineers—one officer and one warrant officer.
- (8) U.S. Army Intelligence and Security Command—one officer and one warrant officer.
- (9) U.S. Army Materiel Command—one officer and one warrant officer.
- (10) U.S. Army Military District of Washington—one officer and one warrant officer.
- (11) U.S. Army Pacific—one officer and one warrant officer.
- (12) Eighth U.S. Army—one officer and one warrant officer.
- (13) U.S. Army Special Operations Command—one officer and one warrant officer.
- (14) U.S. Army South—one officer and one warrant officer.
- (15) Military Traffic Management Command—one officer and one warrant officer.

*e.* Headquarters, Department of the Army FOAs are allotted one officer and one warrant officer nomination each. An HQDA FOA selection board, coordinated and conducted by the Human Resources Policy Directorate, Office of the DCS, G-1, will select one officer and one warrant officer nominee to compete with the MACOM nominees for Active Army award selection. This board is a single-purpose board and exists for a very short time.

## **8. Selection criteria**

- a.* Selection is based on the overall leadership performance of the officer during the calendar year of consideration.
- b.* Selection is based on existing information and should not cause the development of additional sets of records.
- c.* The following factors are considered:
  - (1) Leadership performance that exemplifies the ideals of Duty, Honor, and Country.
  - (2) Ability to influence others to accomplish the mission by providing purpose, direction, and motivation.
  - (3) Understanding of human nature and ability to gain consensus among diverse groups.
  - (4) Demonstration of technical and tactical competence.
  - (5) Commitment to the Army values of loyalty, dedication to duty, respect, selfless service, honor, integrity, and personal courage.
  - (6) Development of cohesive teams that anticipate requirements and exercise initiative within the commander's intent.
  - (7) Intangible aspects of leadership, to include people skills, leadership climate, and interpersonal communications.

## **9. Selection process for the Army National Guard of the United States and the U.S. Army Reserve**

*a. Army National Guard of the United States.* The Director, ARNGUS will establish an award selection board process consistent with this regulation for the ARNGUS. The ARNGUS selection board will forward the list of winners to the Deputy Chief of Staff, G-1, ATTN: DAPE-HR-L, 300 Army Pentagon, Washington, DC 20310-0300, not later than 15 February following the calendar year for which the award is given.

*b. U.S. Army Reserve.* The CAR will establish an award selection board process consistent with this regulation for the USAR. The USAR selection board will forward the names of winners to the Deputy Chief of Staff, G-1, ATTN: DAPE-HR-L, 300 Army Pentagon, Washington, DC 20310-0300, not later than 15 February following the calendar year for which the award is given.

## **10. Selection process for the Active Army**

*a.* The MACOMs will establish and follow a nomination process consistent with all the eligibility criteria and procedures outlined in this regulation. The MACOMs will forward their nominations to the Deputy Chief of Staff, G-1, ATTN: DAPE-HR-L, 300 Army Pentagon, Washington, DC 20310-0300, not later than 8 January following the calendar year for which the award is given. Nomination packets will consist of only the items noted below:

(1) A memorandum from the officer's chain of command endorsing the nomination and including a statement that the officer has been nominated by the respective unit, has met the standards of the weight-control program, and has passed the APFT within the calendar year considered.

(2) The following enclosures are included:

*(a)* The officer's full name, grade, unit of assignment, current duty position, unit mailing address, duty telephone numbers (commercial and Defense Switched Network (DSN)), and electronic mail (e-mail) address.

*(b)* One official color photograph in Class A uniform without headgear.

(c) Narrative of leadership accomplishments (not to exceed two double-spaced typed pages) based on the criteria for evaluation contained in paragraph 8.

(d) A copy of Department of the Army (DA) Form 4037 (Officer Record Brief).

b. The board to select a nominee among HQDA FOAs will be established under separate memorandum from the DCS, G-1 consistent with this regulation.

c. The HQDA selection board for Active Army company grade officers will convene during January following the calendar year for which the award is given. Board results will be released no later than 1 March in message format. Results will include ARNGUS and USAR winners.

## 11. Awards

a. Awards will be distributed according to paragraph 7b of this regulation. Winners will be announced following the selection board process and will be recognized as noted below.

b. Winners will attend an award ceremony and an informal reception sponsored by the CSA at the Pentagon in May following the calendar year for which the award is given.

c. Winners will receive a memorandum of commendation from the CSA for placement in their official military personnel files.

d. Winners will receive a gold watch with the Association of the U.S. Army (AUSA) logo from AUSA and an engraved bronze bust of General MacArthur from the MacArthur Foundation.

e. Pursuant to Department of Defense (DOD) Regulation 5500.7-R and Title 5 of the Code of Federal Regulations (CFR), Section 2635.204(d), the Army Standards of Conduct Office has determined that the awards are part of a bona fide, regularly established program of recognition. Accordingly, recipients selected for this award may accept the gifts.

## 12. Funding

a. The MACOMs, the Office of the Chief, Army Reserve (OCAR), and the ARNGUS will fund travel and per diem costs for their respective award winners to attend the awards ceremony.

b. HQDA will fund the awards ceremony and other official activities as well as official transportation between lodging facilities and the Pentagon.

c. Local commands are authorized to issue invitational travel orders for either a recipient's spouse or one immediate family member to attend the awards ceremony.

## 13. Milestones

Milestones for the General Douglas MacArthur Leadership Award are listed in table 1 below.

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**Table 1**  
**General Douglas MacArthur Leadership Award Program milestones**

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**Milestone\*:** HQDA message announcing competition.

**Date:** 1 September each calendar year.

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**Milestone\*:** MACOM, USAR, ARNGUS, and HQDA FOA point of contact (POC) names to HQDA POC.

**Date:** 1 November each calendar year.

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**Milestone\*:** MACOM and HQDA FOA nomination packets to HQDA.

**Date:** 8 January each year following calendar year of competition.

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**Milestone\*:** ARNGUS and USAR list of awardees to HQDA POC.

**Date:** 15 February each year following calendar year of competition.

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**Milestone\*:** Selection process complete, winners announced.

**Date:** 1 March each year following calendar year of competition.

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**Milestone\*:** Award ceremony at the Pentagon, Washington, DC.

**Date:** May of each year following calendar year of competition.

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Notes:

\* If the milestone date falls on a weekend or holiday, then the milestone action will be due the first business day following the weekend or holiday.

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## 14. Publicity

a. All echelons will publicize this program. This may be accomplished through public affairs officers and may include, but not be limited to, the following:

(1) Announcements in the local newspapers of winners at each level of competition that identify the personnel who have been selected at that level for further competition in the award program. Special care should be taken to avoid the impression that winning at lower levels constitutes winning at the HQDA level.

(2) Background information about the Army-wide aspects of the award program, selection criteria, and General MacArthur's career.

*b.* The use of personal information in publicity releases or in other documents in support of the requirements established by this regulation, the DOD directive, or supplements thereto, will adhere to all applicable Privacy Act and Freedom of Information Act requirements.

## **Appendix A References**

### **Section I Required Publications**

This section contains no entries.

### **Section II Related Publications**

A related publication is a source of additional information. The user does not have to read the related publication to understand this publication.

#### **AR 600-9**

The Army Weight Control Program

#### **5 CFR 2635.204(d)**

Administrative Personnel

#### **DOD 5500.7-R**

Joint Ethics Regulation

#### **FM 22-100**

Army Leadership

### **Section III Prescribed Forms**

This section contains no entries.

### **Section IV Referenced Forms**

#### **DA Form 4037**

Officer Record Brief

## **Glossary**

### **Section I Abbreviations**

#### **APFT**

Army Physical Fitness Test

#### **AR**

Army regulation

#### **ARNGUS**

Army National Guard of the United States

#### **AUSA**

Association of the United States Army

#### **CAR**

Chief, Army Reserve

#### **DA**

Department of the Army

#### **DCS, G-1**

Deputy Chief of Staff, G-1

#### **DOD**

Department of Defense

#### **DSN**

Defense Switched Network

#### **FM**

field manual

#### **FOA**

field operating agency

#### **HQDA**

Headquarters, Department of the Army

#### **MACOM**

major Army command

#### **OCAR**

Office of the Chief, Army Reserve

#### **ORB**

Officer Record Brief

#### **USAR**

United States Army Reserve

### **Section II Terms**

#### **Active Army**

The Active Army consists of Regular Army soldiers on active duty; Army National Guard of the United States (ARNGUS) and Army Reserve soldiers on active duty except as excluded below; ARNGUS soldiers in the service of the United States pursuant to a call; and all persons appointed, enlisted, or inducted into the Army without component. Excluded are soldiers serving on active duty for training (ADT), Active Guard Reserve (AGR) status, active duty for

special work (ADSW), temporary tours of duty (TTAD) for 180 days or less, and active duty pursuant to the call of the President (10 USC 12304).

### **Section III**

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This section contains no entries.

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