

UTAH ARMY NATIONAL GUARD
Headquarters, 300th Military Intelligence Brigade (Linguist)
P.O. Box 1776
Draper, UT 84020-1776

UT-300TH (15-1A)

12 December 2000

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Brigade Command Language Program Council Minutes, December 2000

1. Members of the Brigade Language Council met on Thursday, 7 November 2000 in Draper at 1800 hours. Attendees included MAJ Steve Stevens, SFC Todd Glover, MAJ Clark Roberts, and CPT Mark Hult.

2. Topics discussed from the agenda included:

a. November Minutes. We reviewed the minutes from the November council meeting and followed up on "to do" items and pertinent issues.

(1) Newsletter. SFC Glover has completed "The Linguist Review," the Brigade's first linguist newsletter in several years. He disseminated 10 hard copies per company at the council meeting. An E-copy (Word Perfect format) is attached to the minutes from this meeting and will also soon be posted on the brigade Web site in PDF format. Companies are invited to further disseminate soft copies via E-mail, make additional hard copies, and/or post it on a bulletin board in the armory. The battalions did not provide a submission by the suspense as requested and should begin preparing an article for the next issue.

(2) CLPM Course MTT. Battalions have not yet provided their final lists of company language representatives. Battalion CLPMs must know who their people are. Next meeting we need to have a completed roster which indicates if the designated individuals have been put on additional duty orders or not, have attended the CLPM course or not, and are available for the CLPM course in early August or not. SFC Glover needs to submit the request for that MTT after our next council meeting.

(3) DLI Language Olympics. SFC Glover reported that units (the brigade) can send no more than three teams per language. He is pursuing the brigade's participation in the VTT games. MAJ Stevens prepared a message to publicize the Language Olympics, which will be published in the brigade newsletter. Although he has followed up on the concept of making the Language Olympics a 2-week AT, he did not report on that during the meeting. The council still needs to develop a time line and criteria for determining participation.

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(4) CD-ROM. As the 142nd wasn't represented at the meeting, we still need feedback from the 142nd as to how many copies of the Learning Resource Disk they would like if funds become available. SFC Glover still needs to send the demo copies to the out-of-state battalions.

(5) YTC. As the 141st has a new CLPM, they have not yet been able to provide the dates, times, and locations for battalion CLPC meetings from the 141st for FY01. We look forward to receiving this information at the next meeting.

(6) DLPT Testing. SFC Glover presented the new brigade testing SOP. It outlines the procedures for administering the DLPT in the brigade. He provide hard copies to the battalions, and MAJ Stevens put soft copies on the Web site. It is important that unit Alternate Test Control Officers read and comply with this document.

(7) Language Incentives. We discussed the viability of the each of the ideas on incentive programs from November's brainstorming session. These proposed incentives include:

(a) Language Book Bag. The 141st already has a viable program. Unfortunately, some soldiers have been waiting for the bags to be awarded for months. The program needs to be rejuvenated through marketing. CPT Hult is committed to get the program rolling again. MAJ Stevens has posted the requirements on line, in case other units are interested in developing a similar program.

(b) AAM or ARCOM. MAJ Stevens reported that at the 142nd's CLPC meeting he regrettably had to inform them that in regard to the CSM's proposal for Army awards for linguists who achieve and maintain a 3/3 for 3 years or other similar specific criteria, AR 600-8-22 (Military Awards) prohibits the tying of specific accomplishments to Army awards. On page 17 it says, "No preconditions for an award may be established such as, for example, when soldiers are informed in advance that attainment of specific goals will result in the automatic award of a given decoration." In other words, we can't create a checklist or criteria and say that when our soldiers accomplish or meet the requirements, they will be rewarded. However, commanders and leaders can and should be strongly encouraged to award their soldiers who are performing well in his or her language. They just need to do so without formal criteria being set.

(c) Honor Roll. The council approved of the idea of doing a quarterly DLPT Honor Roll to recognize soldiers who score well on the DLPT. This promises to be an easy program to develop and implement. MAJ Stevens will draft a specific proposal for approval next council meeting.

(d) Linguist of the Year. The council unanimously agreed that it would like to see criteria developed separately from that used to determine the brigade representative for the Department of the Army Linguist of the Year program. The council needs to determine that criteria.

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(e) Most Improved Linguist of the Year. This is another potential program that met with universal approval. It should be easy to implement as well. MAJ Stevens will draft a proposal for next council meeting.

(f) Linguist Certification. SFC Glover was tasked to follow up on DLI's four-tiered certification program. DLI's certificates (Novice Linguist, Basic Linguist, Intermediate Linguist, and Advanced Linguist) are available only to the linguists it trains. We need more information to determine if a similar program is feasible here.

(g) Linguist Tab. The council discussed the fact that in years past the brigade had submitted a request for linguist badges that had been rejected. SFC Glover noted that the Honor Guard is able to wear a tab and proposed that perhaps a tab for linguists may be easier to get approved than a badge. He was assigned to research the history of the badge proposal, the requirements for the Honor Guard tab, and the regulations covering tabs and badges to see if there is merit for effort in this area.

(h) Non-prorated FLPP. This item has been proposed and presented many times in the past. It appears that there is no way for this to ever happen. It would require changes in regulations and high-level buy-in that we have not been able to secure in the past. We would have a better chance of getting a bonus than full FLPP pay.

(i) NSA Professionalization. NSA has a challenging professionalization program that recognizes linguists who pass two advanced translation or transcription tests in their target language and complete some SIGINT courses. This program is available for linguists who have a Top Secret Clearance and SCI access, although linguists with lesser or no clearance can take the first (unclassified) test if they score at least a 2/2 on the DLPT as an additional measure of their language ability. MAJ Stevens will draft an outline of this program if CLPMs relay an interest from their soldiers.

(j) Movie/Show/Utah Jazz Tickets. The questions on this suggestion is where to get them from and who will get them. CPT Hult agreed that adding something like this to the linguist bookbag might be a good way to rejuvenate the bookbag program.

(k) Corporate/Vendor Sponsor. Again, this is a matter of where and how to approach potential participants and what criteria to use for distributing whatever donations we could come up with.

(l) Missions. The council discussed the possibility of allowing top linguists to have a choice of missions or even to arrange for nice missions like work in DAO offices as a reward for proficient linguists and as an incentive for others to improve language proficiency.

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(m) Additional Training UTAs. The brigade recently completed a survey regarding soldier's willingness to perform additional UTAs for language training. Many soldiers indicated that they would be willing to do so. We will have to wait to see if we get additional funds for this effort based on that Army-wide survey.

(n) Tuition Reimbursement. Ideally, we would like to see tuition paid for soldiers taking classes in their MTOE languages. TALP can be used for this program. It is a matter of funding priorities to be determined by the TALP manager.

(o) Laptop Computers. The council discussed the possibility of hand receipting lap top computers out to linguists to be used as a tool for language study, particularly to assist sub-2/2 linguists to get up to standard.

(p) Language Section of the Year. The council liked the idea of recognizing a section to promote teamwork. The concern is what criteria to use. We would need to decide how to deal with sections that differ in strength and whether to weight language difficulty or not, to name two.

(q) Brigade Language Olympics. The council decided to do a survey to determine the interest among linguists for holding Brigade Language Olympics. Some council members were initially against the idea because of all the work that would be required to make it happen. However, everyone ended up agreeing that it should at least be looked at for three reasons. First, many people who would like to participate in the DLI Olympics are unable to go. This would give them a chance to have a similar experience. Second, brigade-level games could be used to determine the best teams for the brigade to send to compete at DLI. Third, DLI only does its Olympics in six languages. Brigade games could give an opportunity to linguists in other languages who never have a chance to compete at DLI.

(8) TALP. MAJ Stevens reported that the TALP budget figures are in, but he still needs to meet with MAJ Abram do discuss process for allocating and managing TALP.

(9) Accountability. MAJ Stevens addressed the fact that CLPMs are required by AR 611-6 to keep a separate hand receipt for items purchased with TALP funds in excess of \$25. Additionally, most units do not have an accurate picture of the language resources they have on hand. Furthermore, there is no standardized process for soldiers to check out and use language materials. In some units soldiers are allowed to take materials out of the armory and there is no accountability, leaving the potential for some materials to not be returned and no one ever knowing about it. In other units, soldiers are not allowed to use unit resources outside of the armory. The council agrees that materials are to be used. The solution is twofold:

(a) Units need to conduct and then maintain a current inventory of all language materials they have. SFC Glover will do the same thing for the brigade's Language Resource Center. MAJ

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Stevens intends for this to eventually be put on line so soldiers can more easily access it. The suspense for this initial inventory is the February CLPC meeting.

(b) Brigade will draft a policy letter or SOP for checking out language materials.

(10) MAJ Stevens provided some information on the two Arabic and two Russian refresher courses he obtained for the brigade from the National Cryptologic School (NCS). He has developed a plan for distribution of these materials but needs to develop a plan for administration and testing. SFC Glover is to make copies of the tapes that accompany these courses so the materials can be distributed.

(11) Web Site. MAJ Stevens reported that the Command Language Program Web site (www.ut.ngb.army.mil/300mi/CLP/clp.htm) is up and running. He is adding to it almost daily. His article in the linguist newsletter provide additional information about it and solicits input from the soldiers.

b. New Items.

(1) New inspection checklists. SFC Glover and MAJ Stevens introduced the new compliance and systemic checklists that were created as part of the brigade's organizational inspection program. SFC Glover distributed hard copies. MAJ Stevens posted PDF versions on the CLP Web site. SFC Glover will be making the rounds to various companies on assistance visits shortly after the holidays.

(2) Plan for sub-proficient linguists. MAJ Stevens presented copies of COL Snowball's direction on the development of a plan for all sub-2/2 linguists. MAJ Roberts has done a lot of ground work in the 141st based off previous similar verbal guidance.

3. Next Meeting. The next Brigade Command Language Council meeting is scheduled for Thursday, 4 January 2001 at 1800 hours in Draper.

4. Any questions may be directed to the Brigade Language Support Officer at (801) 620-1907 or Brigade Command Language Program Manager at (801) 523-4258.

STEVE G STEVENS
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