

# Civilian Advisory Panel



In an era of change, when businesses, organizations, and individuals demand and seek a better way to conduct business, the JAG Corps is pursuing change in the way it communicates with its civilian community.

Civilians in the JAG Corps have inquired about their role in the community. They requested a representative who could advocate on their behalf and a program manager to work on career development. They looked for a way to express and direct their concerns to a division where they would be heard and addressed. Those inquiries and requests did not fall on deaf ears.

On Nov. 4, 2010, VADM James W. Houck, the Judge Advocate General, established the JAG Corps Civilian Advisory Panel (JAGCAP). Their mission is to create a structured forum for two-way communication between senior leadership and the civilian community. This is an ongoing mission to facilitate long-term development of a more satisfied and cohesive civilian team within the JAG Corps.

JAGCAP consists of representatives from a cross section of the JAG Corps civilian community in both duties and geographic location. Currently serving are:

- Daniel Barnes, Office of the Judge Advocate General
- Gary Major, Region Legal Service Office Midwest
- Connie Terrell, Naval Legal Service Office Southwest
- Keith Farney, Naval Justice School
- Laurie Nagafuchi, Region Legal Service Office Hawaii
- Mike Humphrey, Naval Legal Service Office Northwest
- Janet Schmahl, Naval Legal Service Office Central
- Renee Bentley, Naval Legal Service Office Southeast
- Dwain Alexander, Naval Legal Service Office Mid-Atlantic

JAGCAP has met several times to develop business rules and mechanisms to solicit and distribute information to and from the civilian community. At the outset, JAGCAP determined that information received from individuals in the community will be considered confidential to allow the free sharing of ideas and concerns. Incoming information will be

analyzed for issues and proposed solutions. Person submitting information can indicate if they want the submission acknowledged and if are available for further communication on and development of their issue. The information submitted will be analyzed to identify specific issues, the distribution and impact of the issue, proposed corrective courses of action, associated tangible and intangible costs and benefits associated with the various courses of action, feasibility of the individual courses of action, and the time to implement the proposed course of action. This information will then be submitted to senior leadership for consideration. JAGCAP will also provide a response back to the community, and if appropriate, the individual.

This is a new direction for both the senior leadership and the civilian community. JAGCAP's first mission is to build credibility and confidence by opening a conduit for communication, provide timely responses, and work to identify or develop answers to questions and concerns. JAGCAP will work hard to review and understand the submissions and to make sure that the JAG Corps is aware of the issues and concerns of the civilians. JAGCAP's vision is that it will be a vehicle for positive change in the lives of the civilian work force.

New directions and change need to be pursued with dedication and persistence, but also with consideration for the existing structures and their purposes. Change can be a mutative process where common sense dictates that a new process or procedure is required with immediate implementation. In other instances, change can be an evolutionary process where steps have to be followed to insure the desired end result is accomplished and sustainable. JAGCAP will pursue the issues presented with dedication and persistence, but it will also have to work with and follow existing protocol for development and implementation of some new concepts. The first JAGCAP team looks forward to working for and with you to make a better civilian workforce in the JAG Corps.

## *JAG Corps Civilian Advisory Panel Communicator*

In an effort to improve the JAG Corps civilian experience JAGCAP will implement the following measures:

- JAGCAP will maintain regular contact with the civilian community via quarterly published newsletters, articles in the JAGMAG. JAGCAP will present information from senior JAG Corps leadership, responses to inquiries from the field, and new developments in our community.
- JAGCAP will receive information from the civilian community via a private mail box for JAGCAP (JAGCAP@navy.mil). Information will be received, acknowledged, researched, and responded to by the JAGCAP. Submissions will be confidential for use only by JAGCAP.