Headquarters U.S. Air Force

Integrity - Service - Excellence

DACOWITS
Requests For Information (RFI)

A1PP Input
3 Dec 13

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WWG RFI #2

- **Wellness Working Group (WWG) RFI #2:**
  - **RFI 2 - on efforts to develop assessment methods for evaluating commanders' performance, as directed by the Secretary. Please describe the methods and the status of their implementation. Please also indicate whether "360-degree" professional ethics reviews for generals and admirals directed by Chairman Dempsey in April 2013 cover effectiveness in combatting sexual assault and sexual harassment.**

Methods for Evaluating Commanders' Performance

- **Unit Climate Assessments**
- **Annual Feedback and Evaluation**
- **Inspector General System**

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Unit Climate Assessments

- **Defense Equal Opportunity Management Institute Organizational Climate Survey (DEOCS)**
  - **Revised previous Unit Climate Assessment (UCA)**
  - **Commander's rater will receive result of climate assessments**
  - **Commanders must brief rater and unit members on climate assessment results**
  - **Annual requirement**
  - **First assessment within 120 days of assumption of command**
- **Primary tools of the commander's rater to assess unit climate:**
  - **Active, engaged observation**
  - **In-person visits**

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Annual Feedback and Evaluation

- **Commanders will be evaluated on their performance in creating a healthy organizational climate**
  - **Organizational climate: Focuses on dignity and respect and emphasizes combating and appropriately responding to sexual assault and harassment, hazing, and unlawful discrimination**
- **Commander's Special Responsibility**
  - **AFI 36-2406 "Commanders at every level have an even greater responsibility to create a healthy climate in their command. Additionally, they are responsible for ensuring adherence to Sexual Assault Prevention (SAPR) Program directives. Command climate, just like organizational climate, is the perception of a unit's environment by its members. Commanders are ultimately responsible for the good order and discipline in their unit and have unique responsibility and authority to ensure good order and discipline. Therefore, evaluators must take this special responsibility and authority into consideration when evaluating a commander's effectiveness in ensuring a healthy command climate"**
- **Feedback**
  - **Performed twice per rating period (at a minimum)**
  - **"Organizational climate" will be addressed during all feedback sessions**
- **Evaluation**
  - **Performed annually**
  - **"Organizational climate" will be considered when evaluating a commander**
- **360-Degree Assessment**
  - **Currently instituted for General Officers only**
  - **Only ratee, CSAF, and VCSAF have access to 360-degree feedback**
  - **Ratee is encouraged to share 360-degree feedback with supervisor**

Inspector General System

- **Inspector General (IG) Inspections**
  - **New Inspection System Implementation**
  - **Evaluates discipline, communication and commander engagement in the lives of subordinates**
  - **Uses surveys and face-to-face interviews to gather inputs from Airmen of all ranks**
  - **Requires annual report to superior commander**
  - **Special Interest Item**
  - **Direct additional emphasis during all inspections**

QUESTIONS