

MASTER OF SCIENCE IN CONTRACT MANAGEMENT

DEPARTMENT OF DEFENSE IMPLEMENTATION OF ACQUISITION REFORM INITIATIVES

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The focus of this research was to evaluate the Department of Defense's (DoD) effectiveness of implementing acquisition reform through workforce training. The research examined several acquisition reform initiatives proposed since 1990 and DoD's primary sources of acquisition workforce training. A survey was conducted to evaluate the effectiveness of training sources as perceived by acquisition workforce members. The data gathered from the sample of 411 responses indicated survey respondents were only "somewhat" satisfied with the training received in support of acquisition reform. The Defense Acquisition University (DAU) resident courses, Government funded training, and in-house acquisition reform advocates were rated as "most effective" sources of training. These three sources provided training perceived as adequate to functionally implement reform initiatives and targeted to members' work responsibilities. In contrast, training provided by DoD's Acquisition Reform Week, DAU web-based courses and non-Government sources were perceived "least effective" sources of acquisition reform. Research results suggest DoD increase its focus on recently implemented Continuous Learning Policy, strengthen and support the role of in-house acquisition reform advocates, and increase the quality of web-based instruction.

KEYWORDS: DoD Acquisition Reform, DoD Acquisition Workforce Training

