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A History of The U.S. Army Officer Corps, 1900-1990

Arthur T. Coumbe

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With the assistance of the Strategic Studies Institute of the U.S. Army War College, the Army's Office of Economic and Manpower Analysis published a series of monographs that were intended to provide a theoretical and conceptual framework for the development of an Army Officer Corps Strategy. These monographs consider the creation and maintenance of a highly skilled Officer Corps in the context of the nation's continuing commitment to an all-volunteer military, its far flung international interests, and ongoing changes in its domestic labor market. The authors of the various monographs believe that the confluence of these factors demands a comprehensive Officer Corps strategy that recognizes the interdependency of accessing, developing, retaining, and employing talent. In their view, building a talent-focused strategy around this four-activity human capital model would best enable the Army to match individual officer competencies to specific competency requirements.

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