

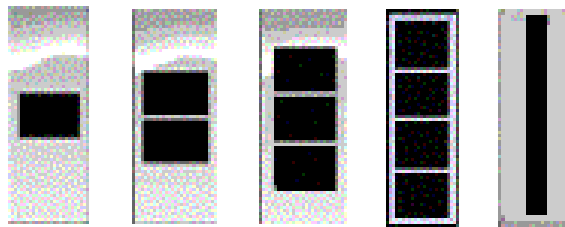
# **BLACK HISTORY MONTH**

**FEBRUARY 2005**

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## **AFRICAN AMERICAN WARRANT OFFICERS IN SERVICE TO THEIR COUNTRY**

**THEIR HISTORY, ACHIEVEMENTS, AND CONTRIBUTIONS TO  
THE MILITARY AND THE UNITED STATES**



**Army**

**Presented by  
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## **INTRODUCTION**

In 1996, a U.S. Army Warrant Officers History Book was undertaken by the United States Army Warrant Officers Association to tell the story of the Warrant Officer Corps. However, the book did not include a chapter on African American Warrant Officers nor did it highlight significant contributions of African Americans to the Warrant Officers Corps.

In 1998, I was TDY to Hawaii and had the opportunity to visit Pearl Harbor. While browsing in the Gift Shop, I ran across a book entitled The “Golden Thirteen” about the first African American Officers in the Navy. Included in the book was the first Navy Warrant Officer. It dawned on me that there must be a first African American Army Warrant Officer. Thus began my search for that elusive person.

I contacted the Retired Officers Association’s and placed an ad in its monthly magazine “The Military Officer” seeking African Americans who served in World War II. I received several responses, but I did not get any closer to my “Army First”.

I called the Army’s Center for Military History at Fort McNair and sent an email request for information with no positive results. I even went and visited its library during a TDY stay. No positive results.

I met with representatives of the Army Historical Society and had no success.

I re-read my copy of the Warrant Officer History Book and went through past article from 1993 to the present of the WOA Newsliner Magazine, looking for any information and leads to assist me in my search.

I received many suggestions. But, that elusive person still escaped me.

So, I did the next (newest) thing. I went to the Internet and used keywords – “African American”, “Black”, and “Warrant Officer”. I began to find articles and bits and pieces of information on African American warrant officers – in the Army, Navy, Coast Guard, Air Force, and Army Air Corps.

I discovered several charts showing African American Warrant Officer strengths in the 1940’s.

My search continues for the first African American Army Warrant Officer. But, during the Black History Month in 2005, I want to share my discoveries about African American Warrant Officers.

This report is not a complete report on the history of African American in the Warrant Officers Corps. It is an initial attempt to tell our story, our contributions, and to highlight successful careers that African American Warrant Officers have had in the Warrant Officer Corps.

## **WARRANT OFFICER CORPS - EARLY HISTORY**

In the United States Army, the Warrant Officer can be traced back to 1896, specifically to the headquarters clerk.

In 1916, congressional action established Marine Corps grades of Warrant Officer Gunner, Quartermaster Clerk and Pay Clerk.

The official birthday of the Army Warrant Officer Corps is July 9, 1918. During this time Warrant Officers were not commissioned officers; but in reality were considered civilians. The Judge Advocate General later determined that Warrant Officers held military status.

An act of Congress in 1918 established the Army Mine Planter Service as part of the Coast Artillery Corps. Implementation of the Act by the Army was published in War Department Bulletin 43, dated 22 July 1918.

The National Defense Act of 1920 provided for Warrant Officers to serve in clerical, administrative, and bandleader positions. This act also authorized 1,120 Warrant Officers to be on active duty. During this time Warrant Officers were excluded from performing duties from which enlisted personnel were also excluded.

In 1922, Warrant Officer strength authorization was reduced from 1,120 to 600, exclusive of the number of Army Mine Planter Service Warrant Officers and Army Bandmasters. No Warrant Officer appointments other than bandleaders and the Mine Planter Service were made between 1922 and 1935. Despite the authorized strength remaining at 600, subsequent laws authorized appointment of additional classes of certain personnel with specific qualifications to exceed authorized Warrant Officer strength.

I have found no official records of African American Warrant Officers prior to 1940.

## **AFRICAN AMERICANS IN THE WARRANT OFFICERS CORPS**

The first African American Warrant Officer in the United States Navy was Warrant Boatswain Charles B. Lear - February 1944.

The first African American Warrant Officer (Boatswain) in the United States Coast Guard was Joseph C. Jenkins – September 1, 1942.

The first African American Warrant Officer in the United States Army – unknown.

From the internet, the following excerpt provided the War Department's policies pertaining to African American officers and warrant officers in 1940:

“The War Department under policies in effect in the summer of 1940 planned initially to provide white officers for all units which were not Reserve or National Guard. Additionally units to which African American officers could be assigned were to be assigned from time to times as African American officers become available from the officer candidate schools. African American chaplains could be used with any African American unit and medical officers could be assigned to designated units. Warrant officers in African American units were to be African Americans.

Variant policies, as in the case of warrant officers, developed out of the original ones as the supply of available officers and the numbers and types of Black units changed. Despite the announced policy on warrant officers, repeated requests for clarification were made. Could African American warrant officers be appointed to units with all white officers? The War Department sought to clarify the matter by reminding assignment agencies that all warrant officers authorized for Black units should be African Americans. Alternative requests continued to come in, one of them from a tank battalion that wanted white warrant officers for existed vacancies and an authorization for nine additional white warrant officers. Ground Forces refused to consider the request because other Black tank battalions would want the same arrangement; besides, it violated current War Department policy that requirements for Black and white units should be exactly alike. Nevertheless, a compromise was arranged which allowed second lieutenants to be assigned to warrant vacancies “where it is definitely determined that Black warrant officers of appropriate qualification” are not available. In this event, white second lieutenants were to be assigned to units having all white officers and Black second lieutenants to units with Black junior officers. Many Black units already had and continued to retain white warrant officers despite the official ruling in the matter.”

In December 1941 there were thirteen African American Warrant Officers in the Army.

This information was obtained from the Quarterly Negro Strength of the Army, By Category - December 1941 through December 1945. Source: Strength of the Army, 1 Jan 46, STM-30, page 60. See table.

The next available strength report as of May 31, 1946 reflected a total of 130 African American Warrant Officers: See table entitled “African American Army Strength, 31 May 1946. Source: Strength of the Army, 1 June 1946, page 40.

My research discovered the 24<sup>th</sup> Annual Department of Defense Report on social representation in the U.S. Military Services. The report covered the fiscal year (FY) 1997 from October 1, 1996 to September 30, 1997. Excerpts from the report:

*“Warrant officers account for 8 percent of active duty officer accessions (7 percent in the Selected Reserve) and 7 percent in the officer corps (9 percent in the Selected Reserve). Warrant officers do not serve in the Air Force. Warrant officers on active duty have greater representation of African Americans and Hispanics than among commissioned officers (15 and 4 percent warrant officers versus 8 and 3 percent commissioned officers, respectively). However, the same does not hold for Selected Reserve warrant officer accessions or officers: there are fewer minorities in the Reserve warrant ranks as compared to commissioned officers. Minority warrant officers are underrepresented with respect to civilian college graduates.”*

As of March 2004, African Americans comprised 16.4% of Warrant Officers on Active Duty in the Army; 13.0% in the Army Reserves; and 4.1% in the Army National Guard. See charts.

**TABLE 12- QUARTERLY NEGRO STRENGTH OF THE ARMY, BY  
CATEGORY  
DECEMBER 1941-DECEMBER 1945**

Quarter or Month	Male Officers	Enlisted Men	Nurses	Dieti- ians	Phys- ical Thera- pist	Warrant Officers	Flight Officers	WAAC and WAC		Total
								Officers	Enlisted	
1941										
December	462	96,686	45	0	0	<b>13</b>	0	0	0	99,206
1942										
March	534	142,967	45	0	0	<b>10</b>	0	0	0	143,556
June	594	178,032	76	0	0	<b>6</b>	0	0	0	178,708
September	1,525	253,952	44	0	0	<b>24</b>	0	0	0	255,545
December	1,921	397,246	81	0	0	<b>26</b>	0	19	161	399,454
1943										
March	2,687	498,956	165	0	0	<b>90</b>	0	65	2,467	504,430
June	3,358	548,319	158	4	1	<b>166</b>	9	105	3,056	555,176
September	3,859	589,253	195	8	1	<b>336</b>	0	105	2,907	596,664
December	4,475	625,449	198	9	1	<b>507</b>	4	103	2,702	633,448
1944										
March	4,690	663,164	219	10	2	<b>603</b>	14	115	3,060	671,877
June	4,949	689,565	213	8	2	<b>636</b>	32	117	3,389	698,911
September	4,728	692,229	247	9	2	<b>613</b>	84	121	3,645	701,678
December	5,027	681,376	256	9	6	<b>656</b>	151	120	3,920	691,521
1945										
March	5,073	684,097	336	7	9	<b>685</b>	234	115	3,787	694,333
June	5,411	684,091	464	9	11	<b>682</b>	301	117	3,732	694,818
September	5,718	642,719	466	8	10	<b>592</b>	312	105	3,633	653,563
December	3,799	366,016	318	8	7	<b>306</b>	225	80	1,610	372,369

Source: Strength of the Army, 1 Jan 46, STM-30, page 60.

### African American Army Strength, 31 May 1946

Command	Officers	Enlisted	Nurses	Dieticians	Physical Therapists	Warrant Officers	Flight Officers
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#### CONTINENTAL

Army Air Forces	684	30,848	11			<b>14</b>	15
Army Ground Forces	196	9,902				<b>20</b>	
Army Service Forces	511	72,628	111	5	2	<b>55</b>	7
War Depart Groups	20	245					
Total Continental US	1,411	113,623	122	5	2	<b>89</b>	22

#### OVERSEAS

Pacific Theater	318	33,490				<b>11</b>	
China and India-Burma Theaters		124					
Alaskan Department	9	1,125					
European Theater	375	27,891				<b>15</b>	
Mediterranean Theater	109	2,334				<b>9</b>	
Caribbean Defense CMD	38	508					
CG Army Air Forces		219					
En Route US to Theaters	75	3,773				<b>6</b>	
Total Outside Continental US	924	69,464				<b>41</b>	
AGGREGATE	2,335	183,087	122	5	2	<b>130</b>	22

Source: Strength of the Army, 1 June 1946, page 40.

**AFRICAN- AMERICAN WARRANT OFFICERS  
ACTIVE DUTY FORCES BY PAY GRADE – INCLUDING COAST GUARD  
MARCH 2004**

	Army	Navy	Marines	Coast Guard
W-5	48	2	12	0
W-4	177	45	27	8
W-3	634	104	100	35
W-2	799	173	114	60
W-1	314	0	56	0
UNK	0	0	0	0
<b>TOTAL</b>	<b>1,972</b>	<b>324</b>	<b>309</b>	<b>103</b>

**AFRICAN-AMERICAN WARRANT OFFICERS  
RESERVE FORCES BY PAY GRADE – INCLUDING COAST GUARD  
MARCH 2004**

	Army Reserve	Army National Guard	Navy Reserve	Marine Corps Reserve	Coast Guard Reserve
W-5	3	6	0	2	0
W-4	66	40	7	11	2
W-3	83	52	2	12	3
W-2	139	144	2	7	1
W-1	51	47	0	10	0
UNK	0	0	0	1	0
<b>TOTAL</b>	<b>342</b>	<b>289</b>	<b>11</b>	<b>43</b>	<b>6</b>

Source: Defense Manpower Data Center Report 3035EO

## **DEFINITION OF A WARRANT OFFICER**

In 1985, the Army developed a new definition of the Warrant Officer that encompassed all warrant officer specialties.

*An officer appointed by warrant by the Secretary of the Army, based upon a sound level of technical and tactical competence. The warrant officer is the highly specialized expert and trainer, who, by gaining progressive levels of expertise and leadership, operates, maintains, administers, and manages the Army's equipment, support activities, or technical systems for an entire career. (Para 1-7 DA Pamphlet 600-11)*

## **TOTAL WARRANT OFFICER STUDY (TWOS)**

In August 1985, the final report of the Department of the Army Total Warrant Officer Study was forwarded to the Army Chief of Staff. This first-ever DA comprehensive analysis of the Total Army warrant officer program provided the opportunity to capture current strengths of the program and build upon those to develop a management and training system that focused on the Army of the 90's and beyond.

Every aspect of the warrant officer management and development was examined in detail – from recruiting to separation – from force structure to Programs of Instructions (POI's)

African American Warrant Officers serving on the TWOS Study group were CW3 Robert Leggett, (MP) Action Officer; CW2 (P) Carl M. Burnett, EN, Action Officer; and CW2 Judith A. Davis, SC, Action Officer.

## **ARMY DEVELOPMENT SYSTEM (ADS) XXI TASK FORCE**

In September 1999, the Army Chief of Staff chartered the Army Development System (ADS) XXI Task Force to examine the enlisted and Warrant Officer personnel management systems.

In May 2001, the Army acted on Warrant Officer Personnel Management changes. With 23 of 24 ADS XXI initiatives approved by the Army Chief of Staff, the Army moved to refine its personnel management systems.

African American Warrant Officers serving on the task force included CW4 Alexander L. Brown, CW5 Don J. Everhart, and CW5 (R) Ronald L. McLendon.

## **ARMY TRAINING AND LEADERSHIP DEVELOPMENT PANEL (ATLDP)**

On July 17, 2002, the Army Training and Leader Development Panel reported on the Warrant Officer (WO) Study. The report and recommendations were released on August 22, 2002 (after a briefing to and approval by the Chief of Staff and Secretary of the Army).

The purpose of the panel was to study and research the leader development issues and tasks presented in the Chief of Staff of the Army's Charter dated June 1, 2000. The study resulted in 63 recommendations grouped into four major categories: Army Culture, Training and Education, Manning, and Professional Development.

African American warrant officers serving on the ATLDP WO Executive Panel were CW3 Farrell J. Chiles; CW5 Don Everhart; and CW4 James Tolbert.

## **UNITED STATES ARMY WARRANT OFFICERS ASSOCIATION**

The genesis of the current association for Army Warrant Officers was an idea generated in Indianapolis, Indiana in July 1972. Out of this group was formed the United States Army Warrant Officers Association.

The European Warrant Officers Association, a separate organization of concerned warrant officers was also formed during the same period as the USAWOA. After personal contact and review of similar objectives, the European Warrant Officers Association merged with the USAWOA and became the European Region. The European Region was the stabilizing force for the Association as USAWOA sought to build membership in the United States.

USAWOA became incorporated as a not-for-profit association in Virginia on November 7, 1974.

### **Objectives**

As stated in the Articles of Incorporation, the USAWOA was established to:

Foster a spirit of patriotism and devotion to duty among members, commensurate with the high ideals of the Army and their position.

Recommend programs for the improvement of the Army.

Disseminate professional information among warrant officers.

Promote the technical and social welfare of our members

Promote a spirit of true comradeship among our members.

### **Organization**

USAWOA is governed by a Board of Directors consisting of a National President, Vice President, Secretary, five Region Directors, and one Region President elected by the membership, plus any appointed National Treasurer. An Executive Committee of the Board is responsible for overall operation of the Association.

## **Philosophy**

USAWOA's basic philosophy is to work within the system to present knowledgeable, professional concerns that affect policy. (USAWOA does not involve itself in personal matters of warrant officers for accessions, assignments, promotions or retirement.) Its current method for meeting its objectives involves a two-pronged approach. First, USAWOA acquire professional information for circulation to warrant officers from our official and unofficial contacts with Department of the Army, Department of Defense, Congress, The Military Coalition, and other associations.

Second, and just as important, the Association acts as a focal point to receive professional recommendations, suggestions, concerns and general comments from warrant officers in the field and, after analysis, review, study and approval, present these views to the appropriate offices with the support of the USAWOA.

African American Warrant Officers have played significant roles in the leadership of the USAWOA. African American Warrant Officers participate at the local chapter levels serving as chapter presidents, in other officer positions, and on various committees. They have served in many capacities and have received acknowledgement for their contributions and achievements. A sampling of achievements include:

## **Leadership**

### **President**

CW4 Carl Burnett, 1984

### **Board Member**

CW4 Percy Butler, 1982-1985

CW4 Carl Burnett, 1992-1994

CW4 Mary Carter, 1994-1998

CW3 Farrell Chiles, 2002-2004

### **European Region President**

CW4 Percy Butler, 1980-1981

CW3 Jim Wilson, 1985-1986

CW4 Willie Starnes, 1994-1995

CW4 Noel Smith, 2002-2003

### **European Region Director**

CW3 Jim Wilson, 1986-1988

### **Secretary**

CW2 Joy Y. Teagle, 1996-1998

### **Treasurer**

CW2 Alice Reed, 1994

CW5 Willie Brown, 2001

Assistant Vice President for Reserve Affairs  
CW3 Farrell Chiles, 1999-2002  
CW4 Ida Tyree-Hyche, 2002-2004

Assistant Vice President for Veteran Affairs  
CW4 (R) Percy Butler, 2004-2005

USAWOA Scholarship Foundation  
CW5 (R) Rufus Montgomery

Don Hess Presidential Award  
CW4 (R) Carl Burnett  
CW3 (R) Jim Wilson

CW4 Albert M. Holcombe Memorial Award as Warrant Officer of the Year  
CW3 Mary Carter, 1994  
CW3 Farrell Chiles, 1998

Other African American Warrant Officers have made significant contributions to the USAWOA. My research is not complete. I will ensure that others get their deserving mention in the next report.

### **RESERVE OFFICERS ASSOCIATION – NATIONAL WARRANT OFFICERS COMMITTEE**

The Reserve Officers Association (ROA) represents members of the seven United States Uniformed Services.

#### **ROA Founding and Charter**

Founded in 1922, and chartered by Congress in 1950, ROA's mission is to "...support and promote the development and execution of a military policy for the United States that will provide adequate National Security."

#### **ROA Business**

The business of the association is handled through its national headquarters in Washington D.C. Legislative policies are established at two national meetings each year—A national convention is held annually in early summer and the mid-winter conference and Military Exposition in late January.

#### **ROA Benefits**

Balancing civilian and reserve commitments requires a unique approach to career management.

ROA provides a wide range of professional and personal benefits including, professional development workshops, mentoring programs, and a career center to meet the unique needs of our members.

As a liaison between government entities, the media, and its members, ROA keeps reservists and their families apprised of important topics such as call-ups and legislative actions.

### **ROA Today**

Increasingly, leadership is being passed to younger drilling reservist, ensuring ROA's future as a dynamic force for improving benefits, equipment, and training for America's Citizen-Soldiers.

### **ROA WARRANT OFFICERS COMMITTEE**

Army Reserve African American Warrant Officers have consistently participated at the National, Department, and Chapter levels.

Current members of the ROA National Warrant Officers Committee include CW4 Farrell J. Chiles; CW4 Martha Ervin; CW3 Christopher Hall; and CW4 Ida Tyree-Hyche. Former members include CW3 Lynda Thompson.

Winners of the Reserve Officers Association's CW4 Mike Novosel Outstanding Warrant Officer of the Year Award:

CW3 Farrell J. Chiles, 1999  
CW3 Ida Tyree Hyche, 2000

Winners of the ROA Department of California's CW3 James H. Witcher Outstanding Warrant Officer of the Year Award:

CW3 Farrell J. Chiles, 1998  
CW4 Mary F. Carter, 1999  
CW3 Belynda Lindsey, 2002  
CW5 Raymond Benson, 2003

## **PROFILES**

### **WILLIAM CALBERT**

**William Calbert**, an African American, accompanied by his wife, was one of 100 American veterans that the French government sponsored for a trip to Paris and Normandy for D-Day ceremonies. He was presented the French Legion of Honor by French Minister of Defense Michele Alliot-Marie during ceremonies on June 5, 2004, commemorating the 60<sup>th</sup> anniversary of the Allied attack to liberate France from Nazi tyranny. The criteria for award was that veterans served during the liberation of France from June 6, 1944, to May 8, 1945, and that they had to have participated in one of the four major campaigns – Normandy, Northern France, Southern France, and the Ardennes.

Calbert landed on Utah Beach on D+26 as a supply officer, warrant officer junior grade, for a quartermaster battalion. The unit was mostly all black. “The only officers were myself as supply officer and the personnel officer, also a warrant officer,” Calbert said. “We were a separate battalion headquarters, we had attached companies, including a graves registration company, service company and trucking companies. Most of the trucking companies had black officers”.

“I feel privilege and honored to represent, in a way, those who gave their lives there and those who were severely wounded (and) became handicapped individual,” Calbert said.

He said he spent three years in the Army during the war, used the GI Bill to further his education and returned to active duty in 1952 as a chaplain, “In addition to those who did their part in combat units, I’m honored to represent those who were in service units that supported and made possible what combat troops accomplished.”

Captain Calbert is a member of the Washington DC Chapter of the Buffalo Soldiers and 9<sup>th</sup> and 10<sup>th</sup> (Horse) Calvary Association.

### **FRED NORMAN, CHIEF WARRANT OFFICER FOUR (RETIRED)**

Fred Norman joined the Army in 1955. He attended basic training at Fort Jackson, South Carolina and learned how to drive a tank at Fort Knox, Kentucky.

In 1967, his battalion commander in Vietnam provided the twist that changed SSG Norman’s Army career. His commander wanted him to extend eleven months for a promotion to sergeant first class. Norman didn’t extend and wasn’t promoted; instead he applied for an appointment as a warrant officer. Four years later, he returned to Vietnam as a warrant officer.

In 1993, Mr. Norman was one of the first warrant officers to pin on the Army’s newest rank – Chief Warrant Officer Five (CW5).

## **CWO OLIVER T. HENRY, USCG**

Chief Warrant Officer Oliver T. Henry, USCG, through his relentless pursuit to serve the Coast Guard as a skilled petty officer on board the USS Northland, CG during World War II, successfully moved from the wardroom as a steward to the engine-room as a motor-machinist's mate, one of the first (if not the first) African-Americans to do so.

## **CARMEN E. COLE**

Carmen E. Cole, an African American, became the first Warrant Officer in the United States Marine Corps, Motor Transport Maintenance Field (3510) on February 1, 1993. Her promotions to Chief Warrant Officer Two and Three were also first in the U.S. Marine Corps, Motor Transport Maintenance Field. She retired a Chief Warrant Officer Three on May 1, 2001. Ms. Cole currently is the Senior Marine Instructor at Butler High School in Augusta, Georgia.

## **DORIS ALLEN**

The Korean War broke out in 1950, forcing the Army to integrate faster than planned. In the 1960's, the Army intelligence opened positions to African American on a large-scale basis. African American women were among the thousands of women who served in Vietnam.

Doris Allen enlisted in the Army in 1950. In 1967, she volunteered to serve in Vietnam as an enlisted intelligence officer for three years. Allen predicted the TET offensive shortly after arriving in country, but her prediction was dismissed. Allen worked as a special agent with both military intelligence and the Defense Investigative Service until her retirement. She retired as a Chief Warrant Officer with 30 years of dedicated service.

## **JOHN PULLIAMS**

John Pulliams was one of the very first black Army Air Corps pilots (for most of WWII, the military "knew" that "Negroes" couldn't possibly be pilots). He served with the 447<sup>th</sup> Bomber Group, part of the 99<sup>th</sup> Pursuit Squadron based in Tuskegee, Alabama, at the famous Tuskegee Institute founded by George Washington Carver. John stayed in, became part of the new US Air Force, and retired as a Chief Warrant Officer at March Air Force Base in Riverside, California, after 30 years of service.

## **EDWARD A. EDGHILL**

Edward A. Edghill, Tuskegee Airman, Warrant Officer Junior Officer (WOJO), was assigned to the 332<sup>nd</sup> Fighter Group, I Headquarters, from September 1943 – August 1946.

## **CLARENCE SAMUELS**

1920: Clarence Samuels enlists in the Coast Guard as a seaman, second class. Samuels established a number of firsts during his 27 – year career in the Coast Guard.

1928: Clarence Samuels assumes command of Coast Guard Patrol Boat AB-15, becoming the first African American to command a Coast Guard vessel since Michael Healy in 1877.

1939: Boatswain's Mate, First Class Clarence Samuels is appointed as a Chief Photographer's Mate (Acting), becoming the first African American chief petty officer, the first African American photographer in the Coast Guard and only the second Coast Guardsman to serve in that rating.

1943: The U.S. Coast Guard promotes Warrant Officer Clarence Samuels to lieutenant, junior grade, making him the first African American officer to reach that rank in the Coast Guard.

1944: Lieutenant Junior Grade Clarence Samuels becomes the first African American to command a major vessel since Michael Healy and the first to achieve command during wartime when he assumed command of the Light Vessel No. 115.

1944 (September 27): Clarence Samuels is promoted to the rank of lieutenant.

## **BIOGRAPHIES**

### **AARON RICHARD FISCHER**

His name is hardly a household word in American military history, but Indiana historians regard Aaron Richard Fisher as “the most outstanding black soldier” from Indiana in World War I.

Fisher, a lieutenant in the Army's all-black 366<sup>th</sup> Infantry Regiment's 92<sup>nd</sup> Infantry Division, earned his distinction during a midnight raid by German forces in France on September 3, 1918.

More than 50 Germans struck the outpost of which Fisher was command, injuring several Americans. Though wounded, Fisher rallied his forces and directed a counterattack with reinforcements from a separate American company. The Germans fled, leaving almost half their number wounded on the field. Fisher, born in the all-black Gibson County farming community of Lyles Station in 1892, was awarded the nation's second-highest medal – the Distinguished Service Cross – while hospitalized. He would later receive the Croix de Guerre with gold star from the French government, honoring his heroism.

The son of a farmer who had served in the United States Colored Army during the Civil War, Fisher served in the Army at a time when it had only four authorized black regiments. He was discharged as a commissioned officer on March 17, 1919, and then re-enlisted as a first sergeant. Fisher served 26 year in the rank of warrant officer and retired as a chief warrant officer in 1947. He battled health problems until his death shortly after his retirement.

### **CHIEF WARRANT OFFICER ANNIE L. GRIMES, USMC (RETIRED)**

Annie Laurie Grimes was born in Arlington, Tennessee, to Mr. and Mrs. Horace Karr Grimes. She graduated from high school in Somerville, Tennessee in 1946 and attended Ray Vogue Trade School in Chicago, Illinois in 1949. On February 2, 1950, she became the third African American woman to enlist in the Marine Corps. Unlike African American males, who received recruit training at the segregated Montford Point Camp in North Carolina, black women were integrated with other women recruits at Parris Island, South Carolina. Upon completion of recruit training the following May, Annie was promoted to Private First Class.

Private First Class Grimes reported to Headquarters Marine Corps where she served as a procurement clerk with the Supply Branch until May 1953. During this tour of duty, she was promoted to Corporal, Sergeant and Staff Sergeant.

In January 1965, Gunnery Sergeant Grime was transferred to Marine Corps Base, Camp Lejeune, North Carolina and served as Procurement Chief until June 1967. Her promotion to Master Sergeant and Warrant Officer occurred during this tour. Warrant Officer Grimes was then ordered to the Marine Corps Supply Center, Barstow, California where she was to Material Division. While at Barstow, she completed the sub courses required for Temporary Officer Training and was promoted to Chief Warrant Officer. This tour of duty ended in December 1969.

In January 1970, Chief Warrant Officer Grimes was transferred to Fleet Marine Force, Pacific, Camp Smith, Hawaii and was assigned duty with the Assistant Chief of Staff, G-4 where she remained until her retirement on October 1, 1970.

During her career, Chief Warrant Officer Grimes was awarded the Good Conduct Medal with two bronze stars and the National Defense Service medal with one bronze star. In 1965, she was awarded a Meritorious Mast by the Commanding General, Marine Corps Supply Activity, Philadelphia, PA.

### **JESSE J. FRENCH**

Jesse French became Fort Leonard Wood's Installation G1/AG/Director, Military Personnel Directorate on January 11, 2004.

As the Installation G1/Adjutant General/Director, Military Personnel Directorate, he directs the organization, development, synchronization, and execution of installation military personnel services and manning. Coordinate and manage military human resources support which includes, casualty operations, contingency operations, mobilization and demobilization support, EMILPO operations, ID Cards, customer service, in and out processing, officer and enlisted strength manning, personnel records, promotions, reassignments, officer and enlisted evaluations, retiree services, separations, strength accounting, student and trainee services, and transition management.

Prior to coming to Fort Leonard Wood, he served as the Chief, Personnel Processing Division, Project Officer for the Most Efficient Organization (MEO), and Chief, Mobilization and Demobilization, Office of the Adjutant General, Military Personnel Directorate, Fort Benning, Georgia from September 9, 2002 to January 11, 2004. He served as Deputy Director, Theater Army Personnel Operations, 1<sup>st</sup> Personnel Command, Schwetzingen, Germany from March 26, 2001 to September 8, 2002. He served as a Supervisor Military Personnel Specialist, Office of the Adjutant General, Fort Benning, Georgia from April 28, 1998 to March 25, 2001.

In addition, he is a retired Regular Army Chief Warrant Officer (Personnel and Administrative Technician) who served over 21 years of active duty culminating at Fort Sam Houston, Texas (Chief, Personnel Services, Chief, Personnel Processing, Chief, Personnel Actions, and Chief, Personnel Strength Management) from June 27, 1988 to December 31, 1994. French was appointed as a Warrant Officer December 30, 1983.

His civilian awards include: Commander's Award for Civilian Service, Performance Award, Time Off Award, Special Act Award and military awards include: Legion of Merit, Meritorious Service Medal, 5<sup>th</sup> Award, Army Commendation Medal, 5<sup>th</sup> Award, Army Achievement Medal, 5<sup>th</sup> Award, and Good Conduct Medal, 3d Award.

Jesse French and his spouse, the former Wanda Gayle Lockheart of Detroit, Michigan, have two children, Jason (16) and Jessica (15). His hobbies include all kinds of cooking, bowling, reading, and spending quality time with the family.

#### **CHIEF WARRANT OFFICER FOUR REBECCA B. ISAAC**

Chief Warrant Officer Four (CW4) Rebecca B. Isaac enlisted in the United States Army, through the delay entry program, at Fort Jackson, South Carolina. On 11 November 1975 she entered active duty status and graduated from basic training at Fort Jackson, South Carolina. Upon qualifying in military occupational specialty (MOS) 35M Avionic Navigation Equipment Repairer, she graduated from advance individual training (AIT) at Fort Jackson, South Carolina.

Her enlisted tours of duty include the following:

- 1976 – 1980, 223rd Aviation Battalion, Stuttgart Germany, where she served as an Avionic Navigation Equipment Repairer;
- 1980 – 1984, 15th Military Intelligence Aerial Exploitation Battalion, Fort Hood Texas, where she served with the OV-1D Mohawk.
- 1984 – 1988, 3rd Military Intelligence Aerial Exploitation Battalion at Camp Humphrey, Korea where she served as the avionics supervisor with the RC-12 Aircraft.
- 1988 – 1989, 6th Calvary Regiment, Fort Hood, Texas, where she served as avionics supervisor on the CH-47 Chinook.

In October 1988, she attended the Warrant Officer Basic Course (WOBC) at Fort Rucker, Alabama. In January 1989, after qualifying in MOS 918B Electronic System Maintenance Technician, she graduated from the Warrant Officer Technical and Tactical Certification course (WOTTC) at Fort Gordon, Georgia. Her warrant officer assignments include the following:

- 557th Maintenance Company (direct support) in Aschaffenburg, Germany and Southwest Asia for operation Desert Shield/Desert Storm; the unit later executed a cohort moved to from Germany to Fort Irwin, California.

She streamlined the mission of the 557th electronic maintenance shop, which went from a direct support (8 hour) to a direct/general support (24 hour) mission to maintain the National Training Center fleet of communication equipment.

- 1995 – 1996, 61st Maintenance, Uijongbu, South Korea Direct Support Company at Camp Kyle, Uijongbu, South Korea.
- 1996 – 1999, Communication -Electronics Command (CECOM) Fort Monmouth New Jersey as the Supervisor for Total Package Fielding for all Satellite Equipment being fielded.

Her mission, during this assignment, included facilitating cradle to grave initiatives essential to improve and enhance equipment in the field and for archiving equipment historical data for project managers.

- 1999 – 2000, North Atlantic Treaty Organization (NATO) in Naples Italy as an Electronic Maintenance Technician.
- 2000 – 2001, 200th MMC, 21st Theater Command (TSC), where she first served as an Item Manager and Maintenance Technician for Communication Equipment.
- 2001 – 2004, 21st Theater Support Command, Support Operations, where she served as a Maintenance Technician not only for communications equipment, but for all ground equipment and associated items.

CW4 Isaac is currently assigned to the Training Directorate, Fort Lee, Virginia as Senior Training Developer. She is the senior female warrant officer in her field. CW4 Isaac will retire from the military on 30 September 2005. At that time, she will have 29 years and 10 months of active military service.

## **GEORGE BOGGESS**

Mr. George Boggess is an African American who was born in Waco, Texas, on February 17, 1912. His first job found him working in a shoe store for three dollars and seventy-five cents per week. As a black man growing up in the Deep South during the Great Depression, his only hope for personal advancement was through the National Youth Administration. Because of the NUA and persistent relatives, he found a way to go to college. He obtained his BA in Spanish from Samuel Houston College in Austin, Texas. Later, he moved to Washington, DC to attend Howard University and got his master's degree in social work. He has lived in and around the city ever since.

After Pearl Harbor was bombed on December 7, 1941, Mr. Boggess was drafted into the United States Army. Fighting in the segregated 578<sup>th</sup> Field Artillery Battalion, he was in Europe for the duration of World War II, returning late 1945 with the rank of Warrant Officer.

After the war, he remained living in Washington, DC working as a social worker. During the civil rights movement in the sixties, Mr. Boggess took part in three marches in Mississippi and Alabama. Marching alongside Dr. Martin Luther King, Jr., Mr. Boggess said he was just as afraid during those marches as he was on the front lines of Europe. He now resides in Washington, DC. He is married with no children.

## **CHIEF WARRANT OFFICER FIVE AURILIA “VICKI” MURRAY**

Chief Warrant Officer Aurelia “Vicki” Murray paved the way for others to follow by becoming the first African American woman promoted to CW5 in the Army on November 4, 1999.

Murray's father, retired Air Force Senior Master Sergeant Thomas Murray, recruited her into the Air National Guard in Ohio on June 22, 1973.

Murray's road of military success began when she transferred to the Army National Guard in August 1974. She became one of the first women in Ohio's Army National Guard to work as an administrative supply technician with the 54<sup>th</sup> Support Center. In October 1977, she assumed the full-time position of Battalion Command Administrative Specialist in which she was the first woman to hold that position.

Murray became the first African American female Warrant Officer in the Ohio National Guard when she was appointed a Warrant Officer (WO1) in March 1978.

From May 1983 to June 1987, she entered the Title 10 program (active duty in the National Guard) as the first female instructor and Training Support Writer at the Ohio National Guard Professional Education Center in Arkansas. She was later reassigned to the National Guard's Financial Services Office at Fort Benjamin Harrison, Indiana, from June 1987 to June 1988.

Upon her return to Ohio in June 1988, she served as the State Recruiting and Retention Specialist in the Title 32 program until March 1993.

Murray returned to the Title 10 program in March 1993 and served at the National Guard Bureau as a military personnel technician in the Personnel Division until April 1995. She was then reassigned to the position of the program manager of the Warrant Officer Program. She was the first woman assigned to that position.

While serving in the military, Murray graduated Magna Cum Laude from Park College in 1998 with a Bachelor's degree in social psychology. Her military education includes the Warrant Officer Senior Staff Course in August 1999.

Murray's highest military awards are two awards of the Meritorious Service Medal and three awards of the Army Commendation Medal. She is also a recipient of the National Guard Eagle Award.

### **CHIEF WARRANT OFFICER THREE (P) LENNOX A. CHANCE**

Chief Warrant Officer Three Lennox A. Chance was born on 16 February 1949 in Georgetown, Guyana, South America. He migrated to the United States of America on 17 May 1970.

Lennox Chance was drafted into the United States Army on 18 December 1972 and completed his Basic Training at Fort Jackson, South Carolina. He attended two Advanced Individual Trainings (AITs), the first one was at Fort Ord, CA, where he attained "71B" Company Clerk MOS, and the second one was at Fort Benjamin Harrison, IN, where he was awarded "71D" Legal Clerk MOS.

In July 1973, Chance served as a Legal Clerk with the 3rd AIT Brigade, Fort Polk, LA through 17 January 1975. He joined the 4th Legal Services Organization (4th LSO) in New York upon his ETS from active duty. Chance graduated from the Court Reporting School at the Naval Justice School, Newport, Rhode Island in August 1976.

Mr. Chance was an Assistant Instructor (AI) for three consecutive years at the Naval Justice School from 1979 through 1982 where he taught Court Reporting to reservists. The highest enlisted rank attained by Chief Chance was Master Sergeant prior to his appointment as a Warrant Officer.

Chief Chance contributed a great deal to the civilian world. For 15 years, while still a member of the Army Reserve, he was as a Senior Field Commercial Insurance Underwriter for two well-known insurance companies. In 1996, Chief Chance was called to active duty in support of Operation Joint Endeavor (OJE), and served with V Corps, OSJA, in Heidelberg, Germany. Chief Chance came back on active duty in November 1997, with duty assignment at Fort McNair, D.C., and got involved immediately in a high profile court martial case.

Chief Chance served a second tour in Germany from July 2000 through May 2002 with the 1st Armored Division, Wiesbaden. From May 2002 through June 2004, he served as the Executive Officer, Student Detachment, for the Judge Advocate Officer Basic Course at The Judge Advocate General's Legal Center and School (TJAGLCS).

He is currently stationed at the Office of the Staff Judge Advocate (OSJA), West Point, New York serving as a Legal Administrator. Chief Chance graduated from Queens College, New York, June 1980, with a B.A. degree in Economics. He is also a graduate from the 1st Warrant Officer Advanced Course at TJAGLCS in February 2000.

His awards and decorations include the MSM with 1 Oak Leaf Cluster, ARCOM (with 5 Oak Leaf Clusters), AAM (with 4 Oak Leaf Clusters), ARCAM (with 5 Oak Leaf Clusters), NDSM (with bronze star), Armed Forces Service Medal, Armed Forces Reserve Medal (with 1 Oak leaf Cluster), NCO Professional Ribbon, Army Service Ribbon, and Overseas Service Ribbon (with number 3).

He is currently married to the former Kay Cameron, of New York. They have a daughter – Tiffani, age 9 years old.

#### **ROBERT EDWARD DAVIS, CAPTAIN, UNITED STATES NAVY (RETIRED)**

Captain Davis is a native of Memphis, Tennessee, where he enlisted in the United States Navy on July 8, 1960. Prior to his promotion to Lieutenant (junior grade) in the Limited Duty Officer (LDO) Program in April 1976, he advanced to permanent Master Chief Radioman (RMCM, E-9), was selected to Warrant Officer (WO1), earned a Commissioned and promotion to CWO-2, then earned promotion to CWO-3, and to CWO-4.

His academic credentials, earned "With Highest Honors" and "With Distinction," include: Masters of Science, Education; Masters of Science, General Management; Masters of Arts, National Security & Strategic Studies; Bachelors of Applied Arts, Public Administration & Urban Studies. Certified as a Naval Science Instructor, he completed credentialing requirements for certification in Social Studies at Howard University and received certification by the State of Maryland. He is the Naval Science Instructor (NSI), Naval Junior Reserve Officers Training Corps (NJROTC, at Northwestern High School.

Captain Davis's awards include: Defense Meritorious Service Medal, Meritorious Service Medal with gold star; Naval Commendation Medal with gold star; Navy Achievement Medal with 2 gold stars; National Defense Service Medal with bronze star; Vietnam Service Medal; Republic of Vietnam Campaign Medal with device; and other awards, dozens of Accolades, Letters of Commendations and Letters of Appreciation.

Captain Davis is married to the former Shirley Ann Payne of Okolona, Arkansas. They have three children – Nancy, Mark, and Lara – and three grandchildren – Malik, Ayrehl, and Taryn.

## **CHIEF WARRANT OFFICER FIVE JIM TOLBERT**

Chief Warrant Officer Five Jim Tolbert assumed his current position as the Regimental Warrant Officer, U.S. Army Quartermaster Center and School, on 1 September 2002. After joining the Army he reported to Fort Knox Kentucky to attend Basic Training then to Fort Lee for Advanced Individual Training in MOS 76Y. In his first assignment, he was assigned to the 78th Engineer Battalion in Karlsruhe, Germany where he served as the unit Armorer/Supply Specialist.

CW5 Tolbert was appointed as a Warrant Officer on 31 March 1984 after completing the Warrant Officer Candidate Course at Fort Rucker, Alabama. Since then, he has served in a variety of career enhancing assignments that includes; Battalion Supply Technician 223rd Aviation Battalion, Schwaebisch Hal, Germany; Property Book Officer, 26th Signal Battalion, Heilbronn, Germany; during this assignment in December 1990 he deployed to Saudi Arabia in support of both "Operation Desert Shield and Desert Storm". Property Book Team Chief and later Chief Asset Visibility Section Division Materiel Management Center, 4th Infantry Division; Property Book Officer U.S. Army Central Command, Camp Doha Kuwait; Instructor/Writer U.S. Army Quartermaster Center and School and Personnel Career Management Officer United States Total Army Personnel Command, Alexandria Virginia.

CW5 Tolbert has completed every level of the Warrant Officer Education System. His military schooling includes the Warrant Officer Candidate Course, Supply and Service Management Officer Course, Standard Property Book System Course, Corps Supply Staff Officer Course, Warrant Officer Advance Course, Contracting Officer Representative Course, the Warrant Officer Staff Course, The Army's Force Management Course, and the Warrant Officer Senior Staff Course. He holds a Bachelor's Degree in Business Management from the University of Maryland and a Masters Degree in Logistics Systems Management from Colorado Technical University at Colorado Springs, Colorado.

CW5 Tolbert is authorized to wear the Bronze Star Medal, Meritorious Service Medal (with 6 Oak Leaf Clusters), Army Commendation Medal (2 OLC), Army Achievement Medal (5 OLC), National Defense Service Medal with Bronze Stars, Southwest Asia Medal with Bronze Star, Armed Forces Expeditionary Medal, Saudi/Kuwait Liberation Medal, and the Kuwait Liberation Medal.

CW5 Tolbert was inducted as a Distinguished Member of the Quartermaster Regiment in 2001.

#### **CW4 (R) CARL E. BLACK**

CW4 Carl E. Black, U.S. Army Retired, entered the U.S. Army in September 1953 in Wilmington, North Carolina. After completing Basic Training at Fort Jackson, South Carolina, and AIT at Fort Sill, Oklahoma, he remained at Fort Sill through 1955. CW4 Black completed basic Airborne School at Fort Bragg, North Carolina, in 1956 and was assigned to the 101st Airborne Division, Fort Campbell, Kentucky where he completed Jumpmaster School and served as Senior Message Clerk until September 1957. He was assigned to the 7th Infantry Division, Korea, as Communications Team Chief from September 1957 to September 1958, returning to the 101<sup>st</sup> Airborne Division as Operations & Intelligence Sergeant until January 1965. He trained as Apprentice Criminal Investigator at Fort Campbell in Detachment C. 3<sup>rd</sup> Military Police Group until 1966; then continued this training with the 1<sup>st</sup> Brigade, 101<sup>st</sup> Airborne Division, in Vietnam. He returned to the United States in 1967 and completed the Criminal Investigator Course at Fort Gordon, Georgia.

He was appointed to Warrant Officer in 1969 at Fort Bragg as he served as a Criminal Investigator and commanded the 125<sup>th</sup> Military Police Detachment (Criminal investigation) until October 1970. After formal schooling, he became a Legal Administrative Technician (MIS 713A) serving at XVIII Airborne Corps and subsequently at the 82<sup>nd</sup> Airborne Division SJA Offices from October 1972 until 1977.

After a tour at U.S. Army Forces Command, Fort McPherson, GA, CW4 Black returned to the 82d Airborne Division until he retired in October 1984. Mr. Black returned home to Wilmington, North Carolina, where he taught Junior Reserve Officer Training Corps cadets for five years; opened a branch campus for Campbell University at Camp Lejeune, North Carolina; and is currently the Executive Director of non-profit Family Resource Center in Wilmington. He teaches “Welfare to Work” and high school classes.

CW4 (R) Black was made the Honorary Regimental Warrant Officer of the Judge Advocate General’s Corps in 1999.

Mr. Black is married to Hazel (nee) Wood of Wilmington, North Carolina. They have three children, Debbie, Carl Jr., and Anthony.

#### **CW4 IDA TYREE HYCHE**

Graduating Magna Cum Laude from Stillman College in Tuscaloosa, Alabama and later receiving her Juris Doctorate degree in General Law from Birmingham School of Law in Birmingham, Alabama, Ms. Tyree Hyche utilizes her formal education assets to serve the Department of the Army in various leadership capacities as a Human Resource Director.

With over twenty-two years in federal civilian employment service and over twenty-five years in Army Reserve military service, Ms. Tyree Hyche has continued her military and civilian leadership skills by attending the Leadership and Development Course, Personnel Managers Course, Warrant Officer Advanced Course, Staff Judge Advocate's Course for Federal Labor Relations, Staff Officer Action Course and the Organizational Leadership Course for Executives.

As a Chief Warrant Officer, CW4 Tyree Hyche has served as Military Personnel Technician for the G-1, 81<sup>st</sup> RRC, Mobilization Readiness Branch, Officer Personnel Management Branch, Family Readiness Branch and Replacement Operations Personnel Warrant for the 3<sup>rd</sup> Personnel Command in Jackson, Mississippi.

### **NOTABLE ACHIEVEMENTS**

**CW5 Vicki Murray** – First African American Female Warrant Officer promoted to CW5.

**CW5 Robert Wimberly** – First African American appointed as Command Chief Warrant Officer (New Jersey National Guard).

**CW5 Joe Williams** – First African American promoted to CW5 in the Army Reserves.

**CW5 George Marshall** - First African American appointed as Command Chief Warrant Officer (CW5) in the Army Reserves (77<sup>th</sup> Regional Readiness Command, New York).

**Doris Hull** – The first active duty African American Female to be promoted to Warrant Officer in the Coast Guard.

**Ulysses Allen** – First African American to reach the rank of CW5 in the Florida National Guard.

**CW5 Charles Caulk** - First African American to make CW5 in the United States Army Signal Corps.

**CW5 Roberta Cummings** – First African American Female promoted to CW5 in the Army Reserves.

**CW5 Lloyd Dillard** – First African American Assistant Commandant (CW5) at the Warrant Officer Career Center.

**CW5 Raymond Benson** – First African American promoted to CW5 from the 63d Regional Readiness Command, California.

**CW5 Eddie E. Mallard** – First African American appointed as the Command Chief Warrant Officer for Military Intelligence (INSCOM).

**CW5 Rufus N. Montgomery** – Quartermaster Warrant Officers Hall of Fame  
(Distinguished Member of the Quartermaster Regiment – DMOR).

**CW4 Jim Tolbert** – Regimental Warrant Officer of the U.S. Army Quartermaster Center  
and School. Distinguished Member of the Quartermaster Regiment – DMOR.

**CW4 (R) Harrison E. Robinson** – Member, Ordnance Corps Hall of Fame

**CW4 (R) Carl Black** – Honorary Regimental Warrant Officer of the JAG Corps.

## **PROFESSIONAL RESUME**

**Carl M. Burnett**  
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Silver Spring, MD 20904-7123  
301-847-7329 (H) 240-355-1128 (C)  
[cburnett101@comcast.net](mailto:cburnett101@comcast.net)

## **PROFESSIONAL CAPABILITY SUMMARY**

- Management experience leading numerous organizations from entrepreneurial start-ups to multifaceted companies.
- Technical program and project management experience involving development, production and deployment of engineering construction projects and information systems.
- Financial management and analysis expertise.
- Operational experience in human resources analysis, development and training.

## **PROFESSIONAL EXPERIENCE**

**Adjunct Professor** **2004 – Present**  
**Johns Hopkins University - School of Professional Studies in Business and Education**

Teaching and Research Concentrations: Information Systems Design, Development, Implementation, Maintenance and Analysis; E-Commerce; Project Management; Hardware, Software and Operating Systems; Multimedia on the Web; Information Security and Assurance; Distance Learning; Geospatial Information Management.

**Associate,** **2003 – 2004**  
**Booz Allen Hamilton Inc.**

**Staff Associate for Principal Deputy Assistant Secretary of the Army (PDASA)**

Personal staff associate for concepts and analysis of personnel programs directed by the PDASA. Concepts and analysis included Medical Holdover program for combat disabled soldiers injured during Operation Enduring Freedom (Afghanistan) and Operation Iraqi Freedom.

**Program Manager for U.S. Army Combat Related Special Compensation**

**Program** - Project Manager for establishment and operations of \$10 M U.S. Army Combat Related Special Compensation (CRSC) program. Program office included 6 Military, 22 Booz Allen Associates, 2 ASE professional staff and 40 Kelly Professional staff. Included design, development, implementation and maintenance of \$3.5 million enterprise information management system for operations center. Congressionally mandated program that compensates U.S. Army retired personnel who have direct combat related disabilities. Project Manager for expanded Combat Related Special Compensation (CRSC) for all disability rating levels (450,000 eligible U.S. Army retirees). Developed approved program budget authority for FY 2005 U.S. Army CRSC program budget of \$22 M.

**Independent Consultant**

**2002 to 2003**

Silver Spring, MD

Independent information systems consultant for small to medium size businesses. Provided systems analysis, strategy development, systems security auditing, operational auditing and information systems financial analysis.

**Chief Technology Officer**

**1999 to 2001**

HomeQuest Network, College Park, MD

CTO of incubator company in the University of Maryland's Technology Advancement Program. Developed geospatial media applications for commercial use that are patent pending.

**President**

**1994 to 1998**

Prime Radiant Productions, Columbia, MD

President of start-up company for digital video productions. Responsible for finance, accounting, sales, marketing, media project development, budgeting, computer programming, video/audio acquisition and editing, computer animation and web site development and maintenance.

**Commander**

**1991 to 1994**

*U.S. Army, Utilities & Engineering Detachment, Corps of Engineers, Honolulu, HI*

- Leader of two 25-person teams in Hawaii and Korea.
- Project leader for three (3) emergency support operations in direct support to the Federal Emergency Management Agency (FEMA) for disaster relief operations in Guam and Hawaii.
- Project leader for two hydroelectric power plant construction projects in support of the US Department of State nation-building program.

- Managed \$25 million budget for operations and maintenance of US Army power plants, and electrical power and utilities system maintenance and repair of 35 military and commercial facilities in Pacific territories (Industrial Fund Activity).

**Manpower Analyst**

**1989 to 1991**

U.S. Army, Directorate of Personnel, Pentagon, Washington, D.C.

- Operation Research & Systems Analysis Technician for US Army force structure reductions of military and civilian personnel.
- Principal Manpower Analyst for force requirements for Operation Desert Shield and Desert Storm.

**Warrant Officer Program Director**

**1988 to 1989**

U.S. Army, Office of the Chief of Staff, Pentagon, Washington, DC

- Department of the Army Representative to the Department of Defense (DOD) Warrant Officer Study and Director of Warrant Officer Manpower, Directorate of Personnel, US Army.
- Department of Defense technical legislative liaison for passage of Warrant Officer Management Act and new pay grade - Chief Warrant Officer Five.

**Personnel / Information Systems Manager**

**1986 to 1988**

U.S. Army, Directorate of Personnel, Pentagon, Washington, D.C.

- Personnel System Manager for implementation of US Army Warrant Officer Study.
- Served as Information Systems Officer for Manpower Directorate which included; training development, operations, software design, data analysis and maintenance of computerized personnel management systems and programs. Computer systems included IBM systems, personal workstations, networks, Macintosh computers, and classified computer controls. Software included VM/CMS, SQL, SAS and Microsoft applications.

**Personnel Analyst**

**1983 to 1986**

U.S. Army, Directorate of Personnel, Pentagon, Washington, D.C.

- Personnel analyst for US Army Warrant Officer Study. Responsibilities included performing manpower analysis for personnel positions which included training, skill development, position responsibilities and pay rate levels.
- Developed with General Research Corporation first-ever computer based Personnel Analysis Artificial Intelligence Expert Decision Systems for use in personnel analysis.

**Instructional Systems Designer**

**1982 to 1983**

U.S. Army Engineer School, Ft. Belvoir, VA

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- Designed instructional materials used in warrant officer and engineer officer training.
- Instructional material included utilities and electrical power systems operations and maintenance for field and fixed facilities.
- Developed first program of instruction for team-based training. Oversaw skill and specialty tracking for Warrant Officers, Captains and Majors.
- Participated in the development of a new information management system for programs of instruction.

**Hospital Maintenance Officer** **1979 to 1982**

U.S. Army, Ludwigsburg, Federal Republic of Germany

- Managed maintenance program for 500-bed hospital facility.
- Responsible for \$3.5 million maintenance and repair budget for equipment and maintenance program.
- Property accountability officer for \$12 million hospital property account.

**Electrical Power Distribution System Specialist** **1978 to 1979**

Defense Nuclear Agency, Enewetok, Atoll, Pacific. .

- Design and constructed power distribution system for base camp on the island of Lowja for cleanup of Enewetok Atoll.
- Management of on-site design of electrical distribution system, 15-person powerline construction team, material procurement and logistical support.

**Electrical Power Systems Specialist** **1977 to 1978**

U.S. Army Facilities Engineering Support Agency (USAFESA), Ft. Belvoir, VA,

Performed operations and maintenance of electrical power systems for selected Department of Defense facilities worldwide.

**Nuclear Power Plant Instructor** **1976 to 1977**

U.S. Army Nuclear Power Group, Ft. Belvoir, VA

- Developed instructional material for electrical specialty track for Nuclear Power Plant Operators Course.
- Instructed electrical special training.

**Instructional Systems Designer** **1974 to 1975**

U.S. Army Engineer School, Ft. Belvoir, VA

- Designed instructional material for power generation equipment.
- Design included instructional material for gas turbine, diesel and gas engine generators.
- Design included utilities support systems of air conditioning and refrigeration, water treatment and medical utility support systems.

**Turbine Power Systems Instructor** **1973 to 1974**  
U.S. Army Engineer School, Ft. Belvoir, VA

Provided instruction to enlisted and officer personnel on turbine powered utility units.

**EDUCATION**

**Master of Science, Information and Telecommunication Systems** **2003**  
Johns Hopkins University, Baltimore, MD

**Bachelor of Science – Information Systems** **2002**  
Johns Hopkins University, Baltimore, MD

**National Association of Securities Dealers (Series 63)** **1998**  
State Securities Law Exam, New York, NY

**Associates of Science** **1977**  
Excelsior College, Albany, NY

**University of Virginia** **1975**  
Alexandria, Virginia  
Certificate - Instructional Systems Design

**PATENT**

**Burnett** **January 20, 2004**  
**United States Patent - 6,681,231 - Integrated Information Processing System for Geospatial Media (GMIPS)**

**MILITARY TRAINING**

**Emergency Managers Operations Course** **1993**  
**(FEMA Certification)**  
US Army Corps of Engineers,  
Fort Shafter, Hawaii

**Warrant Officer Advanced Course** **1979**  
**Honor Graduate**  
US Army Ordnance School  
Aberdeen Proving Grounds, MD

**Facilities Engineer Management Course** **1979**  
**Honor Graduate**  
US Army Engineer School  
Fort Belvoir, Virginia

<b>Nuclear Power Plant Operations and Maintenance Course Certification – Third Class Nuclear Reactor Operator (Electrical)</b> US Army, Nuclear Power Plant School Fort Belvoir, Virginia	<b>1976</b>
<b>Instructional Systems Design and Development</b> US Army Engineer School Fort Belvoir, Virginia	<b>1973</b>
<b>Instructors Course</b> US Army Engineer School Fort Belvoir, Virginia	<b>1973</b>
<b>Turbine Power Generation Systems Course Distinguished Military Graduate</b> US Army Engineer School Fort Belvoir, Virginia	<b>1973</b>
<b>Power Generation (Precise Power) Course Distinguished Military Graduate</b> US Army Engineer School Fort Belvoir, Virginia	<b>1973</b>
<b>Gas Engine Power Generation Course Distinguished Military Graduate</b> US Army Engineer School Fort Belvoir, Virginia	<b>1973</b>

### **PROFESSIONAL MEMBERSHIPS**

The American Veterans Political Action Committee	<b>2004 to Present</b>
Project Management Institute	<b>2004 to Present</b>
Institute of Electronic and Electrical Engineers (IEEE)	<b>2001 to Present</b>
Society of Motion Picture and Television Engineers (SMPTE)	<b>2001 to Present</b>
Association of Computing and Machinery (ACM)	<b>2001 to Present</b>
National Association of Theater Owners (NATO)	<b>2001 to 2003</b>
Association of Information Technology Professionals (AITP)	<b>2000 to Present</b>
Media Communication Association (MCA)	<b>1995 to Present</b>
Military Officers Association	<b>1995 to Present</b>
Society of American Military Engineers (SAME)	<b>1990 to Present</b>
<i>Treasurer, Honolulu Post – 1993</i>	
Toastmasters International	<b>1989 to 1991</b>
<i>President, Pentagon Chapter - 1989</i>	
US Army Warrant Officers Association (USAWOA)	<b>1976 to Present</b>
<i>Past National President – 1988</i>	

## **ACADEMIC HONORS & AWARDS**

<b>Alpha Iota Mu – International Honor Society for Information Management</b>	<b>2002</b>
<b>Golden Key International Honor Society</b>	<b>2001</b>
<b>Alpha Sigma Lambda National Honor Society</b>	<b>1999</b>
<b>Governor of Hawaii - Certificate of Recognition (Hurricane Iniki)</b> Hawaii State Government, Honolulu, Hawaii	<b>1993</b>
<b>Federal Emergency Management Agency - Certificate of Recognition</b> (Typhoon Omar, Hurricane's Iniki and Andrew) Federal Emergency Management Agency, Region IX, Honolulu, Hawaii	<b>1993</b>
<b>Defense Meritorious Service Medal</b> (Enewetok Atoll Nuclear Cleanup) Defense Nuclear Agency, Pentagon, Washington, DC	<b>1978</b>

## **ACKNOWLEDGEMENTS**

Special thanks to several people who assisted me in the collection of information and material for this report: CW4 (R) Don Hess, CW4 (R) Carl Burnett, CW5 (R) Dave Welsh, CW5 Matt Wojdak, CW4 Ida Tyree Hyche and CPT Aaron Wilkes.

Thanks to Ms. Vicki Woody for assisting me with the demographic tables.

A special thanks to my boss – the Military Personnel Officer/ G-1/ Adjutant General at Fort Leonard Wood, MO – CW2 (R) Jesse J. French.

I'm still looking for that elusive United States Army First African American Warrant Officer!