

CHARTER
Department of Defense Executive Advisory Board (DEAB)

- A. Official Designation: The Board shall be known as the Defense Executive Advisory Board (hereafter referred to as the DEAB or Board).
- B. Objectives and Scope of Activities: The Board, under the provisions of DoD Directive 1403.03, "The Career Lifecycle Management of the Senior Executive Service Leaders within the Department of Defense," October 25, 2007, shall provide the Deputy Secretary of Defense independent advice and recommendations on lifecycle management of Senior Executive Service (SES) members and the SES pipeline.

The DEAB's focus will include:

- Developing ideas, methods and procedures regarding SES career lifecycle management of career SES and other career members of the executive cadre; and provide advice and recommendations to the DepSecDef;
- Ensuring continuity of the highest caliber of SES leadership within the Department;
- Defining and recommending core precepts for lifecycle management decisions;
- Recommending at least annually a list of enterprise positions¹ for the DepSecDef approval;
- Validating the process used for selecting individuals for enterprise positions;
- Providing advice and guidance on policies, plans, programs, requirements, resources, systems, criteria, and standards for DoD leadership pipeline development;
- Assessing and recommending DoD leadership pipeline development programs, such as participant selection, development, assessment and feedback, and leadership seminar development and delivery for the Defense Senior Leader Development Program (DSLDP); and
- Analyzing the trends in career SES selection, assignment, incentives and pay to inform policy decisions and ensuring compliance with the requirements of DoD Directive 1403.03.

¹DoD Directive 1403.03, October 25, 2007, Enclosure 2, Definitions E2.4. Enterprise Positions are DoD career SES positions that are determined by the Deputy Secretary of Defense to be the most influential and critical to accomplishing the Secretary of Defense's vision and strategic priorities, such that they warrant deliberate management at the highest levels of the Department of Defense.

In the Directive, 5.2 Position Management, 5.2.2.1-5.2.2.3 identify Enterprise Positions as: having unique demands of scope and breadth, influence, and impact and will affect organizational outcomes more significantly; requiring competency in joint matters and broad, enterprise-spanning perspective; and selections requiring the Head of a Component to confer with the Deputy Secretary of Defense prior to confirming a selection.



The Deputy Secretary of Defense or designee may act upon the Board's advice and recommendations.

C. Panel Membership: The DEAB shall be composed of not more than 13 members, who are eminent authorities that possess an enterprise perspective shaped by experience and education and characterized by a strategic, top-level focus within the Department. Board Members appointed on a two-year, staggered term by the Secretary of Defense, must be full-time Tier 3 civilian executives or General/Flag officers. Each Component Head should designate an alternate at the Tier 2 or Tier 3 level/General or Flag Officer equivalent.

- Deputy Secretary of Defense shall select the Board's Chairperson from the total membership. The Chairperson will serve as the voice representing the Board's recommendations.
- The Under Secretary of Defense (Personnel and Readiness) will provide advice, policy and guidance to be used by the DEAB and issue policy and guidance that shape the executive management framework, precepts, and policies for the management of the SES and enterprise positions.
- The Deputy Under Secretary of Defense for Civilian Personnel Policy will serve as the Executive Director and provide operational, administrative, and policy support to the DEAB.

D. Board Meetings: The DEAB shall meet at the call of the Chair. The DEAB shall meet no less than four times a year.

The Chair shall be authorized to establish subcommittees, as necessary and consistent with the DEAB mission, and these subcommittees or working groups shall operate under the guidance of the Chair and administratively supported by the Executive Director.

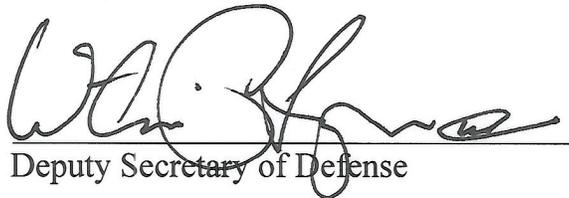
Such subcommittees or workgroups shall perform their work and report all recommendations and advice to the Board for full deliberation and discussion, as requested. Subcommittees or workgroups have no authority to make decisions on behalf of the chartered Board nor can they report directly to the Department of Defense or any Federal officers or employees who are not Board Members.

E. Duration of the Panel: The Department believes the need for this advisory function is a continuous one. It is subject to renewal every two years.

F. Agency Support: The Department of Defense, through the DEAB Executive Director, shall provide administrative and support services as deemed necessary for

the performance of the Board's functions, and shall ensure compliance with DoD Directive 1403.03.

Additional information and assistance, including studies and analysis support, may be obtained, as required, from other components of the Department of Defense with contracting authority, and support contractors.

Approval:  Date: 3-11-09
Deputy Secretary of Defense