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Exhibit R-2, RDT&E Budget Item Justification: PB 2022 Office of the Secretary Of Defense **Date:** May 2021

Appropriation/Budget Activity 0400: <i>Research, Development, Test & Evaluation, Defense-Wide I BA 6: RDT&E Management Support</i>	R-1 Program Element (Number/Name) PE 0605151D8Z / <i>Studies and Analysis Support – OSD</i>
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COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
Total Program Element	28.175	4.611	5.777	4.612	-	4.612	-	-	-	-	-	-
151: <i>Studies and Analysis Support – OSD</i>	28.175	4.611	5.777	4.612	-	4.612	-	-	-	-	-	-

A. Mission Description and Budget Item Justification

The OUSD(P&R)'s Studies and Analysis Support program serves to leverage specialized expertise and critical capabilities designed to help meet varied research, study, and analytical support needs in the manpower, personnel, human capital, force readiness, training, education, resiliency, and health services portfolio. This funding supports intellectually rigorous, relevant and timely assessment of policies, programs, and procedures across the personnel and readiness enterprise. Funded research, studies, program evaluations, surveys, and analysis support P&R roles in executing the National Defense Strategy in a proactive and forward leaning posture, focusing on a strategic programmatic and policy framework for the future.

Funding is leveraged to address key, strategic, and long-term challenges facing the Department, and include targeted assessments to support program evaluation and efficacy. It also encompasses comprehensive research and complex exploration to support data driven decision-making and critical analysis to develop needed evidentiary bases for policy development or modification.

<u>B. Program Change Summary (\$ in Millions)</u>	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022 Base</u>	<u>FY 2022 OCO</u>	<u>FY 2022 Total</u>
Previous President's Budget	4.759	5.777	5.163	-	5.163
Current President's Budget	4.611	5.777	4.612	-	4.612
Total Adjustments	-0.148	0.000	-0.551	-	-0.551
• Congressional General Reductions	-	-			
• Congressional Directed Reductions	-	-			
• Congressional Rescissions	-	-			
• Congressional Adds	-	-			
• Congressional Directed Transfers	-	-			
• Reprogrammings	-	-			
• SBIR/STTR Transfer	-	-			
• Program Adjustment	-0.148	-	-0.551	-	-0.551

Change Summary Explanation

The FY 2022 funding request was reduced by \$0.490 million to account for the availability of prior year execution balances.

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Exhibit R-2A, RDT&E Project Justification: PB 2022 Office of the Secretary Of Defense										Date: May 2021		
Appropriation/Budget Activity 0400 / 6					R-1 Program Element (Number/Name) PE 0605151D8Z / <i>Studies and Analysis Support – OSD</i>				Project (Number/Name) 151 / <i>Studies and Analysis Support – OSD</i>			
COST (\$ in Millions)	Prior Years	FY 2020	FY 2021	FY 2022 Base	FY 2022 OCO	FY 2022 Total	FY 2023	FY 2024	FY 2025	FY 2026	Cost To Complete	Total Cost
151: <i>Studies and Analysis Support – OSD</i>	28.175	4.611	5.777	4.612	-	4.612	-	-	-	-	-	-
Quantity of RDT&E Articles	-	-	-	-	-	-	-	-	-	-	-	-

A. Mission Description and Budget Item Justification

The OUSD(P&R) Studies and Analysis Support program serves to leverage specialized expertise and critical capabilities designed to help meet varied research, study, and analytical support needs in the manpower, personnel, human capital, force readiness, training, education, resiliency, and health services portfolio. This funding line supports independent, intellectually rigorous, relevant, impartial, objective, and timely assessment of policies, programs, and procedures across the personnel and readiness enterprise. Funded research, studies, program evaluations, surveys, and analysis support P&R in executing the National Defense Strategy and the Secretary of Defense's "Taking Care of Our People" priority, ensuring a proactive and forward leaning posture, focusing on a strategic programmatic and policy framework for the future of the Department's force development, resiliency, and readiness. Funding is leveraged to address key, strategic, and long-term challenges facing the Department, and include targeted assessments to support program evaluation and efficacy. It also encompasses comprehensive research and complex exploration to support data driven decision-making and critical analysis to develop needed evidentiary bases for policy development or modification in support of Administration priorities, Congressional direction, and Secretary of Defense direction.

B. Accomplishments/Planned Programs (\$ in Millions)

	FY 2020	FY 2021	FY 2022
Title: Studies and Analysis Support – OSD	4.611	5.777	4.612
Description: P&R's Studies and Analysis program is focused on efforts that align with the National Defense Strategy and our vision of a strategically ready, globally relevant, and flexibly sustainable Total Force enabled by digital modernization for data dominance. Resources fund Federally Funded Research and Development Centers (FFRDCs), University Affiliated Research Centers (UARCs), and other contracts for studies, analysis, research, and surveys that address the strategic challenges facing P&R and the Department of Defense, reflect enterprise-wide equities, focus on strategic programmatic and policy frameworks, and demonstrate how we cannot accomplish internally or through other means.			
FY 2021 Plans: Conduct research, analysis and complex exploration of policy challenges within the recruitment, retention, training, education, readiness, lethality, health, and resiliency of the Total Force to meet human capital development actions in support of the National Defense Strategy.			
<ul style="list-style-type: none"> • Assessing national trends with respect to the population • Conducting assessments of workplace climates and program strategies • Understanding best practices for employee engagement/relevancy 			

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B. Accomplishments/Planned Programs (\$ in Millions)	FY 2020	FY 2021	FY 2022
<ul style="list-style-type: none"> • Addressing force structure, capability and readiness in evolving warfighter domains • Understanding the future of dependent care in the DoD; modernizing our training infrastructure for the future fight • Adapting the recruiting/retention environment for the modern force • Challenging cultural norms of force mix • Adapting DoD mindset for societal/economic population changes • Understanding future force requirements for urbanization and population shifts • Understanding technological impacts on health care delivery. <p><i>FY 2022 Plans:</i> Specific endeavors are anticipated to focus on:</p> <ul style="list-style-type: none"> • Assessing national trends with respect to the population and the implications for the recruitment, retention, sustainment, and viability of the All-Volunteer Force; • Enhancing the resiliency and readiness of the Total Force by fostering diversity and inclusiveness, and countering extremism; • Encouraging innovative solutions to an ever-increasing range of challenges including traditional adversaries and climate change; • Defeating COVID-19 by working closely with our Federal Government partners; • Adapting to changing national societal/economic/political/demographic changes and needs with respect to the delivery of health care and family program/benefits understanding the future of dependent care in the DoD; modernizing our training infrastructure for the future fight.fight. <p><i>FY 2021 to FY 2022 Increase/Decrease Statement:</i> The FY 2022 funding request was reduced to account for the availability of prior year execution balances.</p>			
Accomplishments/Planned Programs Subtotals	4.611	5.777	4.612

C. Other Program Funding Summary (\$ in Millions) N/A
Remarks
D. Acquisition Strategy N/A