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Mobilization with the 300<sup>th</sup> Area Support Group

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### Abstract

The 300<sup>th</sup> Area Support Group received a task from USARC to prepare unit for deployment to Iraq. Once notified of the task the unit started to get personnel cross-levelled into the unit. I was one of many soldiers to be cross-levelled with short notice. I had to prepare my family and my job for the short notice of being deployed. I was tasked to be the Chief Paralegal of the 300<sup>th</sup> ASG SJA Office. My mission was to get the office up and manage once in theater. The SJA office mission was to provide legal services and guidance within our Area of Operation.

My experience to be mobilized first came in August of 1995 with 10<sup>th</sup> Legal Support Office. The mission was to be assigned with 1<sup>st</sup> Armor Division in Germany as legal NCO. That was good because I was surrounded by all active duty members and no reserve but myself in the office. It seems to me that I blended in well with them. I learned from the entire office professionalism and work habits. I was just an E5 at that time and I was out to prove to them that I can do the same work as them and maintain my professionalism also.

The reason I said all of this because when I got to mobilize the 300<sup>th</sup> ASG I became the observer to watch other E5/E6 adjusted. It was strange because the young E4/E5 first came to the unit more trying to get promoted to get more pay as to want to be a sergeant. What I meant by that is they didn't have a clue it mean to put on hard stripes. Most of the soldiers were promoted without even taking WLC or BNCOC. We have new promoted soldiers that are now squad leaders and platoon leaders and don't realize what position there are in. Also, you will have reserve soldiers that do not know how to separate the civilian life from the military. You have a new sergeant still letting his/her friends calls them by first name or talking to them like they are back on the block. Also, you have those individual who put on stripes and think they can talk to any kind of way.

My experience of working in the JAG office and seeing a lot of young soldiers get punish for stupid thing. Some examples are disrespecting an NCO/OFFICER, drinking and drugs. I believe if many of these soldiers have attended a leadership course our JAG office numbers for punish for junior soldiers would have been reduced. With this in mind I must believe leadership is the one blame because we are not mentoring these soldiers

the right way and not making them aware of when they put on these stripes. My learning experience of seeing soldiers putting on rank before their time is costly to the them and the army.

During my mobilization with the 300<sup>th</sup> ASG it has made me aware what a early promotion can do to an individual. A newly promoted sergeant is asked to take over a convoy mission in Iraq who has not has WLC or BNCOC is asked to lead a squad. Do you think we are setting these soldiers up for failure?

The mentally of some of the newly promoted soldier of the 300<sup>th</sup> ASG never been in position to lead and now they have soldiers looking at them to lead them out of harm way. When these soldiers got promoted I talked to a few to see where there head were at.

I informed them that they are in a position to lead and other individual were looking at them as sergeant you are expect to know certain thing. I also informed them not just junior enlisted look at them for guidance by so did the officer.

I believe that the army should go back to where you had to complete PLDC before putting on stripes. The soldiers now would change their attitudes. I have met soldiers that admit they were afraid to go WLC because they felt they couldn't do it. Also, I met soldiers that say they only have few years and hope they can avoid the system and just ETS.

I had a newly promoted sergeant in the JAG section while deployed. This young sergeant had a hard time being over there and being a sergeant. The situation with this soldier was that she had less than 3 years in service and became sergeant. Now we are deployed and she never been away from for a long period of time. We have convoy missions and nobody exempt. She doesn't want to go because she is flat out scared. I do

my best to instill confidence in her. I go on a convoy mission with her to ease her nerves. It all went well. I have to ask myself was setting this soldier up for failure by putting her up in harm's way. She could have done more damage being out there in the condition she was in. Believe it or not she was not alone as a young early promoted sergeant.

You would have to look at the unit and the people way above our pay grade to not see this coming. Senior NCO does speak about this all the time. We have now conditional promotion going on. The army should not continue with or stick with the guidelines when they promote these individuals. Such as go to school or lose the rank.

I have taken the SQT test many years ago and that is a test that should be brought back into the system across the board. During my deployment I felt many senior NCOs had issues with this matter also. But we can't complain because the senior NCO promotes the soldiers with the review of the packet.

This matter was a big issue with me because I am being cross-level into a unit where I am the new guy or consider the outsider. I packed my bag and leave my wife and children with security of me being taken care of by fellow soldiers with same knowledge that I received from leadership training. I know the education level of the soldiers coming in has changed. Some soldiers are coming in the military with BA, MS and more college experience than before. Also, these soldiers are feeling that they should get the rank quicker than their peers. Rank should come with perfecting each skill level before looking to move up in the ranks.

I have learned a lot with the mobilization with the 300<sup>th</sup> ASG that junior enlisted and junior NCOs really need a good mentoring system in each skill level. It made me take a

different approach on how to train them in MOS and combat skills. I started putting my junior soldiers and junior NCOs in fore-front of many different tasks.

This problem with junior enlisted is not just a problem in the 300<sup>th</sup> ASG mobilization it with the whole ARMY wide system. Take a look around in some unit and see how many E5 and E6 are happy where they are at in their careers. Some will retire without know shame.

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MEMORANDUM FOR Commandant, United States Army Sergeants Major Academy, Fort Bliss, Texas 79918-8002

SUBJECT: Access Agreement for Personal Experience Papers

1. I, Clarence L. White, have submitted a Personal Experience Paper to the United States Army Sergeants Major Academy archives regarding events and experiences from my participation in \_\_\_\_\_ that may be of historical significance to the United States Army and the Noncommissioned Officer Corps.

2. I understand the manuscript and attached documents will be accessioned into the historical holdings of the United States Army Sergeants Major Academy archives and will belong to the United States Government to be used in any manner deemed in the best interests of the United States Army as determined by the Chief of Military History or his representative. I also understand that I may retain a copy for my own use subject to classification restrictions.

3. I hereby expressly and voluntarily relinquish all rights and interest in the paper to the United States Army with the following caveat/exception:

(  ) None  
(    ) Other:

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I understand that the information in this paper may be subject to the Freedom of Information Act, and therefore, may be releasable to the public contrary to my wishes. I further understand that, within the limits of the law, the United States Army will attempt to honor the restrictions I have requested to be placed on this material.

Date: 11/12/10

Printed Name: Clarence L. White

Signature: Clarence L. White

Accepted on behalf of the United States Army by:

Printed Name/Date: \_\_\_\_\_

Signature: \_\_\_\_\_

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