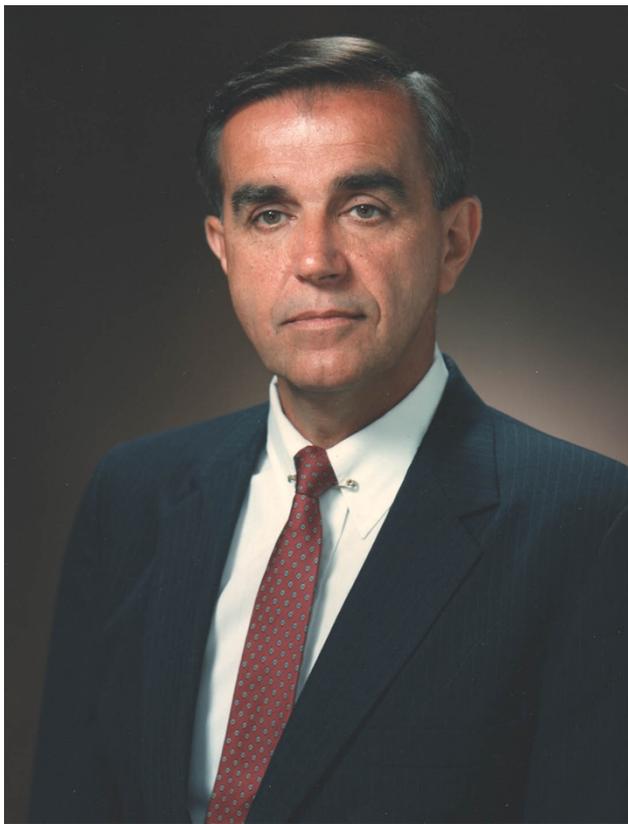


Mr. JAMES D. DAVIS, SIES-5
Department of the Army Civilian, Retired (Deceased)



Mr. Davis served as Assistant Deputy Chief of Staff for Intelligence (ADCSINT), US Army, from 1987 to his retirement in 1996. He was responsible for Army intelligence policy, planning, programming, and operational activities throughout the Army and he directed intelligence support to the Headquarters, Department of the Army decision-making process.

Mr. Davis was a driving force behind many initiatives that helped civilian intelligence employees not only in the Army, but also in the Air Force and Navy. The US Intelligence Community recognized and used his expertise for the conceptualization and creation of the Civilian Intelligence Personnel Management System (CIPMS), which significantly improved the recruitment, retention, and development of Department of Defense (DoD) civilians

engaged in intelligence activities. Mr. Davis was a leader in the creation of the Senior Intelligence Professional and Senior Intelligence Executive Service (SIES) program within CIPMS, viewed as a major step in retaining needed civilian technical and leadership talent in service intelligence organizations.

Mr. Davis was one of the prime designers of the continued development and use of the Army Intelligence Force Integration Master Planner. This was an advanced state-of-the-art artificial intelligence system that manipulated and displayed total Army intelligence requirements and resource data in support of the Army planning, programming, budgeting, and execution systems and the National Foreign Intelligence Program Capabilities Program and Budget System. Mr. Davis also structured and directed Army analysis in support of the Vice President's National Performance Review Reinvention Lab for Intelligence Support to Land Warfare; the intelligence components of the Commission on Roles and Missions; and the development of Intelligence XXI, the vision of where Army intelligence should be in 2010.

Mr. Davis was a strong advocate for the marriage of Army scientific and technical enterprise with academia at the University of Virginia in Charlottesville. The sharing of university expertise enhanced the Army scientific and technical mission, and the opportunity to focus on real issues enriched the university academics' experiences.

Mr. Davis's career served as the ultimate professional role model for Federal employees. From Intelligence and Electronic Warfare Crypto-Maintenance Specialist to SIES and ADCSINT for Manpower at Department of the Army, he blazed a trail of excellence. In the wake of his efforts, the intelligence integration initiatives and the CIPMS in particular left their indelible mark on the future of Army Intelligence.

Mr. Davis's awards include the National Intelligence Distinguished Service Medal, Presidential Rank Award for Meritorious Executive, Meritorious Civilian Service Award (two awards) and the Exceptional Civilian Service Award.

Mr. Davis was inducted into the Hall of Fame in 1997. He passed away in April 2004.