

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

See Privacy Act
Statement in AR 623-3.

PART I - ADMINISTRATIVE (Rated Officer)

a. NAME (Last, First, Middle Initial) LANAHAN, JOHNATHAN, N	b. SSN (or DOD ID No.) 1058807326	c. RANK CPT	d. DATE OF RANK (YYYYMMDD) 20150501	e. BRANCH EN	f. COMPONENT (Status Code)
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND THE OHIO STATE UNIV, COLUMBUS, 43210, TA			h. UIC W0CE20		
i. REASON FOR SUBMISSION 04 REFRAD					
j. PERIOD COVERED FROM (YYYYMMDD) 20200713 THRU (YYYYMMDD) 20210524	k. RATED MONTHS 11	l. NON RATED CODES	m. NO. OF ENCLOSURES 0	n. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil) johnathan.n.lanahan.mil@mail.mil	

PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the administrative data is correct)

a1. NAME OF RATER (Last, First, Middle Initial) TOOHEY, JOHN, T	a2. SSN (or DOD ID No.) 1239738032	a3. RANK LTC	a4. POSITION Professor of Military Science
a5. EMAIL ADDRESS (.gov or .mil) john.t.toohey2.mil@mail.mil	a6. RATER SIGNATURE		a7. DATE (YYYYMMDD) 20210511
b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial)	b2. SSN (or DOD ID No.)	b3. RANK	b4. POSITION
b5. EMAIL ADDRESS (.gov or .mil)	b6. INTERMEDIATE RATER SIGNATURE		b7. DATE (YYYYMMDD)
c1. NAME OF SENIOR RATER (Last, First, Middle Initial) CLEMMER, BRENT, A	c2. SSN (or DOD ID No.) 1175876207	c3. RANK COL	c4. POSITION Brigade Commander
c5. SENIOR RATER'S ORGANIZATION 7th BDE, USACC	c6. BRANCH IN	c7. COMPONENT RA	c9. EMAIL ADDRESS (.gov or .mil) brent.a.clemmer.mil@mail.mil
c8. SENIOR RATER PHONE NUMBER (502) 624-1753	c10. SENIOR RATER SIGNATURE		c11. DATE (YYYYMMDD) 20210518
d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No	e1. RATED OFFICER SIGNATURE		e2. DATE (YYYYMMDD) 20210519
f1. Supplementary Review Required? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	f2. NAME OF REVIEWER (Last, First, Middle Initial)		
f3. RANK	f4. POSITION	f5. Comments Enclosed <input type="checkbox"/> Yes <input type="checkbox"/> No	
f6. SUPPLEMENTARY REVIEWER SIGNATURE		f7. DATE (YYYYMMDD)	

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE Assistant Professor of Military Science	b. POSITION AOC/BRANCH 02A00/ EN
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES Serves as an Assistant Professor of Military Science and Leadership at The Ohio State University Army Reserve Officer Training Corp of Cadets. Responsible for teaching, motivating, and developing up to 50 enrolled cadets. Also responsible for coaching, evaluating, and mentoring 40 cadets in Delta Company. Responsible for recruiting, training, and developing future Army officers and leaders who possess the values, character, ethics, and moral foundation to serve our nation. Produces critical thinking officers who are comfortable with ambiguity, can thrive in chaos, and can adapt to the changing operational environment with tactical and technical proficiency. Assists the Professor of Military Science and Leadership with additional duties as required.	

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)

a. APFT Pass/Fail/Profile: _____ Date: _____ Height: 69 Weight: 180 Within Standard? YES
Comments required for "Failed" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards? No record APFT during this rating period due to the current COVID-19 environment.
b. This Officer's overall Performance is Rated as: (Select one box representing Rated Officer's overall performance compared to others of the same grade whom you have rated in your career. Managed at less than 50% in EXCELS.) A completed DA Form 67-10-1A was received with this report and considered in my evaluation and review: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (explain in comments below)
HQDA COMPARISON OF THE RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED PROFICIENT
RO: LANAHAN, JOHNATHAN, N DoDID/SSN: 1058807326 R: TOOHEY, JOHN, T DoDID/SSN: 1239738032 DATE: 2021-05-24 TOTAL RATINGS: 18 RATINGS THIS OFFICER: 3 I currently rate 3 Army Officers in this grade.

Comments:

CPT Lanahan is a top 10% Officer who led, taught, and mentored Cadets at OSU with great commitment and passion. I hand picked Nick to teach the most critical phases of ROTC in order to prepare our Cadets to excel throughout the months long summer training course at Ft. Knox, KY. His ability to relate to Cadets while instilling a culture of pride and excellence set the standard for retention and growth within the Battalion.

NAME: LANAHAN, JOHNATHAN, N		SSN (or DOD ID No.) 1058807326	PERIOD COVERED: FROM(YYYYMMDD) 20200713	THRU(YYYYMMDD) 20210524
c. 1) Character: <i>(Adherence to Army Values, Empathy, and Warrior Ethos/ Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)</i>	CPT Nick Lanahan is a dynamic leader who promotes the Army Values in all that he does. He consistently sets a tone of respect while fostering an environment of open communication. CPT Lanahan is a disciplined, selfless, professional teammate who fully supports the command's SHARP, EO, and EEO programs.			
c. 2) Presence: <i>(Military and Professional Bearing, Fitness, Confident, Resilient)</i>	CPT Lanahan is a confident leader who embodies all of the best qualities of a military professional. As the primary instructor for over 40 Cadets, Nick continually set the example as a physically fit and mentally resilient Officer. His calm demeanor and level headedness when attacking challenges was infectious amongst the team.			
c. 3) Intellect: <i>(Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise)</i>	CPT Lanahan not only excelled as an instructor, but maintained a 3.8 GPA as a student in The Ohio State University's MBA program. His ability to balance the rigors of being a student with the duties of an APMS speak volumes to his mental agility and time management skills. His relentless pursuit of academic excellence set an example for others to emulate.			
c. 4) Leads: <i>(Leads Others, Builds Trust, Extends Influence beyond the Chain of Command, Leads by Example, Communicates)</i>	CPT Lanahan sustained a climate of trust within his Company and in his MS3 class where Cadets consistently sought mentorship, coaching, and advice outside scheduled counseling. He taught and instilled the principles of mission command into Company leadership, emphasizing disciplined initiative and operating off intent.			
c. 5) Develops: <i>(Creates a positive command/ workplace environment/Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession)</i>	Nick instructed, coached, and evaluated over 60 Cadets as a PLT OC/T at Operation AGILE WARRIOR providing quality and essential feedback to Cadets closing the knowledge gap caused by the cancellation of Cadet Summer Training. He put a strong emphasis on personal development by attending MBA courses at night, taking additional online courses, and finishing a 3-year MBA program in 2 years.			
c. 6) Achieves: <i>(Gets Results)</i>	CPT Lanahan aggressively developed and mentored Cadets in his Company, resulting in half of the Battalion senior leadership positions coming from within its ranks. A testament to his commitment to development of others, CPT Lanahan taught all Cadet OC/Ts at OSU how to effectively coach and evaluate MSIII Cadets at Lab, drastically increasing the effectiveness of training.			

PART V - INTERMEDIATE RATER

PART VI - SENIOR RATER

a. **POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)**
HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

HIGHLY QUALIFIED

RO: LANAHAN, JOHNATHAN, N

SR: CLEMMER, BRENT, A

DATE: 2021-05-24

TOTAL RATINGS: 72

RATINGS THIS OFFICER: 1

b. I currently senior rate **83** Army Officers in this grade.

c. COMMENTS ON POTENTIAL:

CPT Lanahan ranks in the top 10% of Captains within the BDE. His ability to plan in detail, critically think, and develop others make him an invaluable asset to the team. Unlimited potential. This officer is already selected for promotion and will excel at every level.

d. List 3 future **SUCCESSIVE** assignments for which this Officer is bestsuited:

Battalion S3, Battalion XO, Brigade S3