

OFFICERS CAREER NOTES



BRANCH CHIEF'S NOTES

We recently returned from several trips during which we interviewed more than 1,500 Infantry officers. We visited USAREUR and traveled throughout V Corps, VII Corps, and the 21st Support Command; we visited Fort Leavenworth and the CGSC Class of 1982, Carlisle Barracks and the AWC Class of 1982, and the Home of the Infantry, Fort Benning, where we briefed and interviewed the IOAC and IOBC classes in session.

We sincerely appreciate the cooperation you gave us and your understanding of our tasks and our joint mission of providing the Army field commanders with both the quantity and quality of Infantry officers they need.

Most of you are concerned with the accuracy of your Officer Record Briefs. I can only say that we need to be patient and persistent in this matter, although the ORBs are getting better. Each time you review an ORB you should get with your serving MILPO and annotate any changes. I realize that many of you may do this several times without positive results, but don't let up. Your ORB and P-fiche are especially important in that they are the two documents that appear before promotion and selection boards.

We at Infantry Branch, along with the Infantry Center, have prepared a letter to be sent to each Infantry officer. In essence, that letter will tell you what we expect to happen in 1982 as far as assignments are concerned. In it, each assignment officer presents a summary of his area of responsibility. We hope that it will be helpful to each of you in understanding our tasks.

A review of the Command and

Staff selection process appears in a note that follows. I recommend strongly that those of you who have not been selected to attend one of the resident colleges enroll in one of the nonresident courses. The successful completion of these courses will certainly improve your qualifications for assignment to key positions in the future. Two specific courses are the Command and Staff Nonresident Instruction Program and the Army War College Corresponding Studies Program.

COL. JAMES A. SULLIVAN

OCS GRADUATES

An important source of officers for the Active Army is the Officer Candidate School (OCS). Annually, this program provides 900 officers to the active Army, each with a three-year service obligation.

Under an approved policy to be implemented in Fiscal Year 1983, the graduates who finish in the top third of their class will be offered early integration to the Regular Army provided they are otherwise qualified and after they successfully complete an officer basic course. This will enable the chain of command to recommend for or against integration, depending on the officer's performance in his basic course or in his first duty assignment. The details are being announced in a forthcoming change to AR 601-100.

OCS is 14 weeks long and is open to qualified soldiers, both men and women. Roughly half the candidates come from the Active Army; the remainder enter through the OCS enlistment option offered by the Recruiting Command. Active duty entrants must have completed two

years of college while enlistees must have completed a baccalaureate degree.

USMA GRADUATES

Beginning with those who belonged to the Class of 1975, U.S. Military Academy graduates are appointed in the Regular Army and predominantly assigned to Armor, Air Defense Artillery, Field Artillery, Infantry, Engineer, Military Intelligence, Military Police, or Signal branches, with a five-year obligation. At least 80 percent must serve in the combat arms (IN, AR, FA, AD, AV and EN). The remaining 20 percent may compete for combat service and combat support arms branches.

All graduates of USMA who are physically qualified for commissioning normally will be commissioned in the U.S. Army. Approval by the Secretary of the Army for a graduate to be commissioned in another service is granted only under the most unusual circumstances.

Those who have been physically disqualified from the combat arms at the time of graduation may select assignment to Military Intelligence, Military Police, Ordnance, Quartermaster, or Transportation.

Graduates will attend their respective officer basic courses before their first assignments.

Ranger training will be made available for officers who are scheduled for Ranger assignments and on a competitive basis for all male combat arms and combat support arms volunteers. Quotas are allocated to eligible branches on the basis of the previous year's utilization. The majority of the quotas are allocated to the combat arms officers, with Infantry officers receiving the

highest percentage.

Airborne training will be made available for officers whose assignments are to airborne units and as voluntary precommissioning training for USMA cadets. Others may attend training after commissioning on a competitive basis. Enough quotas have been available to allow all physically qualified volunteers to attend.

ROTC GRADUATES

The primary purpose of maintaining the ROTC program is to procure commissioned officers to meet the needs of the Active Army and the Reserve Components, and to meet mobilization requirements. Officers who are commissioned through the ROTC program are required to perform an initial period of active duty, plus Reserve duty, for a total combined obligation of six years or, if not needed on active duty, to perform three to six months of active duty, plus Reserve duty, for a total combined obligation of eight years.

Under certain circumstances an ROTC graduate may obtain a delay in his call to active duty to pursue a postgraduate degree. Delays are granted in increments of one year and must be renewed each year until the individual obtains his degree.

Graduates from the ROTC program are normally scheduled to enter an initial period of active duty during the fiscal year following their graduation and appointment. The specific month they will begin active duty is primarily based upon service school course quotas.

There are several categories of ROTC graduates and different procedures for their assignment:

Scholarship cadets. Cadets who are attending a college or university under the Army's financial assistance program for one to four years and are enrolled in ROTC are required to serve on active duty for a period of four years.

A Department of the Army board, normally held during the cadets'

senior year, selects the branches for the scholarship cadets. The cadets themselves may apply for all branches; selections and assignments are based on criteria established by DCSPER.

Distinguished Military Students (DMSs). The Professor of Military Science in each Army Senior ROTC unit is authorized to designate certain qualified cadets in his unit as Distinguished Military Students (DMSs). This is normally done in the cadet's senior year after he attends a summer camp.

The final selection of DMS cadets for the Regular Army and their assignment to various branches are accomplished by the same DA board that considers scholarship cadets for RA appointments. A DMS may also apply for any branch. Branch quotas for DMSs and scholarship cadets are established by DCSPER. Because consideration for appointment of a DMS in the Regular Army is voluntary, DMSs must apply for such appointments if they want to be considered.

After graduation, a DMS who has been previously selected for appointment in the Regular Army by the DA Board and who has maintained his eligibility is designated a Distinguished Military Graduate (DMG) and, upon his acceptance of a regular commission, is appointed in the Regular Army.

Other than Regular Army (OTRA). OTRA officers are given branches by a MILPERCEN panel made up of serving Professors of Military Science representing the four ROTC regions. Newly commissioned officers are called to active duty over a twelve-month period and attend their officer basic branch courses before their first duty assignments.

OTRA officers from both ROTC and OCS are encouraged to apply for Competitive Voluntary Indefinite (CVI) status before they complete their three-year obligated tours. Upon beginning their CVI tours (third or fourth year), they are encouraged to apply for Regular Army commissions. If selected, they may be

offered RA commissions at the end of their third or fourth year of commissioned service.

Graduate Degree Delay. ROTC graduates who have been on a delay status for the purpose of graduate study are given utilization tours commensurate with their advanced education if at all possible.

Initial branch assignments for all ROTC graduates are based upon the needs of the Army (branch quotas), the desirability of balancing the worldwide distribution of RA lieutenants, an officer's academic background, an officer's preference, and the order of merit of all the officers.

The DMGs who do not apply, or who apply but are not selected, for the Regular Army are normally given their preference in branch selections over the non-DMG OTRA officers.

A DMS who is selected to the Regular Army and becomes a DMG but elects not to accept his appointment will normally be appointed in the USAR branch he originally selected.

All lieutenants will attend their officer basic courses. Ranger training will be made available for combat arms, Engineer, and Signal Corps officers, and as voluntary precommissioning training for all ROTC cadets. Airborne training will also be made available to officers who volunteer for it, and ROTC cadets who are now in their junior or senior years will continue to be eligible for airborne and ranger training after commissioning regardless of their anticipated assignments or OPMS specialties.

The top five percent of those scholarship and non-scholarship cadets selected for RA commissions may elect to attend advanced civil schooling any time within the first five years of active commissioned service (effective until the Class of 1978).

Officers who are attending advanced civil schooling under this program incur an active duty obligation equal to three times the length of the schooling, computed in days. The obligations resulting from ROTC and

civilian schooling will be served in succession, and the time spent attending civilian school will not be credited toward fulfilling an ROTC obligation.

REVISED CGSC SELECTION

A new procedure for selecting officers to attend command and staff college level schooling was approved in 1980 and will be phased in beginning with the classes scheduled for the 1982-83 academic year.

The need to devise a new selection system stemmed from stability criteria that precluded the early movement of officers to attend intermediate level schools. Under the new procedure, an officer will have four chances to be selected for resident attendance; selection will occur earlier in his career; he will compete only against other officers in his own year group for available seats; captains will be allowed to attend; and once selected, each officer will attend on the basis of his availability.

The general details of the selection system are as follows:

- Each year group will be assigned one year's supply of seats (about 950).
- An officer will be considered during his eighth to eleventh year of Active Federal Commissioned Service (AFCS).
- He will attend some time during his ninth to fourteenth year of AFCS.
- Of the available seats, 15 percent will be filled with officers in their eighth year of AFCS, 15 percent with officers in their ninth year, 35 percent with officers in their tenth year, and 35 percent with those in their eleventh year.

It is expected that it will take two years to fully implement the new selection system.

COMBINED ARMS AND SERVICES STAFF SCHOOL

The Review of Education and Training for Officers (RETO) Study

determined that there was a need for all officers to be trained as staff officers, but there was no course in the officer training system that was primarily designed to teach staff skills. As a result the Army established the Combined Arms and Services Staff School (CAS³) at Fort Leavenworth, Kansas. The school began operations in Fiscal Year 1981 with full implementation expected in Fiscal Year 1985. It is also expected that CAS³ will be taught in Europe when it has been fully implemented.

During the graduated implementation, officers will be selected to attend by their career management divisions on the basis of the number of seats available and the specialty composition of each class. Officers selected will be in their seventh to ninth year of Active Federal Commissioned Service (AFCS) and will attend in a temporary duty (TDY) status.

Class loads during the graduated implementation period will be:

- Fiscal year 1982: three classes of 240 officers, or a total of 720.
- Fiscal Year 1983: four classes of 240 officers, or a total of 960.
- Fiscal Year 1984: four classes of 240 officers, 960 total.

When the course has been fully implemented, all OPMD-managed officers will attend sometime during their seventh to ninth year of AFCS. Selected officers from the Reserve Components, JAG, AMEDD, and Chaplain Corps will also attend. Once developed and validated, CAS³ will have a required 120-hour nonresident instruction (NRI) phase with a locally administered six-hour examination. The successful completion of the NRI portion will be a prerequisite for resident attendance.

The initial classes are 12 weeks long, but they will be reduced to nine weeks on full implementation.

SPECIALTY DESIGNATION PROCESS

In the Army's concept of dual specialty development for its officers, the objective is for each officer to

gain and maintain proficiency in two specialties. These specialties are designated on the basis of Army requirements and the officer's education and experience, his demonstrated performance and potential, and his preferences.

Specialties are designated by the following processes:

Initial Specialty Designation. All officers are designated an accession specialty upon entry on active duty. Accessions of active duty officers are distributed to the career management divisions by the Procurement and Accessions Branch, Personnel and Training Division, after the branch of each officer has been determined. Officers taken into a branch with which multiple specialties are associated will be apportioned among those specialties by the career management divisions on the basis of the objectives outlined in the Officer Accession Plan.

Event Oriented Specialty Designation. Officers who attend graduate school under the partially or fully funded programs or who attend flight training will be given the specialty associated with that event.

Permissive Specialty Designation. An officer may be given another specialty on the basis of his request to his assignment division at any time. If the officer is qualified in the judgment of the assignment division (through experience, military training, or civilian education) his request may be approved.

Eighth Year Specialty Designation. Each officer will be designated two specialties before he completes eight years of commissioned service. The Eighth Year Process is used to designate another specialty for any officer who has not been given one through either the Event or the Permissive Designation Process.

The requirements for each specialty are determined by the requirements at the ranks of colonel, lieutenant colonel, and major and by the average attrition rates and the desired utilization rates. These requirements are then adjusted on the basis of the size of the year group being con-

sidered, and priorities are established by the Director of Officer Personnel Management to determine the designation objective for each specialty. The objective is then proportionally distributed to the career management divisions where the decisions are made on specialty designations.

Each officer receives an information packet and a specialty preference form through his military personnel officer (MILPO). He indicates his desire on the form for four specialties in the order of preference and returns it to the MILPO, who forwards it to MILPERCEN. The career management division conducts a file review of each officer in the year group to determine educational background and experience and to decide which specialties, if any, most closely align with them.

When the process is completed, all officers are notified of their specialties through their MILPOs.

Tentative Specialty Designation. Officers who have degrees in academic disciplines that support certain specialties will be tentatively designated in those specialties early in

their careers.

This program began in 1980 with Year Group 1979 officers who were notified while at their officer basic courses of the specialties that their backgrounds supported. An officer is not "locked in" a specialty by this process, but it does provide a basis for planning and opens a dialogue between him and his assignment manager on matters of training development.

Current specialties open to this process are:

- SC 21 Engineer
- SC 27 Communication-Electronic Engineering
- SC 37 Electronic Warfare/Cryptology
- SC 44 Finance
- SC 45 Comptroller
- SC 49 Operations Research Systems Analysis
- SC 52 Atomic Energy
- SC 53 Automated Data Systems Management

CAS' FOR USAR OFFICERS

The Army's new Combined Arms and Services Staff College, called CAS-cubed or CAS', will have only

minor effect in the near future on Army Reserve officers.

For officers in the active component, CAS' is meant to fit between an officer's advanced course and the Command and General Staff College. For Army Reservists, however, it is the full equivalent to the CGSC.

Although the Army has no immediate plans to introduce CAS' into the USAR education system as an additional officer education requirement, Reserve officers may apply to attend the resident course. This nine-week course at Fort Leavenworth, Kansas, is preceded by a 15-part correspondence course phase. The completion of CAS' will satisfy USAR requirements for promotion to lieutenant colonel.

Prerequisites and application procedures for the course as well as for other USAR officer education courses are listed in HQDA letter 140-81-1, dated 17 March 1981.

Any officer who is interested may obtain more information by calling the Operations and Training Division of the Office of the Chief, U.S. Army Reserve, at (202) 325-8480 or AUTOVON 221-8480.

