

OFFICERS CAREER NOTES



BRANCH CHIEF'S NOTES

Much concern has been expressed about the effect of the senior rater profile on the overall officer evaluation report (OER), and about the mechanics of the profile and how it should be interpreted.

Senior raters throughout the Army are shouldering their responsibilities very well. The vast majority of them appear to be spreading their effective, successful officers over at least the top four boxes on the form. Some appear to be using three boxes and some five or more. The worth of the senior rater evaluation is not based on how all senior raters Army-wide are doing. It is determined rather by comparing the box checked with the individual senior rater's overall profile as amplified and explained by his narrative comments.

Boards are cautioned that all three aspects (block check, profile, and narrative) must be considered jointly. Undue focus on any one aspect may well result in a misinterpretation of what the senior rater is really saying.

Each senior rater's profile is separately tracked by the number of officers he rates in each pay grade and by where he places each officer on an evaluation. This information is entered on DA Form 67-8-2 and placed on the officer's OMPF annually and is included with all the other pertinent performance information in his file.

Since the senior rater's profile is not placed on the OER until it arrives at MILPERCEN, each officer is encouraged to request a copy of his OMPF periodically by writing to Department of the Army, USA MILPERCEN, ATTN: DAPC-MSR-S, 200 Stovall Street, Alexandria, VA 22332.

Another subject of interest is the

designation of additional specialties for an Infantry officer. Let me say first, though, that officers too often start to focus on graduate schooling and specialty training before they establish their credentials as troop leaders. Branch qualification consists of graduation from an advanced course and of successful command at company level. An Infantry officer should therefore seek repetitive troop assignments and learn all he can about soldiers before he undertakes specialty training.

After he has done all that, normally he will have an additional specialty designated in his eighth year of service. Earlier designation can be attained in two ways:

Event Oriented Specialty Designation: An officer who attends graduate school under the partially or fully funded programs or who attends flight training will be designated in the specialty associated with that event.

Permissive Specialty Designation: An officer may be designated in another specialty at any time on the basis of his request to his assignment branch. If the officer is qualified, in the judgment of the assignment branch (based on one year of experience and a favorable OER), and if the specialty is not overaligned, his request will be supported.

Around March 1984, officers in Year Group 1977 will have their additional specialties designated. These officers will receive an information packet and a specialty preference form through their local MILPOs. Each officer should indicate his desire for four specialties in the order of preference and return it to the MILPO, who in turn will forward it to MILPERCEN. By failing to complete and return the form, an officer forfeits his right to help determine

what kind of jobs he is going to have in the future.

DA Pamphlet 600-3 (Commissioned Professional Development and Utilization), 1 November 1981, is the reference for additional specialties. Each officer may submit any additional information he wants to include along with his individual preference form.

These preference forms are considered on an individual basis with the officer's education, past duty assignments, and career development all affecting the final decision. An officer may not change his specialty for two years after it is designated unless an exceptional case can be established.

Looking to the future, an officer could be promoted to lieutenant colonel or colonel in his additional specialty as a result of the promotion by specialty program that was implemented in 1981. As rank increases, selection rates decrease and the field is highly competitive. By planning early, each officer can improve his advancement in the future.

Any officer who has not been given an additional specialty and who already knows which one he wants should not procrastinate. He should take the necessary steps to develop that specialty by volunteering for assignments in it.

Branch qualification comes first. But once an officer is branch qualified, he may be considered for assignment in his additional specialty, with appropriate schooling enroute to qualify him for the job.

Official Photographs

Finally, the importance of the photograph in an officer's Official Military Personnel File must be stressed again.

This photo is reviewed by a board when an officer is being considered for selection for promotion, schools, or command. Before having an official DA photograph taken, an officer must check the regulation (AR 670-1) to be sure he is wearing the correct uniform with only the authorized awards.

The correct uniform is the Army green uniform with basic branch insignia, all *permanently* authorized ribbons, badges, and tabs correctly displayed. Shoulder sleeve insignia (patch) and distinctive unit insignia (crests) are the only authorized deviations from this rule. Low-quarter shoes must be worn.

An officer should ask his local photographic facility to hold his photo for his review before forwarding it to DA. If the photo is not a good one, he can always have it re-taken.

The most frequent errors Infantry officers make in the photos are:

- Poorly fitting uniform.
- Uniform not pressed properly.
- Wear of the blue Infantry cord and other cords.
- Unit designated basic branch insignia.
- Boots worn instead of low-quarters.
- Leadership tabs.
- Lack of good military haircut.

A new photo should be taken at least every four years or when an officer is promoted, whichever comes first. Each officer should see that his photo shows the best possible image to a board.

LTC JOHN F. CONNOLLY

FLIGHT TRAINING PROGRAM

There are about 80 openings for active duty officers to attend the Army Flight Training Program this

fiscal year. Active duty officers who have less than 48 months of active federal commissioned service are eligible.

The standards for the program are high. Candidates must pass a Class 1A flight physical and score at least 80 on the flight aptitude selection test (FAST).

Once selected, officers are sent to Fort Rucker, Alabama, for nine months of flight training, followed by an assignment to an operational flying position.

Applications must be made to the Aviation Flight Training Selection Board, which will meet in April, July, and November 1983. Officers who want to attend the course should first read AR 611-110 and then submit their applications early through command channels to: Commander, U.S. Army MILPERCEN, ATTN: DAPC-OPK-V (for SC 15) or DAPC-OPG-T (for SC 71), 200 Stovall Street, Alexandria, VA 22332.

RESERVE COMPONENT NOTES

RESERVISTS SELECTED FOR SERVICE COLLEGES

Almost 150 Army Reserve officers have been selected to attend intermediate and senior staff college courses in 1983. Ninety of these will attend senior staff college courses while 52 will be ordered to active duty to attend intermediate staff courses.

Seventy-eight of those selected for the senior staff college course will take the non-resident Army War College Corresponding Studies Course. Ten will attend the resident Army War College course, one the Industrial College of the Armed Forces, and one the National War College.

Twelve Reservists will join their Regular Army counterparts in the 39-week Command and General Staff Officer Course, and 31 Reserve

majors and captains are slated for the 19-week Reserve Component Command and General Staff Officer Course. One officer will attend the Marine Corps Command and Staff College Course and two the Armed Forces Staff College Course.

One area of concern was the lack of qualified applicants for the 131-day Logistics Executive Development Course. Although more than 250 officers applied for the nine senior staff college courses, only 18 applied for this one and as a result not all the seats were filled. This course, which qualifies officers as logisticians, is intended for captains, majors, and lieutenant colonels.

The completion of the regular or Reserve Component Command and General Staff Officer Course qualifies Reservists for promotion to colonel. The Logistics Executive

Development Course is equivalent to half the CGSOC for promotion purposes and qualifies Reserve officers for promotion to lieutenant colonel.

Reservists selected for the senior service school courses and the resident intermediate courses incur an obligation to serve in the Ready Reserve for two years upon graduation.

Officers of the Active Guard Reserve (AGR) program are eligible to apply for these courses, but course dates must be compatible with the termination of an AGR officer's present active duty tour. One AGR officer was selected for the 1983 resident senior service school courses, and 13 will attend one of the two CGSOC options. Three AGR officers were selected for the Army War College Corresponding Studies Course.