

OFFICERS CAREER NOTES



ADVANCED CIVIL SCHOOLING (ACS)

Each year, Infantry Branch at PERSCOM recommends officers for advanced civil schooling. Staff and faculty positions at the United States Military Academy account for a large portion of the Army's requirements for officers with advanced degrees. Functional area positions account for the rest.

Officers who want this schooling must complete the Graduate Record Examination (GRE)—or the Graduate Management Admissions Test (GMAT) for master's of business administration programs—within five years of submitting their applications.

Application packets for advanced civil schooling must contain a completed DA Form 1618-R (found in AR 621-1), a copy of undergraduate transcripts, and copies of GRE or GMAT scores. Applicants must send this correspondence to Infantry Branch by October of the year before they want to begin graduate school.

BRANCH TRANSFERS

Regular Army officers may request to transfer to another branch after completing three years of active federal commissioned service. Other-than-regular-Army officers may submit their requests after receiving Voluntary Indefinite status.

Infantry officers may transfer to any understrength or balanced branch, provided they meet the requirements of the gaining branch and have an aptitude and overall manner of performance acceptable to the gaining branch.

To initiate this action, an officer must submit a DA Form 4187 through his chain of command, stating the requested change and justification.

The following branches are currently understrength: Quartermaster, Ordnance, Signal, Military Intelligence, and Transportation. (Chapter 4, AR 614-100 contains further details.)

E-MAIL AND PROFS

Assignment officers at Infantry Branch can be contacted by E-Mail or PROFS. The advantages of using this system are that an officer's message gets through the first time, and he gets a "hard copy" record of the requested information. It is also beneficial to officers overseas who have difficulty reaching their assignment officers because of time differences.

To protect confidentiality, Infantry Branch will transmit information on an officer's file assessment or manner of

performance only to his personal user identification (USERID).

The USERIDs of assignment officers are shown in the accompanying table.

COMBINED ARMS AND SERVICES STAFF SCHOOL

The curriculum for the Combined Arms and Services Staff School (CAS³) consists of two phases. Phase 1 is a 140-hour correspondence course, and Phase 2 is the nine-week resident portion conducted at Fort Leavenworth, Kansas. Officers must complete Phase 1 before attending Phase 2.

Additionally, all officers in Year Groups 1979 and later must complete Phase 2 before attending or enrolling in a MEL 4 resident or non-resident course. From a career management per-

INFANTRY BRANCH E-MAIL AND PROFS USERIDs

POSITION	NAME	USERID
Branch Chief	LTC Arch Arnold	ARNOLDA
Branch XO	MAJ Bob Colie	COLIER
Lieutenant Colonels Assignments	MAJ Mike Scaparrotti	SCAPARRC
Majors Assignments	LTC John Baggott	BAGGOTTJ
Captains Assignments (Post-command)	MAJ Joe Anderson	ANDERSOJ
	CPT Brian Jones	JONESB1
Lieutenants Assignments (IOAC)	CPT Malcolm Shorter	SHORTERM
	CPT Rick Smarr	SMARRR
Lieutenants Assignments (IOBC)	CPT Wayne Grigsby	GRIGSBYW
Future Readiness (Trends/Functional Area VSI/SSB)	CPT Dave Boslego	BOSLEGOD

E-Mail Address: Userid@HOFFMAN-EMH1.ARMY.MIL

PROFS Address: Userid—AEDDC1A

If both systems are available, use PROFS.

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spective, the ideal time for an officer to attend Phase 2 is while serving on a staff before assuming command.

Over the past several years, Infantrymen have tended to lag behind their peers in other branches in regard to CAS³ attendance rates. As a result, the writing, speaking, and thinking skills derived from the CAS³ experience boost the effectiveness of officers later, rather than in their company-grade years.

It is the Chief of Infantry's intent to close the CAS³ gap by early management of non-CAS³-qualified Infantry officers in Year Groups 1982, 1983, 1984, and 1985, in order of priority. Actions are under way in the command channel to identify and fix this Infantry-wide shortfall.

Infantry Branch strongly encourages officers awaiting Phase II to take an active part in seeking quotas to attend from their local commands.

FELLOWSHIPS, SCHOLARSHIPS, AND GRANTS

A number of special programs are available to qualified Infantry officers annually. These prestigious programs include the following:

White House Fellowships. Open to branch-qualified officers. Completed applications are due not later than 15 December 1992. This one-year tour begins in September.

Congressional Fellowships. Open to majors or lieutenant colonels with military education level (MEL) 4 credit and less than 19 years of service. Applications due not later than 25 January 1993. One-year tour begins in August.

Olmstead Scholarship. Open to

branch-qualified captains with three to nine years of service. Applications due 28 January 1993. Three-year program involves language training and study at a foreign university.

For application procedures, see AR 621-7, Acceptance of Fellowships, Scholarships, and Grants. In general, an officer must obtain written Infantry Branch permission to compete, then initiate his request using DA Form 1618-R (found in AR 621-1). Assignment officers can provide further details.

VSI/SSB PROGRAM, FY 1993

The Infantry Branch team at PERSCOM will focus a top-priority effort in the coming months on supporting RIF-eligible officers in making difficult decisions on the voluntary separation incentive/special separation benefits (VSI/SSB) program.

The intent of VSI/SSB remains unchanged for FY 1993: Minimize involuntary separations; that is, generate enough volunteers to offset the required reduction (700 majors and 1,400 captains).

In support of this intent, we strongly recommend that RIF-eligible officers put their best effort into preparing for and executing a fully informed choice regarding the VSI/SSB. Infantry Branch stands ready and willing to assist in this decision process in any way possible.

Specifically, we suggest each of these officers take the following actions:

- Order a current copy of ORB and microfiche from PERSCOM, ATTN: TAPC-MSR-S, 200 Stovall Street, Alexandria, VA 22332.

- Read the MILPER message regarding voluntary incentive programs, which is available at local military per-

sonnel offices or personnel service centers.

- Ask for a file evaluation from his chain of command, mentors, or branch assignment officer. Focus on identifying where he stands in relation to others in his peer group.

- Decide and act not later than 25 January 1993, the probable closing date of the VSI/SSB window.

If the advice and self-assessment tell an officer he is at risk in the event a RIF is necessary, he should seriously consider the VSI/SSB options available.

We strongly encourage each officer in the RIF zones to call his assignment officer at PERSCOM for advice. Leaving a message a day in advance will give an assignment officer a chance to do his homework before the final counseling call.

Each officer can expect his assignment officer to do the following:

- Provide an overall assessment of the strength of his file in relation to those of other Infantry officers in the same year group. Specifically, this judgment will be made in the general terms of "above center of mass," "center of mass," and "below center of mass."

- Discuss officer evaluation reports (OERs), with the focus on command reports.

- Identify possible negative discriminators in height/weight, photo, OERs, academic evaluation reports, assignment history, and the like.

- Describe the degree of risk in the event of RIF consideration in the general terms of "greater than," "equal to," or "less than" 50-50 chance of selection.

Finally, while an assignment officer cannot predict the outcome of any board or know with certainty how any given officer will fare, he will provide the best possible information to help each officer make an informed choice regarding VSI/SSB.

