

TIP OF THE SPHERE

FA40 Proponent/ Army Space Cadre News

BY MIKE CONNOLLY



Initially commissioned as an Air Defense Officer, Mike Connolly served the majority of his 26 year career as an Army Aviator prior to being selected as a Functional Area 40 during the first Career Field Designation Board. His assignments as an FA40 included Chief of Staff, Cheyenne Mountain Operations Center; Director Command and Control Systems (J6) Cheyenne Mountain Operations Center; Command Director, Cheyenne Mountain Operations Center; Executive Assistant to the Commander, U.S. Strategic Command; Deputy, J36 (Current Operations), U.S. Space Command; Chief, Joint Space Support Team, U.S. Space Command; Chief, Standards and Evaluations Cheyenne Mountain Operations Center; and Mission Director, Cheyenne Mountain Operations Center. He is a graduate of the U.S. Army War College as well as East Tennessee State University.

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Army Civilian Cadre Update ++++++

The Army Space Cadre Office is working in close coordination with other services' Space cadre offices to establish a common approach to the civilian Space cadre. The Services meet monthly in the National Space Security Institute led Space Professionals Working Group and on an ad hoc basis to discuss specific civilian cadre matters.

In order to provide a mechanism to identify and capture civilian Space cadre members, we recently led an effort to define civilian Space codes for use by all Services to identify their "Space" civilians (both positions and personnel). A list of nine codes were developed, packaged, coordinated among the Services' cadre offices, and forwarded to the Headquarters Department of Army G1. The G1 submitted a "joint" Defense Civilian Personnel Data System Change Request for consideration. The Services' personnel offices are working out the particulars on how to apply the codes to civilian billets and personnel.

In order to validate current approved civilian billets and gather information on civilian cadre members, we developed a civilian cadre questionnaire and are initially distributing it to U.S. Army Space and Missile Defense Command/Army Forces Strategic Command employees. Once responses are received, the data will be imported into a database to serve as the foundation for the civilian cadre tracking and reporting system. Our intent is to then send the questionnaire out to targeted individuals and organizations. This will also provide an opportunity for civilian employees to nominate themselves and/or their billet for inclusion in the Army Space Cadre.

Our future challenges are determining methods to identify and apply certification levels to civilian employees and developing a professional development and recognition program.



U.S. Air Force Space Badge ++++++

Thanks to an increased attention to detail we have experienced very few submission errors on badge packets. The volume of badge submissions has also increased and since its inception in September 2006 we've awarded over 700 badges to Soldiers throughout every component in the Army. Bob Kyniston is the Army Space Cadre Office point of contact for U.S. Air Force Space Badge processing. Scan and e-mail requests to Mr. Kyniston at robert.kyniston@smdc-cs.army.mil or fax number (719) 554-0451. For assistance, contact him at (719) 554-0459 or send him an e-mail.



Skill Identifier 3Y Revision/Expansion Update

We mentioned in an earlier edition our request to Headquarters Department of Army G1 to revise and expand the 3Y skill identifier to apply to all grades of Soldiers. The request has been favorably received throughout the staffing process and we expect implementation by September 2009. The 3Y will be renamed "Space Enabler" and will apply to officers, warrant officers and enlisted Soldiers. We will publish eligibility and request procedures in a future journal update once the Army G1 approves the revision/expansion.

Preparing Your File

for Promotion or Selection Boards

Promotion and Selection Board messages identify by date of rank which Officers fall into the zones of consideration (above-the-zone, promotion zone, and below-the-zone) for each board. Every Officer should know when their particular year group will fall into the zones of consideration and allow some lead time to make sure their file is ready for the board. Here are some of the areas you should check carefully to make sure the board is reviewing the most up to date information about you:



→ **Official Photo - Your official photo is your “first impression” to the board. Outdated photos will not create the best first impression.**

- Get your photo taken in plenty of time to ensure it is in your updated board file and your Officer Record Brief has been updated to reflect the current photo date.
- Make sure your uniform fits properly.
- Ensure that you are wearing all awards and badges that are listed on your Officer Record Brief. You also need to ensure that all awards and badges you are wearing appear on your Officer Record Brief and in your Official Military Personnel File.

→ **Officer Record Brief - Make every effort to provide a reviewed and updated Officer Record Brief to the board. Pay close attention to the following areas:**

- Date of Rank
- Active Federal Service data
- Assignment History
- Awards
- Date of last photo and physical exam
- Military and Civilian Education levels, institutions, and courses or disciplines are correct
- Last Officer Evaluation Report date – Officer Evaluation Report dates are not updated until the report is processed by Officer Evaluation Report branch.
- Mailing address
- Officer Record Briefs are not automatically updated in the board file, so notify your Career Manager to ensure the updated Officer Record Brief is in your file.

→ **Officer Evaluation Reports:**

- Board messages list the requirements for “complete-the-record” and the time requirements when Officer Evaluation Reports must arrive at Human Resources Command. Officer Evaluation Reports must be processed by the Officer Evaluation Report branch to be included in your board file. Ensure your Officer Evaluation Reports are completed and arrive at Human Resources Command by the cutoff date.

→ Review your Official Military Personnel File and allow plenty of lead time when submitting updates or corrections. The Official Military Personnel File record section of Human Resources Command is always a busy place, especially as a board date approaches.

- After updating your Official Military Personnel File, go back and view it again to verify changes were made as requested.

→ Ensure your Career Manager has your correct mailing address and phone number in case he/she needs to contact you for information.

Keep your file updated all the time, not just when it is board time and you will always be prepared. You never know when someone might be looking at your file for a special assignment or some other type of selection. Good luck!

Applying to Advanced Civil Schooling (ACS) and Training with Industry (TWI)

Interested in getting an advanced Space-related degree or maybe spending a year working in a Space industry? The FA 40 community is allocated six schooling and two TWI slots per year. Currently, we have FA 40 officers at Virginia Tech, Georgia Tech, MIT, Webster University in Colorado Springs, Naval Post Graduate School and Air Force Institute of Technology. We have two Space Professionals studying with our industry hosts in Littleton, CO and Laurel, MD. A selection board convenes each year select candidates for the following academic year. If you would like to compete, here's the "How to" for applying:



→ Determine if you are eligible. You must meet the following requirements:

- Regular Army or Voluntary Indefinite status at time of application and selection.
- Not more than a total of 17 years Active Federal Service (AFS) upon entry into program.
- Undergraduate degree in an appropriate academic discipline.
- Undergraduate GPA of 2.5 or better.
- Minimum GRE score of 500, 500 and 4.0. Scores must be current (within five years). GRE scores can be waived. The minimum waivable GRE score is 350 and 2.0.
- Be eligible to PCS. School start dates vary, so be sure to take this into account.
- Have completed at least one operational FA 40 assignment.

→ Submit your application to the HRC FA 40 Career Manager

- DA Form 1618. Samples can be found on the HRC FA40 Career Manager Web page: https://www.hrc.army.mil/site/protect/Active/opfamio/FA_40/fa40.htm
- Official Transcripts.
- GRE scores. GRE scores are not required if pursuing a PhD. Officers who are deployed and do not have the opportunity to take the GRE due to unavailability of testing facilities have 90 days following re-deployment to test.

Note: If applying for TWI, all you need to submit is a DA Form 1618.

If selected, you incur an Active Duty Service Obligation in the ratio of 3:1 for a maximum of six years. So if you go to school for 12 months, you incur a 36 month commitment.

Call Jerry Pepin,
719-554-0457 for
additional details.

Space

BY MIKE CONNOLLY

→ The Best Job in the Army

I would bet that if you asked the majority of Soldiers and Civilians serving the Army, they would all say that it was their branch or career field that was the best. This sentiment, although understandable, challenges the Army Space Personnel Development Office to make “Space - The Best Job in the Army” more than just the theme for this year’s symposium.

The recognition that FA40 officers comprise the foundation of the Army’s Space Cadre has long been an accepted fact; however the community relies now, more than ever, on Space enablers. These 1500 military (Active, Guard and Reserve) and 750 Civilian personnel are complementing the 328 FA40s while contributing to the success of organizations at all levels and components of the Army. Since we gathered last year, the ASPDO (comprised of the Army Space Cadre Office and FA40 Personnel Development Office) has aggressively worked to make being part of the Army Space community a rewarding and forward looking career that provides both Space enablers and Space professionals the opportunity to succeed.

In June, we left the confines of our offices and at the direction of BG Kurt S. Story conducted an off site with several senior FA40 officers. We made many decisions that will impact the entire community, hopefully all for the good!

The first action at our off site was to refine our mission statement. The Army Space Cadre Office and FA40 Personnel Development Office had been operating with two distinct mission statements. Although appropriate at the time they were developed, the current organizational structure and the merging of many tasks made it more appropriate for a single mission statement written in a manner that covers both Space enablers (Army Space Cadre Office) and Space professionals (Personnel Development Office). Additionally, we developed a vision and Mission Essential Task List which previously did not exist.

We then confirmed that the Army Space Personnel Development Office would serve as the single point of contact for the eight life-cycle management functions as related to FA40 personnel development matters. Next, it was agreed that the FA40 Personnel Proponency Office would now be referred to as the FA40 Personnel Development Office as outlined in the latest update of AR 600-3.

Next, we established principal coordination points, and coordination points, as outlined in AR 600-3. A principle coordination point is the head of an agency that has additional staff relationships with specific personnel developers. The Deputy Commanding General and Director, Future Warfare Center was

identified as principal coordination points for the Army Space Personnel Development Office. Coordination Points are individuals who have a vested interest in a career field. Human Resources Command, Senior Leader Division, U.S. Army Reserves and the National Guard were all identified as coordination points.

Then we established a personnel development steering committee as outlined in AR 600-3. This committee is designed to assist the Army Space Personnel Development Office in the performance of its mission. The members of the committee are based on position and include the Deputy, Future Warfare Center; Joint Functional Component Command-Space J3; Headquarters Department of Army G3/5/7; U.S. Army Space and Missile Defense Command/Army Forces Strategic Command G3 (if FA40); Commander, 1st Space Brigade; Senior Space Support Element Chief; and Chief, Army Space Personnel Development Office.

This off site with key senior leaders served as the first meeting of the steering committee and we discussed some initiatives to mature the career field. Among those were four year Career Field Designations, creation of a FA40B career track, internships, a PHD program, and 3Y LT recruitment. These are all developing initiatives which we will brief out at the symposium.

The Army Space Cadre Office has also accomplished numerous actions that collectively institutionalize the Space cadre across the Army and Joint Community. They have gained approval and submitted for coding Space billets that should appear on fiscal year 2011 manning documents. They worked with our Sister Services to develop a common method to code Civilian billets throughout the joint communities as well as an effective manner in which to track Space enablers. The Space Cadre Tracking System for both Soldiers and Civilians is being run through its paces and will be implemented this fiscal year. The identification of education and training requirements is ongoing with a focus on providing developmental opportunities for all members of the Space cadre. Finally, the 3Y (Space Enabler) Additional Skill Identifier for both Warrant Officers and Enlisted has been approved. This Additional Skill Identifier will now provide an identification method for all Soldiers who meet established training and/or educational requirements.

Although we still have work to do, as an organization, our vision is to provide a trained and ready Space cadre. With events such as our annual symposium, quarterly meetings of the steering committee, and continued input from you, we will meet that goal.