

Tip of the Sphere



Army Space Cadre News

By Mike Connolly

Mike Connolly //// Bio



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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A “How-To” Manual for Army Space Personnel Development

Earlier this year, the two Army Regulations that provide the “How-To” for functional area proponents received major revisions. AR 5-22, The Army Force Modernization System and AR 600-3, The Army Personnel Development System, were revised. These regulations provide the framework and authorities that allow for the successful completion of our mission.

AR 5-22 identifies the Commanding General, United States Army Space and Missile Defense Command as the Army’s Force Modernization Proponent for Space and High Altitude Capabilities and assigns the associated force management responsibilities of requirement definition, force development, combat developments, doctrine developments, training developments, material developments, leadership development and educational, personnel developments, and facilities developments relative to DOTMLPF. AR 600-3 establishes the Army Personnel Development System as prescribed in AR 5-22. It is the responsibilities assigned in AR 600-3 that serve as the foundation for the activities within the organization now called the Personnel Development Office.

The Army Space Personnel Development Office (formally the FA40 Personnel Proponent Office) is directly responsible for managing the eight personnel development system life cycle management functions as they relate to FA40 Space Operations Officers. The eight functions; structure, acquisition, distribution, development, deployment, compensation, sustainment, and transition are derived from the Army’s life cycle model and follow the process from creating force structure requirements through a Soldier’s separation from active duty. Although our office has specified responsibilities associated with each function, the majority of FA40 Officers will only be affected by the development and sustainment functions.

As defined in AR 600-3, development is the process of developing people mentally, morally, and physically. This includes character and leadership development, as well as education and training. A major focus of the function is on shaping values,

attributes, skills and minimizing dysfunctional behavior. As such, development makes a significant contribution to the promotion of the Army’s culture. In support of this function, some of the requirements assigned to the Personnel Development Office include:

- Ensuring job analysis within the functional area is conducted to identify required knowledge, skills, abilities and behavior by grade;
- Reviewing and providing recommendations for Army Education Requirements System and Training With Industry positions;
- Identifying civilian education and training opportunities;
- Ensuring that training for career development is in concert with all aspects of professional development;
- Conducting analysis of training and educational requirements against assigned priorities;
- Linking professional development to leader development across all three levels of leadership (direct, senior and strategic).

AR 600-3 describes sustainment as the manner in which the Army attends to the well-being of its people. It includes programs directed specifically at the quality of life and the well-being of Soldiers, Civilians, Retirees and their Families. It prepares Soldiers for the rigor of military operations and Family separation, and encourages them to remain in the Army as a means of sustaining the force. A few of the requirements assigned to the Personnel Development Office in support of this function are:

- Establishing and maintaining communications with members;
- Representing the professional interest of members;
- Fostering positive attitudes toward personnel systems and programs.

Understanding and executing the tasks assigned to the Army Space Personnel Development Office in AR 600-3 provides us with the “How-To” of supporting the Army’s Space community. All Army Space professionals and enablers, have our commitment to meet all of these requirements and to continue to mature the Army Space community. Many of the programs we are using to accomplish this commitment are outlined in the remainder of this section.

Tapping into Space

A How-To Manual

As I contemplated the theme for this edition of the Army Space Journal, *Tapping into Space: A How-To Manual* and how to relate it to the development of Army Space Professionals and Enablers, I initially came up empty. But, by considering who will be doing the “Tapping,” and more than likely explaining the “How-To,” it quickly became clear that it is the Space Professional and Enablers, and our challenge is to appropriately prepare them. In previous editions of this column, I have highlighted initiatives that the Army Space Personnel Development Office is taking to mature Functional Area 40s (FA40) and Space Enablers. I would like to take this opportunity to let you know of some successes.

- **FA40 4-Year Career Field Designation:** Currently, an officer can only request to be designated as an FA40 at the seven year point of their career. Although this practice has provided sufficient numbers of officers to meet Army requirements, it has led to some Captain billets remaining empty or being filled with Majors. We took the initiative to request through the Department of the Army authorization for officers to be considered during the 4-Year Career Field Designation process. On Sept. 2, 2009, the Department of Army/G1 approved our request effective with the 2010 Career Field Designation boards. The officers who now choose to select FA40 as their Career Field Designation at the 4-year point of their career

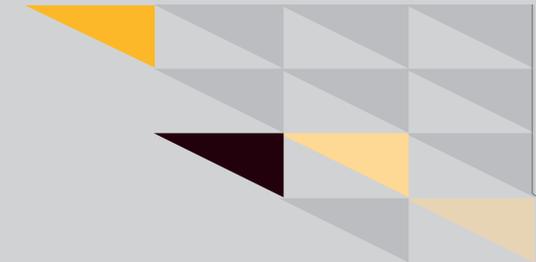
will fill Modified Table of Organization and Element billets within the 1st Space Brigade, gaining valuable operational experience while building a solid foundation from which to expand their Space related career.

- **FA40 PhD Program:** In conjunction with Human Resources Command, the Army Space Personnel Development Office conducted a board to select officers to pursue their PhD through the Army’s Advanced Civil Schooling Program. Three FA40s were selected and will begin the education with the 2010 fall term. They are LTC Mike McKay, MAJ Cory Gerving and MAJ Stephen Murphy. These officers will complete their 3-year course of study to include a dissertation approved by the U.S. Army Space and Missile Defense Command/Army Forces Strategic Command Senior Leadership, followed by closely managed utilization tours. This education option for FA40s will ensure that the Army Space Community is well situated to meet the growing demands of capability development and Space-based mission support requirements. Although the three officers selected this year chose to pursue mostly hard science programs that is not a requirement for consideration.
- **Additional Skill Identifier/Skill Identifier 3Y:** Effective July 1, 2009 enlisted Soldiers and Warrant Officers can be awarded the Additional Skill Identifier/Skill Identifier 3Y. Additionally, the identifier was renamed to Space Enabler and the Army Space Personnel Development Office was designated as the proponent. If you are a Soldier or Warrant officer interested in obtaining a 3Y designation, information on the requirements and who to contact is located on the FA40 Army Knowledge Online Web site.





- **Civilian Space Enabler coding:** We were able to support the development of a Space Cadre Modernization Memo that directed U.S. Army Force Management Support Agency to code appropriate civilian billets as Space Enabler positions effective Fiscal Year 2011. This action will contribute to the tracking of Space enablers.
- **Space Fundamentals/Space 200/300 Management:** The FA40 Personnel Development Office recently assumed the responsibility of managing the Army's allocations for the Space Fundamentals Course and Space 200. We had previously managed only the Space 300 slots. The Space 200 slots are for individuals who are not attending Space 200 in conjunction with the Space Operations Officer Qualification Course and are open to military and civilians alike. Additionally, the Army's allocation of Space 300 slots has increased from 12 annually to 18. These courses are open to members of the Army Space Cadre, both civilian and military, not only FA40s. Although we now include civilian Space cadre members on the standing Space 300 Order of Merit List, successful completion of Space 200 is a prerequisite. If you need one of the courses, give us a call.



FA40s 4-year | FA40 PhD | New Skill Identifier | CSE Coding

| Space Fundamentals/ Space 200 / 300 Management

We need your Help!

FA40s, if your organization is talking about wanting to add FA40 authorizations, or you hear talk about FA40 authorizations being recoded to another specialty, please call or e-mail Al Hughes in the FA40 Army Space Personnel Development Office so we can get involved to either assist the unit in gaining FA40 billets, or try to keep the billets we have.

Al can be reached at (719) 554-0453 or alan.hughes@smdc-cs.army.mil

Special Recognition

Congratulations to each of the Officers listed below:

Selected as Astronaut Candidate
LTC Mark Vande Hei

Senior Service College Selection
LTC Bob Guerriero
LTC Tori Miralda

Selected as 1st Space
Brigade Commander
COL Eric Henderson

Selected For Advanced Civil
Schooling for their PhD Degree
LTC Mike McKay
MAJ Corey Gerving
MAJ Stephen Murphy

Selected For Advanced Civil
Schooling for their PhD Degree
LTC Pete Wirth

Revisions made to Army Regulations

AR 5-22 and AR 600-3

Earlier this year, the two Army Regulations that provide the “How-To” for functional area proponents were revised. These regulations (AR 5-22, The Army Force Modernization System and AR 600-3, The Army Personnel Development System) provide the framework and authorities that allow for the successful completion of our mission.

AR 5-22 identifies the Commanding General, U.S. Army Space and Missile Defense Command, as the Army’s Force Modernization Proponent for Space and High Altitude Capabilities, and assigns the associated force management responsibilities of requirement definition, force development, combat developments, and developments relative to Doctrine, Organization, Training, Materiel, Leadership and Education, Personnel and Facilities. AR 600-3 establishes the Army Personnel Development System as prescribed in AR 5-22. It is the responsibilities assigned in AR 600-3 that serve as the foundation for the activities within the organization that is now called the Army Space Personnel Development Office.

The Army Space Personnel Development Office (formally the FA40 Personnel Proponent Office) is directly responsible for managing the eight personnel development system life cycle management functions as they relate to FA40 Space Operations Officers. The eight functions – Structure, Acquisition, Distribution, Development, Deployment, Compensation, Sustainment, and Transition – are derived from the Army’s life cycle model and follow the process from creating force structure requirements through to a Soldier’s separation from Active Duty. Although our office has specified responsibilities associated with each function, the majority of FA40 Officers will only be affected by the Development and Sustainment functions.

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- Ensuring that training for career development is in concert with all aspects of professional development
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- Establishing and maintaining communications with members
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Understanding and executing the tasks assigned to the Army Space Personnel Development Office in AR 600-3 provides us with the “How-To” of supporting the Army’s Space community. It is our duty and commitment to meet all of these requirements in order to continue maturing the FA40 career field and the officers, enlisted Soldiers and Civilians identified as Space Professionals and Enablers.

Accessions

Congratulations and welcome to the new FA40s listed below:

MAJ Ronald Hinkle
 CPT Anthony Gelormine
 CPT Todd Letellier
 CPT Kenneth Rich
 CPT Derek Bothern
 MAJ Stephen Parrish
 MAJ Diana Loucks
 CPT Matthew Kasky
 CPT Rob Gleghorn

Promotions

Congratulations to the FA40s listed below on their promotions:

2009 COL Jim Meisinger
Jun.

2009 LTC Chris Crawford
Jul. LTC Ken Klock

2009 LTC Brian Soldon
Aug. LTC Michael York

2009 LTC Paul Fritz
Sep. MAJ Thomas Amodeo
 MAJ Ken Nickerson

2009 LTC Timothy Tubergen
Oct. MAJ Kaysteine Briggs
 MAJ Jason Needler
 MAJ Ian Sein

