



SECRETARY OF THE ARMY  
WASHINGTON

MEMORANDUM FOR SEE DISTRIBUTION

11 MAY 2015

SUBJECT: Army Directive 2015-26 (Operational Experiences for Functional Area 47 Officers at the United States Military Academy)

1. References:

a. Memorandum, Secretary of the Army, 10 June 2013, subject: Operational Experience Prerequisite for Selection and Appointment as Permanent Professor, United States Military Academy.

b. Presentation, Chief of Staff of the Army and Superintendent and Dean, USMA, 11 April 2014, subject: PUSMA (Professor, USMA) Selection and Management.

c. Department of the Army Pamphlet 600-3 (Commissioned Officer Professional Development and Career Management), 3 December 2014.

2. In support of guidance from the Secretary of the Army (reference 1a) and Chief of Staff of the Army (reference 1b), United States Military Academy (USMA) Professor Functional Area (FA) 47 officers will execute operational experiences (OEs) to maintain mission awareness within the Army's operational environment. FA 47 officers include:

a. Professor, USMA. These officers are the senior military and academic leaders at USMA. Title 10, United States Code (U.S.C.) governs the selection and establishment of the professors. They are recommended by the Academic Board, approved by the Superintendent, then nominated by the President and confirmed by the Senate. The professors are eligible to serve in their positions until age 64 (10 U.S.C. section 1252).

b. Academy Professor. These officers serve as military and academic leaders within their respective departments. Academy Professors are recommended by the Academic Board; approved by the Superintendent; and approved by the Director of Military Personnel Management, Office of the Army Deputy Chief of Staff, G-1. Academy Professors are eligible to serve through mandatory retirement (28 years for lieutenant colonels and 30 years for colonels).

3. The timeline for execution, duration and type of OE is dependent on whether the FA 47 officer is in the category of Rising Professor, USMA; Rising Academy Professor; Current Professor, USMA; or Current Academy Professor. (A proposed career path for FA 47s is in the enclosure.)

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a. Rising Professor, USMA. Unless an officer recommended by the Academic Board and approved by the Superintendent for nomination to professor has served nominally 12 months in an OE within the previous 24 months, the Rising Professor, USMA is required to serve a nominal 12-month OE within 2 years of his or her appointment as a professor. The intent for the OE for a Rising Professor, USMA is to be with an operational unit of the Army close to Soldiers.

b. Rising Academy Professors. These individuals are officers who have been recommended by the Academic Board and approved by the Superintendent to serve as an FA 47, but who have not yet earned a doctorate degree. These officers will serve nominally 12 months in an OE upon completion of their Phase 1 Advanced Civil Schooling assignment. If a Rising Academy Professor is chosen to serve in a Centrally Selected List position, the officer will serve in that position for the specified tour length before designation as an FA 47. The intent for the OE is to station a Rising Academy Professor with an operational unit of the Army.

c. Current Professors, USMA and Academy Professors. These officers will execute an OE nominally 90 days every 3 years (a nominal 12-month OE meets this intent for the following 6-year period). OEs must support exposure to the current operating environment. In addition, these officers may also conduct scholarly experiences in positions where their unique academic skills will best serve the needs of the Army, the Department of Defense and/or other government agencies. It is expected that these two types of experience will alternate, with the OE preceding the scholarly experience.

4. The conditions and parameters described in paragraph 3 specify the currency and types of OE expected, which will be with units at brigade headquarters up to combined joint task force headquarters levels only. The exception applies to current professors (paragraph 3c), who will alternate between OE and scholarly experiences.

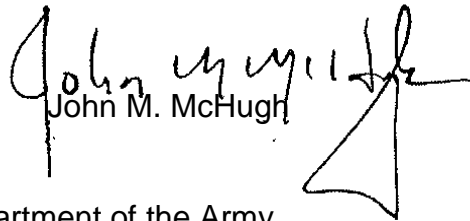
5. As the FA 47 proponent, the Superintendent, USMA is the decision authority for approval of each OE, with accountability to the Assistant Secretary of the Army (Manpower and Reserve Affairs). The Superintendent will provide an annual update on this program to the USMA Executive Steering Group.

6. USMA will act as the coordination lead for all three categories of FA 47 officers. The OEs will be temporary duty or temporary change of station when available. USMA is required to forward requests for periods of temporary duty that exceed 180 days to the Office of the Assistant Secretary of the Army (Manpower and Reserve Affairs), SAMR-MPQ for approval before the start of the temporary duty.

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7. The provisions of this directive are effective immediately. The Deputy Chief of Staff, G-1 is the proponent for this policy and will incorporate this guidance into the next update of Department of the Army Pamphlet 600-3. This directive is rescinded upon publication of the revised pamphlet.

Encl

  
John M. McHugh

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UNITED STATES MILITARY ACADEMY

**WEST POINT**

**Proposed Career Path for FA47s:  
4 Efforts to Balance Academic & Military**

(YOS)	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
<b>New Officer Career Timeline</b>	I L E	MAJ max 36 mo tour 24 months KD		Broadening / Joint 24 months			BN CMD 18-24 months		S S C	Broadening	CMD / Strategic Assessment 18-24 months		Broadening	A S L D P	NEEDS OF THE ARMY					
		MAJ 24 months KD		Broadening / Joint 36 months																

**Effort 1. Early FA 47, Ph.D., BN CMD, PUSMA**

	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
ILE	S3/XO OPS	S3/XO OPS	S3/XO OPS	Grad School Ph.D.	Grad School Ph.D.	Grad School Ph.D.	BN CMD	BN CMD	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assoc. Prof. FA 47 PUSMA Eligible	Assoc. Prof. FA 47 PUSMA Eligible	Select PUSMA OPS Exp.	PUSMA	PUSMA	

**Effort 2. Early FA 47, Ph.D., Not Selected for BN CMD, PUSMA**

	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
ILE	S3/XO OPS	S3/XO OPS	S3/XO OPS	Grad School Ph.D.	Grad School Ph.D.	Grad School Ph.D.	OPS	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assoc. Prof. FA 47 PUSMA Eligible	Assoc. Prof. FA 47 PUSMA Eligible	Assoc. Prof. FA 47 PUSMA Eligible	Assoc. Prof. FA 47 PUSMA Eligible	Select PUSMA OPS Exp.	PUSMA

**Effort 3. Late FA 47, Ph.D., Not Selected for BN CMD, PUSMA**

	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
ILE	S3/XO OPS	S3/XO OPS	S3/XO OPS	Grad School Ph.D.	Grad School Ph.D.	Grad School Ph.D.	Assist. Prof.	Assist. Prof.	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assist. Prof. FA 47	Assoc. Prof. FA 47 PUSMA Eligible	Assoc. Prof. FA 47 PUSMA Eligible	Select PUSMA OPS Exp.	PUSMA	PUSMA	PUSMA	PUSMA

**Effort 4. Assign officers who complete battalion command and have a masters degree as rotating faculty 6**