

DEPARTMENT OF THE ARMY  
THE CHIEF OF STAFF  
WASHINGTON

14 November 1975

MEMORANDUM FOR: MR. JORDAN, OSD/ISA

SUBJECT: Foreign Area Specialists

Joe -

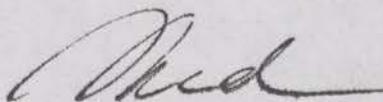
Subsequent to our conversation last Monday reference this subject, I looked into the situation.

Statistics available indicate that the most recent LTC list picked up 129 of 166 FAOs first time considered. This selection rate of 77.7% exceeds the overall Army rate of 65.1%.

Of course, these statistics are for one list only and cannot be used as the sole judge of whether or not our FAOs are being given a fair shake.

DCSPER is preparing an in-depth briefing for me on the entire spectrum of the FAO, MAAG, MISSION, MILGP and attache situation. I appreciate your bringing the matter up.

Jim Ursano will be contacting you reference assignment of BG Thompson.





DEPARTMENT OF THE ARMY  
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL  
WASHINGTON, D.C. 20315

DAPC-OPP-S

12 NOV 1975

MEMORANDUM FOR: CHIEF OF STAFF, US ARMY

SUBJECT: Foreign Area Specialty--INFORMATION MEMORANDUM

1. PURPOSE: This responds to your question concerning the recent promotion rates experienced by Foreign Area Officers (FAO's) for selection to Lieutenant Colonel, AUS. In his absence General Moore has asked me to respond to your question.

2. DISCUSSION:

-- Our analysis of the most recent Lieutenant Colonel promotion list published in July 1975, revealed that 129 of 166 FAO's who were being considered for the first time were selected for promotion. This represents a selection rate of 77.7% for FAO's and compares very favorably with the overall Army selection rate of 65.1%. Additionally, 20 of 253 secondary zone selectees were FAO's. On the other hand, no FAO who had been previously passed over for promotion was selected. The total Army selection rate for previously considered officers on this list was 5.3%. Based upon these figures it is our belief that Mr. Jordon's bleak assessment is not an accurate portrayal of the FAO promotion outlook.

-- You may recall that one of the decisions reached by the OPMS Steering Committee for implementing OPMS was that each specialty, including FAO, would receive a fair share of the officer quality distribution. Thus, when OPMS specialty designations were made there were some majors designated in the FAO Specialty who were not necessarily in the top 65% of their contemporaries, but who nevertheless possessed talent, experience and had demonstrated successful performance in previous FAO type assignments. To insure that we receive an adequate return on our future investment in officer education, safeguards have been incorporated into our school selection process. FAO's selected for graduate civil schooling or language training must rank among the upper half of their contemporaries.

-- It is reasonable to expect, although perhaps unfortunate, that in today's smaller Army which is experiencing lower overall promotion rates

DAPC-OPP-S

SUBJECT: Foreign Area Specialty

coupled with the conscious decision to distribute a fair share of the officer quality spectrum to all OPMS specialties, some FAO's will not be selected for promotion. We fully endorse your concept that in today's environment the traditional shorthand indicators of officer quality, such as promotion or senior service college selection, may not truly measure the real worth of the dedicated, proven, professional officer. We continue to emphasize that "experience, good-judgment and demonstrated know-how appropriate to the job" are the more important indicators of the first rate officer.

-- In light of the above, we do not feel that there is a promotion problem in the FAO Specialty. It is one of our most closely monitored specialties with full cognizance of the Army's ever increasing role in the international arena.

*Richard G. Treppy*

RICHARD G. TREPPY  
Major General, GS  
Acting Deputy Chief of  
Staff for Personnel

12 NOV 1975

MEMORANDUM FOR: CHIEF OF STAFF, US ARMY

SUBJECT: Foreign Area Specialty--INFORMATION MEMORANDUM

1. PURPOSE: This responds to your question concerning the recent promotion rates experienced by Foreign Area Officers (FAO's) for selection to Lieutenant Colonel, AUS. In his absence General Moore has asked me to respond to your question.

2. DISCUSSION:

-- Our analysis of the most recent Lieutenant Colonel promotion list published in July 1975, revealed that 129 of 166 FAO's who were being considered for the first time were selected for promotion. This represents a selection rate of 77.7% for FAO's and compares very favorably with the overall Army selection rate of 65.1%. Additionally, 20 of 253 secondary zone selectees were FAO's. On the other hand, no FAO who had been previously passed over for promotion was selected. The total Army selection rate for previously considered officers on this list was 5.3%. Based upon these figures it is our belief that Mr. Jordon's bleak assessment is not an accurate portrayal of the FAO promotion outlook.

-- You may recall that one of the decisions reached by the OPMS Steering Committee for implementing OPMS was that each specialty, including FAO, would receive a fair share of the officer quality distribution. Thus, when OPMS specialty designations were made there were some majors designated in the FAO Specialty who were not necessarily in the top 65% of their contemporaries, but who nevertheless possessed talent, experience and had demonstrated successful performance in previous FAO type assignments. To insure that we receive an adequate return on our future investment in officer education, safeguards have been incorporated into our school selection process. FAO's selected for graduate civil schooling or language training must rank among the upper half of their contemporaries.

-- It is reasonable to expect, although perhaps unfortunate, that in today's smaller Army which is experiencing lower overall promotion rates

DAFC-OPP-S

SUBJECT: Foreign Area Specialty

coupled with the conscious decision to distribute a fair share of the officer quality spectrum to all OPMS specialties, some FAO's will not be selected for promotion. We fully endorse your concept that in today's environment the traditional shorthand indicators of officer quality, such as promotion or senior service college selection, may not truly measure the real worth of the dedicated, proven, professional officer. We continue to emphasize that "experience, good-judgment and demonstrated know-how appropriate to the job" are the more important indicators of the first rate officer.

-- In light of the above, we do not feel that there is a promotion problem in the FAO Specialty. It is one of our most closely monitored specialties with full cognizance of the Army's ever increasing role in the international arena.

SIGNED

RICHARD G. TERRY  
Major General, US  
Acting Deputy Chief of  
Staff for Personnel

DEPARTMENT OF THE ARMY  
THE CHIEF OF STAFF  
WASHINGTON

Joe Moore <sup>10 Nov</sup>  
Hal - <sup>11 Nov.</sup>

Sometime ago we discussed our utilization of Foreign Area Specialists. Joe Gordon tells me that our failure to give these officers proper recognition plus a high % of them being passed over as Majors are drying up this reservoir of talent.

Please check it out and let's see what kind of a problem we have.

Med