

UNITED STATES ARMY  
THE CHIEF OF STAFF

8/6/85

Lieutenant Colonel Edward J. Haydash  
USDAO American Embassy  
APO San Francisco 96346-0001

Dear Colonel Haydash:

I appreciate your sharing with me your thoughts about the possibility that the Army will find it increasingly difficult to meet our needs for attache' and security assistance positions. The totality of the Foreign Area Officer (FAO) Program is being reviewed by the FAO proponent and the Military Personnel Center and your comments will be taken into consideration in future planning of the FAO Program.

Regarding the perception that specific duty assignments limit or inhibit selection for promotion, as you know, we are limited to a specific number of Colonels we may have on active duty. With an Army selection rate of 53.4% for first time consideration (53.8% for FAO), this makes selection to Colonel very competitive. Unfortunately, many outstanding officers can not be promoted. This in no way decreases their value to the Army or more importantly perhaps to themselves and their families.

I am concerned that many of our officers, like you, who are not selected for promotion feel that the Army no longer has a need for their services. You are a well trained, qualified Foreign Area Specialist who can continue to be a very valuable asset to the Army.

Thanks again for sharing your thoughts with me and I wish you success in all future endeavors.

Most sincerely,



JOHN A. WICKHAM, JR.  
General, United States Army  
Chief of Staff

DEPARTMENT OF THE ARMY  
OFFICE CHIEF OF STAFF  
WASHINGTON

General Wickham

The Staff will prepare a response  
for your signature.

need thoughtful answer  
@ 8/7 Carl

26 June 1985

General John A. Wickham, Jr.  
Chief of Staff, United States Army  
Pentagon, Room 3E668  
Washington, DC 20310

Dear General Wickham:

The reason for writing to you is to bring to your attention a problem that I believe exists in the Army's personnel management system. As an infantry officer with a 48 Specialty, I am concerned that if my recent non-selection to Colonel is an example of what others like myself will face in the future, the United States Army may find it increasingly difficult to find qualified, competent and motivated professional combat arms officers to serve in this specialty. In particular, duty as an Attache or with JUSMAG will not be considered by aspiring officers as career enhancing.

Since 1977, in compliance with personnel management requirements, I completed the required training and served at the request of the Army, in 48 Specialty positions. My efficiency reports will substantiate that my performance as a FAO Student, Analyst/Supervisor in the DIA Korea Branch and Assistant Army Attache in Thailand has been consistently far above outstanding in every respect. I did not believe that by choosing the 48 Specialty, it would someday put me in a noncompetitive position for promotion to Colonel. On the contrary, I was under the impression that the FAO's were a unique group of highly qualified officers, who could contribute immeasurably to the US Army by occupying important positions of increasing responsibility. After reviewing my records, which clearly indicate my past eight years in related FAO assignments, I have concluded that these assignments, in reality, served as a hindrance as opposed to enhancing my opportunity for promotion.

I wonder if the Army will be able to continue to attract qualified personnel for such important assignments if the personnel management system continues to place officers like myself in a non-competitive category while we serve at the Army's call in supposedly career enhancing 48 Specialty assignments. It appears that chances for promotion beyond Lieutenant Colonel are reduced, especially for those of us who happen to be serving in a geographical area that is not considered (by some) important to our national interests. Continuation of this discriminatory policy will surely reduce the number of qualified officers available to

represent the best interests of the Army and the United States overseas. Based on my circumstances, I will find it difficult in good conscience to recommend this career specialty to any career officer, especially a combat arms officer.

Having had the opportunity to meet you when you visited Thailand and to hear you speak about your thoughts on Army policy and future development, I believe that you may share my concern and desire to have MILPERCEN look into this matter to make corrections that may be necessary. It is not my intent to ask for favors or other considerations but rather to insure that the personnel management system is dedicated to treating all personnel fairly and equally regardless of primary and alternate specialty.

As I prepare for the future, I can reflect with a positive attitude that I have done what the Army has asked of me, and I can look back upon my career with a great deal of pride and satisfaction. It has been a rewarding and fulfilling career. Unfortunately, there are those who feel I am less capable than my contemporaries to continue to contribute with a higher rank and added responsibility. I only regret that I must now direct my talents and professionalism to a different endeavor. As we prepare to depart the Army Community, my wife and I will do it with great sadness.

Sincerely,



EDWARD J. HAYDASH  
LTC, USA  
Assistant Army Attache  
Bangkok, Thailand

cc:

Director, Defense Intelligence Agency  
Washington, DC

Assistant Director for Attaches and Operations,  
Defense Intelligence Agency  
Washington, DC