

MAY 2024

FY24 – 3RD QTR

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Message from FAO Branch Chief



Greetings Fellow FAOs,

As the summer quickly approaches, many of us are approaching transitions. The next PCS cycle will also bring a new FAO Branch Chief to HRC. I look forward to seeing LTC Christian Mitchell continue to advance the FAO Corps through world-class talent management. As a customer-centric organization, the Branch Chief serves the Army, FAOs, and their families by assigning the right officer, to the right assignment, at the right time. I have confidence in LTC Mitchell’s abilities to continue to guide your HRC/FAO Team. FAO Branch bids farewell to LTC Charles “Alex” Litz (48B/G Career Manager), MAJ(P) Matt House (48P Career & Training Manager), and CPT Ben Carruth (Future Readiness Officer). These officers diligently performed their duties and will continue to do deliver excellence to our Army. FAO Branch happily welcomes MAJ(P) Justin Kwon (48P Career & Training Manager), MAJ George “Harry” Calhoun (inbound 48B/G Career Manager), and CPT Brianna Myers (inbound Future Readiness Officer).

Disclaimer: The articles contained in this Branch Newsletter are for information and professional development purposes only. This is not an official journal or publication. Featured articles and “FAOs in Action” announcements are for information only, and do not reflect official endorsement by the U.S. Army, HRC, or FAO Branch. Views reflected are those of the authors alone.

Message from FAO Branch Chief, LTC Pete Roongsang

One of the best parts of this role is to assess officers into the FAO Corps. Through the Voluntary Transfer Incentive Program (VTIP), Talent-Based Career Alignment Program (TBCA), or an Exception to Policy (ETP), highly talented officers continue to compete to become Army FAOs. Congratulations to our newest FAOs via VTIP! For our FAOs out in the field, please continue to spread the word with prospective FAO-talent. Reach out to FAO Branch for talking points or the latest information on how to become an Army FAO.



Another great part of my job is to see FAOs selected to serve the Army with increased responsibilities at the next rank. Congratulations to the FAOs - and families - selected for promotion to Lieutenant Colonel and Colonel on the FY24 boards. To the Majors and Lieutenant Colonels preparing for your future boards, please review the analysis slides and discuss your professional and personal goals with your career managers.

As the outbound Branch Chief, I have witnessed the tremendous talent within our ranks. Motivated FAOs continue to professionalize the FAO Corps through various initiatives. LTC Wes Chaney continues to expand the Army Foreign Area Officers Association (AFAOA) to advance FAO initiatives, deepen mentorship, and to connect future/current/retired FAOs. LTC Michael Hill also contributes to telling our story through the Foreign Area Officer Podcast. I highly encourage you to listen and to share with others.

Growing my FAO network across AOCs has expanded my knowledge base and situational understanding. I was grateful to visit Eurasia, Africa, and Middle East/N. Africa FAOs at various conferences. 48E and 48J communities formalized their mentorship framework through “mentorship pools.” These initiatives are also being adopted or explored by other AOCs and are great opportunities to connect with one another for career-long mentorship.

Lastly, FAO Branch works closely with the FAO General Officer Steering Committee, the Council of Colonels, and Proponent to ensure FAOs continue to be “the Army’s premier U.S. defense and security policy experts with education, knowledge, and skillsets relevant to regions and countries.” (DA PAM 600-3). From future tailored approaches to assignments and talent management (i.e., DAS-DSCS Preference Market) to an assessment of the FAO Training Pipeline, the FAO enterprise is sighted on delivering better FAOs for our Army and the Joint Force. Our roles are incredibly important and consequential for our Nation. A more strategic approach to training, education, and talent management will deliver FAOs who are better Army Officers able to hit the ground running in an era of strategic competition with the People’s Republic of China; acute threats from Russia, Iran, and the DPRK; and dealing with the persistent threat from violent extremist organizations.

Announcement – Army Foreign Area Officers Association

AFAOA



ARMY FOREIGN AREA OFFICER ASSOCIATION

**Help AFAOA put an Army
FAO plaque on the
National Museum of the
United States Army**

**\$5,425 of \$5,000 goal
already raised**

<https://armyhistory.caus-evox.com/army-foreign-area-officers-association>

**Join the AFAOA
Army Ten-Miler
team – contact
armyfaassociation@gmail.com to join the team**

**Interested in mentoring
an Army FAO?
Join the AFAOA
Mentorship Team**

Upcoming Events:

- Bi-annual newsletter – 2nd publication September 1st, 2024 – send articles and announcements by August 15th to armyfaassociation@gmail.com.
- Army Ten-miler Team – October 12th, 2024 – contact armyfaassociation@gmail.com.
- 1st Annual Meeting & AUSA Breakfast – October 13th, 2024. Awards & ASL Engagement

Join now: \$10.00 annual membership

For more information go to www.armyfaassociation.com or email armyfaassociation@gmail.com. The association is actively looking for an awards chair and newsletter editors. Volunteer now!

FOLLOW US ON FACEBOOK AND LINKEDIN: [Army Foreign Area Officer Association](#)

Announcement – Army Foreign Area Officers Association



AFAOA

ARMY FOREIGN AREA OFFICER ASSOCIATION

AFAOA Merchandise Store Launch!!

<https://www.bonfire.com/store/army-foreign-area-officer-association/>

FUTURE ARMY FAO ONESIE



AFAOA Notebook



ARMY FAO SHIRT



AFAOA T-Shirt



FUTURE ARMY FAO



AFAOA - Key, Quill, Sword, and Key



[Army Foreign Area Officer Association Official Merchandise \(Click Here\)](https://www.bonfire.com/store/army-foreign-area-officer-association/)

Announcement – Army Foreign Area Officers Association



The Foreign Area Officer Podcast

The FAO Podcast is dedicated to sharing stories and experiences of the FAO community. It brings you interviews with FAOs worldwide to build a community of mentors and highlight the important work that FAOs do.

Episodes available now:

- #1 LTC Wes Chaney - 48J
- #2 MAJ Matt and Dr. Madi Saunders - 48B
- #3 LTC Alex and Emma Schade – 48G/J
- #4 MAJ Neil Law - 48B
- #5 LTC Jason Morales - 48B
- #6 COL (R) John Haseman - 48I
- #7 LTC (P) Pete Roongsang - 48P

Spotify – [Foreign Area Officer Podcast \(Spotify\)](#)

Amazon – [Foreign Area Officer Podcast \(Amazon\)](#)

Apple – [Foreign Area Officer Podcast \(Apple Podcasts\)](#)

DISCLAIMER: The Foreign Area Officer Podcast is not an official audio production. The views shared are the personal views of the interviewee and the host and not necessarily those of the Department of Defense or its components. Neither the Department of Defense nor its service components endorse the content. This announcement is informational only.

From U.S. Army Network Enterprise Technology Command**Commercial Access to Army 365:**

NETCOM will start blocking access to all Army 365 services including Webmail, Teams, SharePoint Online, and OneDrive through commercial internet on 1 June 2024.

*****Branch Chief Comment*****

FAOs serve around the world on Army, DoD, Joint, and State Networks. FAO Trainees may also operate on .edu domains. Maintaining connectivity with your A365 accounts is an implied FAO task. Setting up both systems below on personal phone and laptop took 20-30 minutes to complete and has been working well.

Ways to maintain commercial access to Army 365:**For personal computers and laptops:**

Azure Virtual Desktop: is a Windows 11 virtual machine that uses your Army 365 credentials for an optimized, complete single sign-on (SSO) experience. It is best experienced from a Windows or MacOS desktop computer using the Remote Desktop client downloaded from the web. The Remote Desktop client (MacOS/Windows) supports CAC login and S/MIME encryption. Signup for AVD is at: <https://aka.ms/goarmyavd>.

For personal mobile devices:

Hypori is an Android Virtual Machine (VM) that uses MobileConnect and EAMS-A for authentication and is accessed from your cell phone using the Hypori Halo and Mobile Connect applications. Installation of your credentials happens during the onboarding process and allows you to access Army 365 apps, NIPR websites, and use encryption. Signup for Hypori is at: <https://aka.ms/rcwpenrollment>.

G2 Message to the Force – May 2024



DEPARTMENT OF THE ARMY
DEPUTY CHIEF OF STAFF, G-2
1000 ARMY PENTAGON
WASHINGTON, DC 20310-1000

May 8, 2024

Army Team,

Strategic competitors are actively targeting current and former Army Soldiers, Civilians, and family members. We have the most capable and well-trained Army in the world. The People's Liberation Army and others want to exploit your skills to improve their capabilities.

Adversaries commonly use two tactics. First, they send requests for employment, white papers, think-tank participation, and other seemingly non-threatening information to members of the Army team via online platforms. They sometimes offer disproportionate payment (e.g., \$1,000 for a two-page white paper). Other offers include all-expense paid travel to China, Hong Kong, or Macao. Second, they try to hire our Army professionals, with employment offers potentially coming from what appear to be legitimate consulting firms located in non-threat countries. These may be lucrative offers for outwardly innocuous training tasks and methods.

Accepting these offers improves the capabilities of our adversaries, erodes national security, and puts the safety of our teammates at risk.

If you or someone you know is being targeted or has been recruited, report it to your local counterintelligence professional or submit a report via www.inscom.army.mil/iSALUTE or 1-800-CALL-SPY (1-800-225-5779).

We must remain vigilant to thwart our adversaries, protect our teammates, and ensure our capabilities are protected. We are counting on you.

This We'll Defend!

Don't let your
TEAMMATES
Down!

Anthony R. Hale
Lieutenant General, U.S. Army
Deputy Chief of Staff, G-2

AR 11-6 (Army Foreign Language Program) Updates

On 9 June 2024, the following updates to AR 11-6 will go into effect:

Reduces the annual language training requirement for foreign area officers and Army Special Operations Soldiers to 80 consecutive hours annually (throughout)

Authorizes use of the two-score oral proficiency interview for Army special operations forces Soldiers only. Eliminates 35M Soldiers and foreign area officer’s eligibility to take the two-score oral proficiency interview unless these Soldiers are assigned to locations where no testing facilities are available or for languages that do not have a Defense Language Proficiency Test (para 2–5d(1)).

Implements the new Department of Defense foreign language proficiency bonus pay by modality system prescribed in DoDI 1340.27 (para 4–3).

Allows Soldiers drawing a foreign language proficiency bonus for an additional dialect to receive additional pay for the listening modality only (para 4–3e).

ILR Skill–Level Proficiency	L \$/month	R \$/month	S \$/month
1+ ¹	80	80	80
2	100	100	100
2+	200	200	200
3	300	300	300
3+	350	350	350
4 or higher	400	400	400

Legend:
L = Listening
R = Reading
S = Speaking

AR 11-6 is available here :

https://armypubs.army.mil/epubs/DR_pubs/DR_a/ARN37270-AR_11-6-000-WEB-1.pdf

FAOs in Action – Spanish Language and Cultural Exchange

In partnership with the Spanish Ministry of Defense, the U.S. Army Reserve's Military Intelligence Readiness Command (MIRC) Language Program and the USAF Language Enabled Airmen Program (LEAP), LTC Jose Mantilla (48B) co-organized and co-hosted the language exchange program with the Spanish Army at their Infantry Academy in Toledo, Spain from 26 February – 22 March 2024. Led by DIA-assigned military service members serving as language instructors and program facilitators, the program included linguistic engagements conducted in a target language, cultural immersion with visits to military and historic landmarks, and English language coaching to Spanish cadets and sergeants by a Spanish/English bilingual U.S. military personnel.



The U.S. military team co-leads, U.S. Army LTC Jose Mantilla, U.S. Air Force MSgt Junior Ramirez and MSgt Robert Segarra Cordero, interacted with the Spanish military students at the dining hall by allowing them to practice and increase their fluency in English language.



The team learned about the history of the Academia de Artilleria in Segovia, Spain and the Roman Aqueduct system built around 1 AD.



Students received information on Operation Neptune Spear, The process of becoming an Army officer, and the mission of the USAF 725th Aerospace Maintenance Squadron (AMS) Rota, Spain

FAOs in Action – FE EN LA CAUSA from Colombian Army

On March 4, three members of ARSOUTH's Security Cooperation Directorate received the FE EN LA CAUSA, or “Faith in the Cause”, Military Medal from the Ejército Nacional de Colombia at the Colombian Consulate in Houston, TX.

The FE EN LA CAUSA Military Medal is awarded to Officers, Non-Commissioned Officers, Soldiers, and Civilians, who stand out in the recovery of peace, order, and democracy of the Nation, as well as military personnel in good retirement, national and foreign personalities and public or private entities that render meritorious services for the benefit of the National Army.



COL Armstrong, MAJ(P) Macchiarella, and SGM Rivera Perez

The recipients were COL Robert C. Armstrong, MAJ(P) Joseph A. Macchiarella, and SGM Otoniel Rivera Perez. Partner Nation Liaison Officer, Col Mauricio Gonzalez presided over the ceremony on behalf of Gen. Luis Mauricio Ospina Gutierrez, Commander of the Colombian National Army and President of the Medal Council.



COL Armstrong receives the FE EN LA CAUSA



MAJ(P) Macchiarella receives the FE EN LA CAUSA

FAOs in Action- CENTCOM Action Officer Working Groups

CENTCOM Action Officer Working Groups - A Masterclass on the FAO's Role Op-ed by MAJ Nicholas Bruno, 48E

“The great game is a symphony of chaos, where only the most adept can compose a victory.”- Peter Hopkirk

Many FAOs know Peter Hopkirk's *The Great Game*. Though written about competition between Imperial Russia and Great Britain in 1800s Central Asia, the basic characteristics of this competition still hold true. Then, young British and Russian officers played the game; today, U.S. Army Foreign Area Officers (FAO) find themselves across the board from Russian and Chinese strategic competitors, as well as local power brokers akin to the great Khans of old. While today's board may seem more civilized in nature, the consequences of regional outcomes remain the same as many years ago.

In December 2023 and January 2024, CENTCOM held Action Officer Working Groups (AOWGs) in the five Central Asian countries of Kazakhstan, Uzbekistan, Tajikistan, Kyrgyzstan, and Turkmenistan. These events showcased real-time moves on the game board, while adversaries lurked in plain sight. Meanwhile, national delegates balanced the reality of their geopolitical positions, the nature of which has remained unchanged since the 1800s. Regional U.S. Offices of Military Cooperation (OMC) must navigate the advancement of U.S. interests within the constraints of a spectrum of local foreign policy approaches, like Kyrgyzstan's "multi-vector" stance, or Turkmenistan's "positive neutrality." These challenges are further complicated by Russia and China's proximity and influence. For example, strategic competition was on full display in Dushanbe, Tajikistan, where China is building the government's new parliament building and Russia maintains its 201st Military Base.



FAOs in Action- China Strategic Focus Group, INDOPACOM

MAJ Alexander “Alex” Ailer, 48P – CSFG/USINDOPACOM

CSFG is a DoD program of interest that helps inform and broaden all of DoD’s understanding of China.

The links are updated public-facing congressional two-page products on Taiwan, and the bullets are a very limited snapshot from the other two sides of the equation. These links are permanent, always taking you to the most recent version of each report.

In Focus products (2-pagers):

- [Taiwan: Background and U.S. Relations](#)
- [Taiwan: Defense and Military Issues](#)
- [Taiwan’s Position in the World](#)
- [U.S.-Taiwan Trade and Economic Relations](#)
- [Taiwan: The Origins of the U.S. One-China Policy](#)
- [President Reagan’s Six Assurances to Taiwan](#)
- [Taiwan Presidents’ U.S. Transit Visits](#)



This is a link to a longer public-facing report: [Taiwan Defense Issues for Congress](#).

Taiwan’s perspective of the problem

President elect Lai is committed to

1. “a free and democratic constitutional system,”
2. the principle that “the Republic of China and the People’s Republic of China should not be subordinate to each other,”
3. “to resist annexation or encroachment upon our sovereignty,”
4. the principle that “the future of the Republic of China (Taiwan) must be decided in accordance with the will of the Taiwanese people.”

(Office of the President, Republic of China (Taiwan), “President Tsai Delivers 2021 National Day Address,” October 10, 2021.)

PRC perspective of the problem

- Based on open source reporting, the PRC believes the US is concerned with escalating cross-strait relations
- The PRC frequently reiterates US claims that the U.S. does *not* support “Taiwan independence,” would not support “two China’s” or “one China, one Taiwan” and would not seek to exploit the Taiwan issue as a tool to contain China.
- Based on a white paper published following the Pelosi visit in 2022, the PRC is advocating for a peaceful reunification and encouraging a “One Country- Two Systems solution”, much like that of Hong Kong
- Based on that same white paper “separatism will plunge Taiwan into the abyss and bring nothing but disaster to the island... we will leave no room for separatist activities in any form... No one should underestimate our resolve, will, and ability to defend China’s sovereignty and territorial integrity.”

FAOs in Action- CENTCOM Action Officer Working Groups

CENTCOM Action Officer Working Groups - A Masterclass on the FAO's Role Op-ed by MAJ Nicholas Bruno, 48E

These realities demand that our OMCs find common ground in mutually beneficial programs our partners can comfortably support and accept. These frequently include capacity-building programs focused on supporting UN missions, enhancing institutions, and bolstering capabilities for non-commissioned officer corps, medical units, disaster/emergency preparedness, and border security. These programs are tailored by total cost, training hours, scale, and visibility, to achieve balance and host-nation suitability. Education is another popular resource available to our OMCs; seen used most effectively in symposiums, exchanges, forums, and especially via Subject Matter Expert Exchanges (SMEE). These events are valuable because not only are their optics acceptable to our partners, but they also enable the U.S. to build relationships with future host-nation leaders. Arguably however, our OMCs' most important mission is providing our partners with options for security cooperation and the knowledge of how to request such assistance. The more our partners know, the more prepared they are to accept U.S. assistance when local POL-MIL dynamics allow for it. Although our security cooperation in Central Asia may be a slow-burning effort, our OMCs are laying groundwork to maximize opportunities as they present themselves.

As one regional OMC Chief said, the reality in Central Asia is that our “successes are measured in inches, not feet.” Although this may seem discouraging, these are still “inches” of progress, and our Army FAOs in Central Asia continue to advance U.S. national interests against great odds. CENTCOM's AOWGs underscore that while partnership in Central Asia is difficult, it is apparent our counterparts increasingly seek support from the U.S. and her Allies, with varying levels of urgency and openness throughout the region. These efforts require strategic patience and a long-term horizon. Through the work of Army FAOs and our OMCs, perhaps it is the Russians and Chinese who must remember, “The great game is a dance of shadows, where alliances are made and broken with a flick of the wrist...[and] the truth is a weapon more potent than any sword.”

In Central Asia I observed that above all else, our regional partners deeply respect and appreciate one thing our adversaries are challenged to provide: honesty; something often best delivered by FAOs. Perhaps through such honesty, our regional partnerships will continue to grow - at times by inches, others by feet, but always enough to continue the symphony of chaos.

2QTR FY24 VTIP Results

Congratulations to the following Officers as our newest FAOs!

CPT BECK, GABRIEL W; 48B
CPT BLACK, THADDEUS M; 48P
CPT BOONE, K MERLIN; 48P
CPT BUITRAGOROMERO, CRISTIAN A; 48E
CPT CARDON, CHRISTOPHER C; 48G
CPT CHOE, BRIAN; 48E
CPT COX, BLAKE T; 48B
CPT CUMMINS, EVAN S; 48P
CPT DAVILA, GRISEL A; 48B
CPT DAY, CAMERON R; 48P
CPT ELLIS, KALEB J; 48E
CPT FAIR, TARRIN A; 48G
CPT FAULKNER, MAXSON D; 48J
CPT GREEN, JUSTIN EMMANUEL; 48J
CPT GRIMM, RYAN A; 48P
CPT HECKERT, BENJAMIN M; 48G
CPT HOOTNICK, JONATHAN E; 48P
CPT HUDAK, CLAYTON; 48E
CPT JUNG, SOOMIN; 48P
CPT KARP, MARISSA C; 48P
CPT MARICH, ANTHONY E; 48P
CPT MARTINEZ, MATTHEW J; 48P
CPT MEISSNER, MATTHEW B; 48G
CPT PAGANORTIZ, JOSE M; 48E
CPT PATES, TRENTON ALAN; 48E
CPT PEDEN, BENJAMIN R; 48G
CPT ROBINSON, COLTON J; 48P
CPT RUTLEDGE, KIRSTEN J; 48P
CPT SEITZ, ERIC MICHAEL; 48P
CPT SHAVER, BRADLEY W; 48P
CPT SPRINGER, MARTIN J; 48J
CPT STEVENS, CHRISTINA; 48B
CPT THOMS, REBECCA M; 48G
CPT WALDORF, PETER JAMES; 48G
CPT WINT, NICHOLAS S; 48G
CPT WOODS, MARVIN J; 48G

FY24 LTC PSB Results

Congratulations to the following Officers for their selection to LTC

MAJ(P) BAULER, TIMOTHY R; 48G	MAJ(P) JOHN, CHARLES SALIE; 48J
MAJ(P) BEAUCHAMP, CLINTON; 48G	MAJ(P) KING, BRIAN A; 48B
MAJ(P) BECKNER, JOEL BENJA; 48E	MAJ(P) KUHNER, ANDRELUIZ D; 48J
MAJ(P) BERMINGHAM, DAVID C; 48P	MAJ(P) KUSYJ, JEFFREY BOHD; 48E
MAJ(P) BLADES, PETER H; 48G	MAJ(P) KWON, JUSTIN K; 48P
MAJ(P) BRAHMBHATT, AAKAR C; 48B	MAJ(P) LAM, JASON PINEDA; 48P
MAJ(P) BROWN, ZACHERY G; 48G	MAJ(P) MACCHIARELLA, JOSEP; 48B
MAJ(P) CAMARA, FRANK JOSEP; 48P	MAJ(P) MALLOY, JAMES FRANK; 48P
MAJ(P) CARSON, BRUCE RAMON; 48P	MAJ(P) MCANALLY, JONATHAN; 48E
MAJ(P) CHANG, ADAM YUNG; 48P	MAJ(P) NEWBURN, JOEL W; 48E
MAJ(P) CLONCH, TRAVIS RICH; 48G	MAJ(P) OSMAN, ANTHONY J; 48E
MAJ(P) CORBITT, PAUL GRANT; 48J	MAJ(P) PEARSON, ANTHONY D; 48B
MAJ(P) DAVIS, JAMES ALAN; 48E	MAJ(P) POSTOVOIT, ANDREW P; 48E
MAJ(P) DEDOMINICI, NICHOLA; 48P	MAJ(P) REED, MICHAEL RYAN; 48P
MAJ(P) DLAROTTA, NICHOLAS; 48B	MAJ(P) ROLL, PHILIP C; 48B
MAJ(P) ELLERBE, JOHN CRAWF; 48P	MAJ(P) ROUSH, PATRICK G; 48E
MAJ(P) EVANS, ELIZABETH LO; 48E	MAJ(P) SANBORN, MELVIN JAM; 48P
MAJ(P) FARBEROV, ALEKSANDR; 48E	MAJ(P) SEDLAK, JUSTIN B; 48E
MAJ(P) GREEN, WILLIAM ALBE; 48G	MAJ(P) SEIPLE, ABEL A; 48B
MAJ(P) GRIER, JACOB T; 48G	MAJ(P) SMITH, BRYAN ARTHUR; 48P
MAJ(P) GROZDANIC, TAIB; 48E	MAJ(P) TARON, ZACHARY RICH; 48E
MAJ(P) HANCOCK, KEVIN W; 48P	MAJ(P) TAYLOR, JAROD A; 48J
MAJ(P) HARRIS, JASON R; 48B	MAJ(P) TRIBBLE, NATHAN J; 48P
MAJ(P) HASCHER, ANDREW M; 48E	MAJ(P) TRICOMI, JOSEPH A; 48J
MAJ(P) HENNINGSSEN, MICAH G; 48E	MAJ(P) TRIPLETT, ALEXANDER; 48G
MAJ(P) HENSLEY, DREW C; 48J	MAJ(P) TRUSLOW, CHAD D; 48G
MAJ(P) HOUSE, MATTHEW ALAN; 48P	MAJ(P) WILLIS, MICHAEL D; 48B
MAJ(P) HUTCHINS, GRADY HOL; 48J	MAJ(P) WISECUP, BRET DANIE; 48E
MAJ(P) ISAKSON, JAMES HARO; 48B	MAJ(P) WOOD, ALYSSA JEAN; 48E
MAJ(P) JAMES, ADAM P; 48E	MAJ(P) WORLEY, KELSEY L; 48G

FY24 COL PSB Results**Congratulations to the following Officers for their selection to Colonel**

LTC(P) BROOKS, THOMAS VERN; 48J
LTC(P) DISTIFENO, CHRISTOPHER W*; 48E
LTC(P) NEWCOMB, SEAN PAUL; 48G
LTC(P) BRADLEY, DAVID HOLM*; 48P
LTC(P) JOHNSTON, SETH ALLE; 48E
LTC(P) MAYEDA, DANIEL PAUL; 48E
LTC(P) MIKKELSEN, EDWARD; 48E
LTC(P) ROBERTOCAEZ, OMAR M; 48B
LTC(P) ROONGSANG, PETE; 48P
LTC(P) TOTH, KEVIN J; 48J
LTC(P) TURNER, AARON SCOTT; 48P
LTC(P) DOLL, TIMOTHY M; 48G
LTC(P) PEEBLES, STUART H; 48G
LTC(P) WATT, RICHARD MORGA; 48G
LTC(P) MURNYACK, KEVIN CAM*; 48E
LTC(P) REED, KETTY NICOLE; 48E
LTC(P) RITZEL, BRADLEY ROS; 48E
LTC(P) SALTZMAN, KYLE; 48P
LTC(P) MANESS, HOLLY YOUNG; 48P
LTC(P) MATHIS, GERALD ADAI; 48J
LTC(P) MORAND, MARISA PIAS; 48B
LTC(P) DOBNER, BERNHARD JO; 48E
LTC(P) PRECIADO, LUIS EDUA; 48B

*MERIT BASED PROMOTION

Announcements

FY24 LTC Promotion Board Analysis



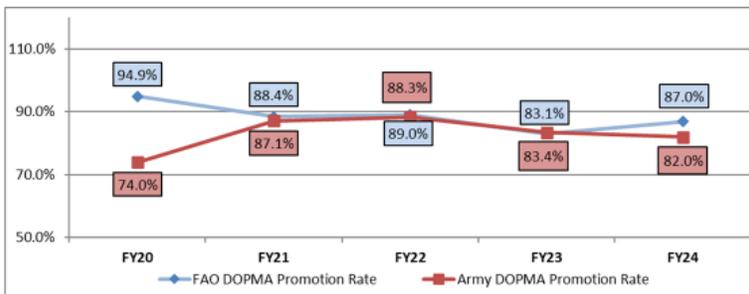
FY24 LTC PROMOTION BOARD ANALYSIS



U.S. ARMY

FAO BRANCH

Branch Promotion Trends



LIEUTENANT COLONEL (DOPMA)	FY20	FY21	FY22	FY23	FY24
PZ Considered	79	69	73	77	69
AZ/BZ/PZ Selected	75	61	65	64	60
FAO DOPMA Promotion Rate	94.9%	88.4%	89.0%	83.1%	87.0%
OSD DOPMA Promotion Rate	75.0%	87.6%	87.6%	83.9%	83.5%
Army DOPMA Promotion Rate	74.0%	87.1%	88.3%	83.4%	82.0%

Branch Analysis & Key Points

- In the Primary Zone, the main promotion factor is 3 Most Qualified (MQ) ratings in the last five OERs (0% selection rate for two or fewer vs 89% for three or more).
- The PZ selection rate for 3 MQ OERs increased from 74% to 89% this year.
- No below the Zone promotions and 11 Above the Zone promotions this year. All AZ selects had 3 or more MQs with an upward trajectory. FAO has 37.9% AZ selection rate (Army AZ selection rate 16.5%).

PZ Select Analysis

- Army OS PZ selection rate = 70%
 - FA48 PZ selection rate = 71%
- 49x officers selected for promotion in their PZ
 - 48B (8 of 12), 48E (16 of 20), 48G (8 of 12), 48J (5 of 7), 48P (12 of 18)
- 100% earned a MQ OER on their most recent OER
- All had 3 or more MQ OERs
- Average # of MQ (out of last five OERs): 3.86

PZ Non-Select Analysis

- 20x officers not selected for promotion in their PZ
- 65% had an HQ as their most recent OER
- 70% had an HQ on their second most recent OER
- Average # of MQs (out of last five OERs): 2.3

AZ Select Analysis

- Army OS AZ selection rate = 18.80%
 - FA48 AZ selection rate = 37.90%
- 11x officers selected in their AZ
- 4x officers received two MQs since FY23 LTC board
- All MEL IV Complete
- 9 of 11 had 3 consecutive MQs in their last 3 OERs
- Average # of MQs (out of last five OERs): 3.46

Announcements

FY24 COL Promotion Board Analysis



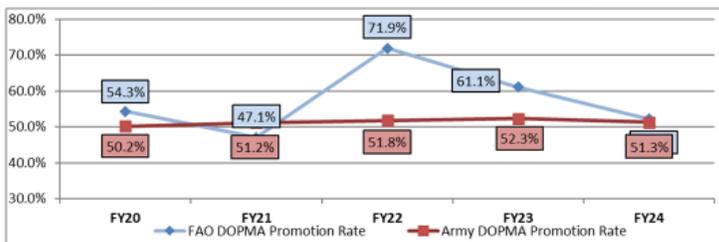
FY24 COL PROMOTION BOARD ANALYSIS



U.S. ARMY

FAO BRANCH

Branch Promotion Trends



COLONEL (DOPMA)	FY20	FY21	FY22	FY23	FY24
PZ Considered	40	42	47	54	46
AZ/BZ/PZ Selected	16	22	23	27	24
FAO DOPMA Promotion Rate	54.3%	47.1%	71.9%	61.1%	52.2%
OSD DOPMA Promotion Rate	49.2%	54.0%	52.8%	53.9%	53.7%
Army DOPMA Promotion Rate	50.2%	51.2%	51.8%	52.3%	51.3%

Branch Analysis & Key Points

- 21/46 officers selected for promotion in their primary zone
- Promotion rates vary between AOCs in PZ in this YG. 48B (3 of 6), 48E (8 of 15), 48G (4 of 9), 48J (2 of 4), 48P (3 of 10)
- Selectees had sustained strong enumeration (#1-5 of X or "The Best/Top") on multiple OERs
- All selects had strong enumeration / MQs on their top three OERs. The complete file matters, not just the rating and comments most recent OER.
- 0x Below the Zone / Early Consideration select
- No correlation between billet type of OERs (e.g., DAS vs SCO, Country Team vs. Staff) and promotion selection

PZ Select Analysis

- 21/46 officers selected for promotion to COL in their primary zone
- 100% had MQ as top OER
- Average # of MQ (out of last five OERs): 4.35
- 10x officers selected with 5/5 MQs, 7x selected with 4 of 5 MQs
- 3x officers selected with 3/5 MQs (2x 48B, 1x 48E)
- 90% had 3 of 3 MQs on last three OERs
- 2x Officers in PZ received merit-based promotions (2x 48E)

PZ Non-Select Analysis

- 25/46 officers were not selected in their PZ
- 60% had MQ as top OER
- 20% had 3 of 3 MQs on last three OERs
- 8% had top 4 or more MQs in a row
- Average # of MQ (out of last five OERs): 2.13

AZ Select Analysis

- 3/46 officers selected for promotion to COL above the zone
- Consistent with Army average AZ selection rate: 6.5% versus 6.8%
- All 3 were YG02
 - AOC: 1x 48J, 2x 48P
- Average # of MQ (out of last five OERs): 5
- 1x officer was MB

Announcements

Officer Professional Timeline

OFFICER PROFESSIONAL TIMELINE												as of 24 January 2024
COHORT YG	PZ CPT	BZ MAJ	PZ MAJ	BZ LTC	PZ LTC	1ST BN CSL	1ST SSC	LAST BN CSL	BZ COL	PZ COL	1ST BDE CSL	LAST SSC
FY22 MONTH OF BOARD	APR-MAY	MAR-APR	MAR-APR	OCT	OCT	MAY	JUL	MAY	OCT	OCT	MAY	JUL
FY23 MONTH OF BOARD	APR-MAY	MAR-APR	MAR-APR	OCT	OCT	MAY	JUL	MAY	OCT	OCT	MAY	JUL
FY24 MONTH OF BOARD	JAN-FEB	FEB-MAR	FEB-MAR	OCT	OCT	MAY	AUG	MAY	OCT	OCT	MAY	AUG
1998				2013	2014	2015	2016	2017	2018	2019	2019	2021
1999				2014	2015	2016	2017	2017	2019	2020	2020	2022
2000				2015	2016	2017	2018	2018	2020	2021	2021	2023
2001			2010	2016	2017	2017	2019	2019	2021	2022	2022	2024
2002		2010	2011	2017	2018	2018	2020	2020	2022	2023	2023	2025
2003		2011	2012	2018	2019	2019	2021	2021	2023	2024	2024	2026
2004		2012	2013	2019	2020	2020	2022	2022	2024	2025	2025	2027
2005		2013	2014	2020	2021	2021	2023	2023	2025	2026	2026	2028
2006		2014	2015	2021	2022	2022	2024	2024	2026	2027	2027	2029
2007		2015	2016	2022	2023	2023	2025	2025	2027	2028	2028	2030
2008	2011	2016	2017	2023	2024	2024	2026	2026	2028	2029	2029	2031
2009	2012	2017	2018	2024	2025	2025	2027	2027	2029	2030	2030	2032
2010	2013	2018	2019	2025	2026	2026	2028	2028	2030	2031	2031	2033
2011	2014	2019	2020	2026	2027	2027	2029	2029	2031	2032	2032	2034
2012	2015	2020	2021	2027	2028	2028	2030	2030	2032	2033	2033	2035
2013	2016	2021	2022	2028	2029	2029	2031	2031	2033	2034	2034	2036
2014	2017	2022	2023	2029	2030	2030	2032	2032	2034	2035	2035	2037
2015	2018	2023	2024	2030	2031	2031	2033	2033	2035	2036	2036	2038
2016	2019	2024	2025	2031	2032	2032	2034	2034	2036	2037	2037	2039
2017	2020	2025	2026	2032	2033	2033	2035	2035	2037	2038	2038	2040
2018	2021	2026	2027	2033	2034	2034	2036	2036	2038	2039	2039	2041
2019	2022	2027	2028	2034	2035	2035	2037	2037	2039	2040	2040	2042
2020	2023	2028	2029	2035	2036	2036	2038	2038	2040	2041	2041	2043
2021	2024	2029	2030	2036	2037	2037	2039	2039	2041	2042	2042	2044
2022	2025	2030	2031	2037	2038	2038	2040	2040	2042	2043	2043	2045
2023	2026	2031	2032	2038	2039	2039	2041	2041	2043	2044	2044	2046
2024	2027	2032	2033	2039	2040	2040	2042	2042	2044	2045	2045	2047

NOTE:
 - ALL YEARS REFERENCED ARE FISCAL YEAR
 - TIMELINE IS FOR GENERAL PLANNING PURPOSES. OFFICERS SHOULD ENGAGE THEIR CAREER MANAGERS FOR ADDITIONAL INFORMATION
 -REFERENCE APPROPRIATE MILPER MESSAGES (E.G LTC CSL, BDE CSL, SSC) FOR DETAILS PERTAINING TO ELIGIBILITY

FY24 Board Schedule

	MAJ	LTC	COL	SSC
PSB YG	15*	09	04	Ref: MILPER
Convene	27FEB24	TBD	TBD	15JUL24
Recess	22MAR24	TBD	TBD	26UL24

*All YG16 CPT are automatically considered for BZ during the FY24 MAJ PSB

More information on upcoming boards can be found at: <https://www.hrc.army.mil/content/Selection%20Boards>

Contact Information

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See our FAO MilSuite for the most up-to-date outreach material:

[Army FAO Milsuite \(Click Here\)](#)

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