



**DEPARTMENT OF THE ARMY**  
**OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY**  
**ACQUISITION LOGISTICS AND TECHNOLOGY**  
**103 ARMY PENTAGON**  
**WASHINGTON DC 20310-0103**

**SFAE-CDD**

MAR 30 2012

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Consequences for Academic Failures and No-Shows in Defense Acquisition University (DAU) Resident Courses**

1. Reference memorandum, HQ, USAASC, SFAE-CM, 12 October 2006, subject: Enforcement of Mandatory Certification Requirements Relating to Acquisition Workforce and Corps Members.
2. During his tenure as the Director for Acquisition Career Management (DACM), Lieutenant General Joseph Yakovac endorsed the above referenced memorandum which outlined the importance of maintaining acquisition competencies in a rapidly changing and challenging environment. He established goals and timelines to ensure that Army Acquisition, Logistics and Technology (ALT) workforce members meet the certification requirements for their current position. To demonstrate the seriousness of this issue and emphasize his resolve, he further directed that the Army Acquisition Education and Training program no longer fund developmental assignments or non-certification related training for any ALT workforce member who is not properly certified as required under the Defense Acquisition Workforce Improvement Act (DAWIA).
3. The guidance in his memorandum is still valid today—certification compliance remains an integral part of an organization's mission. It is a leadership responsibility to ensure that our ALT workforce members, both civilian and military, comply with statute and attain their required certification level within the designated timeframe.
4. I am very concerned about the Army's increase in academic attrition and "no-show" rates for ALT workforce members in the DAU resident courses that are required for certification. These courses provide content critical for accomplishing our acquisition mission.
5. The Army receives a limited number of DAU seats each year, and sending a person to attend represents a significant investment and commitment from the Army, as it takes time away from the employee's regular duties, uses up limited seat allocations, and in some cases, incurs travel costs. In the case of a "no-show," we lose the seat allocation. In the case of a course failure, we not only lose the seat, the person must repeat the course. In the current environment of budget reductions and high operational tempo, we face the challenge of judiciously conserving valuable resources, while still balancing the requirement to maintain professional acquisition certification and technical competency.

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6. I not only support the continuation of my predecessor's policy concerning Acquisition Education, Training and Experience (AETE) program ineligibility for those ALT workforce members who are not properly certified as required under the DAWIA, but intend to expand upon it as follows:

a. DAU Academic Attrition. Effective immediately, ALT workforce members who academically fail a resident DAU course required for their Acquisition certification will not be eligible to participate in any of the following training programs: Acquisition Leadership Challenge Program, Acquisition Tuition Assistance Program, Advanced Civil Schooling, Competitive Development Group Program, Congressional Operations Seminar, Defense Acquisition University–Senior Service College Fellowship (DAU-SSCF) Program, Executive Leadership Program, Naval Postgraduate School (NPS), School of Choice, and Training with Industry. These ALT members will remain ineligible for these programs until they successfully meet their certification requirements. Additionally, the ALT workforce members who academically fail a resident DAU course required for their certification will not be eligible to participate in any incentive programs, such as the Student Loan Repayment Program.

(1) The Army ALT civilian workforce members must be certified in their acquisition position of record at the time of application for these training and/or incentive programs. The military ALT workforce members must obtain Level II certification in any Acquisition Career Field (ACF). If they have been assigned to a new ACF within the last 12 months, they must show progress toward attaining certification in their current position. Acquisition officers who are attending NPS in lieu of the Army Acquisition Basic Course are exempt from this requirement.

(2) Should any ALT workforce member fail a DAU resident course, their priority for re-enrollment will be automatically downgraded one level, and their organization must fund the cost (i.e., Travel Duty) for them to retake the course.

b. DAU Course "No Shows." The program restrictions listed in paragraph 6a. above will also apply to any ALT workforce members who are enrolled in any resident DAU course (regardless if the course is required for certification or not) and fail to show up for the class. The Army DACM Office and the DAU consider these students "no-shows". This status can negatively impact the Army's future seat allocations for these courses. "No-show" ALT workforce members will remain ineligible to apply for AETE training and incentive programs for a period of one year starting on the last day of the scheduled resident course for which they failed to appear.

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7. I expect all ALT workforce members to take the time to thoroughly review the recommended and/or required DAU preparatory modules and pre-course work before attending resident courses. Supervisors should ensure that their employees have sufficient time during the duty day to complete the pre-course work and provide assistance as needed. I will continue to monitor academic attrition and "no-show" rates as they provide important indicators of the Army Acquisition Corps' level of commitment to technical competency and professional acquisition certification. Your support is critical to ensure that our ALT workforce members meet their certification requirements continue their professional development.

8. My point of contact is LTC Amanda Greig, USAASC, commercial (703) 805-1234, DSN 655-1234, or e-mail: amanda.p.greig.mil@mail.mil.



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