Chapter 48

Functional Area 51 (FA 51), Army Acquisition Corps (AAC)

48-1. Unique features of Army Acquisition Corps

a. Unique purpose of Army Acquisition Corps, Functional Area 51 (FA 51.) Effectively and efficiently develop, acquire, field and sustain materiel by leveraging domestic, organic, commercial and foreign technologies and capabilities to meet the Army's current and future mission requirements. Army Acquisition Corps officers, in conjunction with the civilian acquisition workforce, are primarily responsible for "materiel development", the "M" domain in Doctrine, Organizations, Training, Leadership, Materiel, and Education, Personnel and Facilities (DOTLM-PF). The primary purpose of the Army Acquisition Corps based on a 1989 briefing to the CSA is to "ensure excellence in product and project management". The Army Acquisition Corps ensures that the U.S. Army remains the best equipped Army in the world, with technological overmatch against any opponent. FA 51, the military component of the AAC, provides the following capabilities to the Army acquisition process:

(1) Military operational experience, training, and education in one of the Army's basic branches at the ranks of lieutenant and captain help to ensure that military considerations are represented throughout the acquisition process.

(2) Ability to communicate and integrate effectively with warfighters.

(3) Deploys worldwide providing acquisition support in operational environments.

(4) Military leadership and planning skills.

b. Unique functions performed by Army Acquisition Corps functional area. The AAC partners with warfighters to provide materiel solutions, life-cycle logistics support, and contracting support throughout the materiel life cycle from basic research through development, fielding, and sustainment to divestment. The AAC provides acquisition support to warfighters throughout the spectrum of operations to include counterterrorism and Homeland Security. Unique functions performed by the Army Acquisition Corps are based in statute and cannot be

performed by non-Acquisition Corps members. Applicable statute is contained in the Defense Acquisition Workforce Improvement Act (DAWIA), consisting of 10 U.S.C. Sections 1701 - 1764. Unique functions performed by Acquisition Corps Officers include:

(1) Program, Project and Product management, and Program oversight of acquisition programs of record. 10 U.S.C. Section 1735 contains specific requirements for program management positions.

(2) Contracting, Contract Management, and Program Integration. 10 U.S.C. Section 1724 contains specific requirements for contracting positions.

(3) Assignment to Critical Acquisition Positions (CAPs). IAW 10 U.S.C. Section 1733, only an Acquisition Corps Member may fill a CAP. Section 1732 contains Acquisition Corps Membership criteria. Note that any acquisition position required to be filled by a lieutenant-colonel or above is automatically a CAP.

c. Unique features of work in Army Acquisition functional area. Some of the work performed by FA 51 officers can not be duplicated by other branch or functional areas. Acquisition officers oversee and manage contracts worth billions of dollars, manage programs worth billions of dollars, and oversee technical development efforts that build the future Army. Acquisition officers manage limited resources to satisfy warfighter requirements. Acquisition officers of all grades operate at the tactical, operational, and strategic levels. For example, an acquisition captain or major may serve as an assistant product manager or a systems contracting officer working with the defense industrial base on a joint program of strategic importance such as space and missile defense, while an acquisition major or lieutenant colonel might be leading a deployed contracting organization providing contracting support to tactical forces engaged in combat operations. Furthermore, acquisition officers must comply with 10 U.S.C. acquisition-specific laws, regulations, and instructions as well as Army regulations and instructions regarding both discharge of acquisition duties and acquisition career management that apply to no other branch or functional area. It is also important to understand the difference between

being a member of the Army Acquisition Corps and being a member of the Federal Acquisition workforce, as well as some of the terminology associated with this functional area.

d. *Acquisition Workforce* – The personnel component of the acquisition system. The acquisition workforce includes permanent civilian employees and military members who occupy acquisition positions, who are members of an Acquisition Corps, or who are in acquisition development programs.

e. *Acquisition Corps* – A subset of the acquisition workforce, composed of selected military and civilian personnel (meeting qualification requirements) in grades of Major or General Schedule 13, or Broad Band (BB) equivalent and above, who are acquisition professionals. There is one Acquisition Corps for each Military Department and one for all the other DoD components. Just because an officer is accessed into FA 51 and the officer's control branch is "AC" does not mean the officer is a member of the Acquisition Corps. The officer must also meet the requirements established by law to become an Acquisition Corps member. Membership in the acquisition workforce is determined by the position an incumbent holds. Acquisition Corps membership is determined by meeting statutory requirements for grade, experience, education, and training – not by the position an individual encumbers.

f. Acquisition Career Fields – There are 12 career fields within the Acquisition Technology and Logistics (AT&L) Workforce: Business, Cost Estimating, and Financial Management; Contracting; Facilities Engineering; Industrial/Contract Property Management; Information Technology; Life Cycle Logistics; Production, Quality and Manufacturing; Program Management; Purchasing; Systems Planning, Research, Development and Engineering—Science and Technology Manager; Systems Planning, Research, Development and Engineering—Systems Engineering; and Test and Evaluation.

g. *Areas of Concentration (AOC)* – An Army Officer's Acquisition Career will be focused in several groupings of the career fields mentioned above. These groupings are commonly

referred to as Areas of Concentration (AOC) and are designated as 51A; 51C; 51L; 51S and 51 Z. A description of these AOCs is described in Para 48-3.

h. Certification – A required certification level is assigned to each AT&L position, and there are up to three certification levels for each acquisition career field: Level I (Basic or Entry Level); Level II (Intermediate Level); or Level III (Advanced Level). In order to become certified in one of the 12 career fields, individuals will complete a process through which it will be determined if they meet all education, training and experience standards established for a given acquisition career field or position or for membership in the Army Acquisition Corps. (*Note: non-acquisition officers can be certified in an acquisition career field if they meet the certification requirements, and this certification can be annotated in section X of the officer's ORB.)* Information on certification levels may be found at the Defense Acquisition University's website: www.dau.mil/catalog.

i. Critical Acquisition Positions (CAPs) – CAPs are a subset of AT&L positions which are based on the criticality of that position to the acquisition program, effort or function it supports. The FY 04 and FY 05 National Defense Authorization Acts (NDAA) eliminated the grade requirement for civilian personnel for CAPs; however, currently the Department of the Army only permits GS-14, or BB equivalents to occupy designated CAPs. No similar change was made for military billet designations; all military billets at the grade of O-5 and above are required to be designated as CAPs. Critical Acquisition Positions may only be filled by Acquisition Corps members.

48-2. Officer Characteristics required

FA 51 requires officers who are diversified, well-rounded leaders; who are experienced in the Operational Army and its doctrine, tactics, techniques and procedures; who are grounded in the Army values and display the Warrior ethos; who understand the challenges that face warfighters; who possess superb conceptual abilities, critical thinking, written and verbal communication abilities, management skills, an understanding of industrial capabilities, and

financial acumen; who possess the ability to anticipate requirements and react quickly to a rapidly changing operational and political environment; who are cognizant of the constraints and capabilities of diverse stakeholders; who can maximize return for the warfighter for each dollar spent; and who are committed to providing our warfighters with the best materiel and services of any military force in the world. Additionally, there are FA unique skills, knowledge and attributes that require professional development:

a. Unique skills. FA 51 officers must strive to seek education, training, and experience to support Acquisition Certification in two or more Acquisition Career Fields. Goals and requirements for officers to achieve certifications will be discussed in detail in paragraph 48-3. Certification standards are set in Department of Defense Instruction (DoDI) 5000.66 and the current standards are kept in Appendix B of the Defense Acquisition University catalog, available at the following URL: http://www.dau.mil/catalog/default.aspx

b. Unique knowledge. FA 51 officers must maintain knowledge of applicable statutes, and DoD and Army regulations and policy guidance pertaining to acquisition. Additionally, Acquisition officers need to understand current technological developments in industry, academia, and government; implications of funding cycles and trends on acquisition programs; earned value management, lean manufacturing, and six sigma statistical process control; systems engineering principles; configuration management; requirements generation process; materiel fielding process; management and testing of system of systems; integration of life-cycle acquisition; Lead Systems Integration (LSI) and the system sustainment processes.

48-3. Critical officer developmental assignments

a. Accession. Officers are normally accessed into the AAC at the 7th year of service immediately prior to their cohort year-group's respective Functional Designation Board (FDB). A prerequisite for accession is having held the appropriate key developmental positions as outlined in the corresponding chapter of this DA PAM for their basic branch. Officers in the zone of consideration for accession are notified by HRC via a MILPER (all military personnel

offices) message, which contains the requirements, procedures and timelines for accession. Additionally, officers may apply for a Functional Designation (FD) transfer to the AAC after being FDB'd on a case-by-case basis, if they possess unique skills required by the AAC. The current strength of the gaining and losing branch/functional area will also be a consideration. Due to statutory requirements to fill CAPs, officers accessed at the ranks of MAJ (P) and higher are required to meet all training, education, and experience requirements to become Acquisition Corps Members prior to a FD transfer being approved.

b. Following accession. Newly accessed officers' files transition to Acquisition Management Branch (AMB) at HRC; AMB handles all future assignments for FA 51 officers regardless of basic branch. Newly accessed officers will normally complete their current tour in their basic branch prior to being trained and assigned to their first acquisition assignment. Officers are generally expected to attend the FA 51 Basic Qualification Course (BQC) enroute to their first acquisition assignment. All AAC officers in year group (YG) 94 and subsequent year groups should complete the common core Intermediate Level Education (ILE) and functional area-specific follow on course within a 4-year window that spans their ninth, tenth, eleventh, and twelfth year of commissioned service.

c. First assignment. The goal for an officer's first assignment is to an acquisition region, in which the officer will rotate through several jobs usually in different AOCs in order to gain diversity of experience and support certification in multiple AOCs. Army requirements may dictate that some officers are not assigned to a region on their first assignment.

d. Acquisition AOC. FA 51 currently manages officers in the following acquisition AOCs which are groupings of the Acquisition Career Fields:

(1) 51A – Program Management

(2) 51C – Contracting, Quality and Production Management

(3) 51S – Systems, Planning, Research, Development, and Engineering (SPRD&E)

(4) 51L – Lifecycle Logistics

(5) 51Z – Multi-functional acquisition leader in the grades of LTC and COL certified in two or more of the above AOCs (51Z is an Army Acquisition leaders' personnel distribution tool. It is not a formal Army AOC.)

Officers are not single-tracked into one of the above AOCs, but are expected and encouraged to seek experience in several. Beginning with Year Group 1999, most Acquisition officers can expect to have ample opportunities to serve in diverse assignments and most will be expected to attain certification in both Contracting and Program Management. Officers in YGs 99 and younger are expected to become level II certified in at least two Acquisition Career Fields prior to their Lieutenant Colonel (LTC) Central Select List – Key Billet (CSL-KB) Board in order to be optimally prepared for LTC CSL-KBs. Officers in year group 1999 and beyond who wish to be selected for CSL-KB position at the LTC and COL level are encouraged to pursue level III certification in either Program Management or Contracting and level II in the other; this does not supersede the position certification requirements.

e. The AOCs are described below:

(1) *Program management (51A).* This area encompasses program management, some information technology duties, and test and evaluation. 51A positions involve the following acquisition leadership opportunities and duties:

(a) Within specific program management assignments, officers will focus on reviewing requirements and development of system solutions; life cycle cost analysis, force structure implications, battlefield systems integration; and associated doctrine, training, logistics, organizational and materiel implications of materiel requirements; partnering with the warfighter during the entire acquisition process and during actual implementation of materiel solutions. Assignments include: Army Field Support Brigade (AFSB) staff officer; Combat Developer (requirements); and assistant product manager and other program management positions.

(b) Assignments with an information technology focus will center on the research, engineering and systems integration of information technology; participation in mission analysis

and concept development; evaluation of competing technological approaches to battlefield systems integration; and post-deployment software support. Officers provide leadership and management in the acquisition of software engineering solutions, simulations and modeling, information network projects, computer systems, technical and systems architectures, and systems integration projects. Officers are expected to maintain awareness of advances in emerging information technologies, evaluate and assess competing technological approaches, and manage cost, schedule, and performance.

(c) Assignments with a test and evaluation focus will center on leading test teams, the design, documentation, and execution of experiments and tests under conditions ranging from highly controlled to realistic free-play exercises in an operational environment. Officers will coordinate with the warfighter and program offices, schedule all resources for the test, design automated data processing support plans and instrumentation, and conduct or control the test to achieve the objectives. They produce the test report, evaluate test data and assess the performance, utility, military suitability and effectiveness of systems under test. Officers can expect to perform these duties CONUS and OCONUS, at installations, test centers, program offices, and during deployments while providing acquisition support across the entire spectrum of military operations.

(d) Typical Assignments within the 51A area include, but are not limited to the following:

i. Assistant TRADOC Systems Manager (ATSM)

ii. Assistant Project/Product Manager (APM)

iii. AFSB Plans Officer

iv. AFSB Systems Plans/Operations Officer

v. Software Systems Staff Officer

vi. Acquisition Staff/Project Officer

vii. Product/Project Manager (CSL-KB)

viii. Test & Evaluation Director

ix. Engineering or Experimental Test Pilot

x. HQDA, OSD, and Joint Staff

(2) Contracting and Production Management (51C). Assignments with a Contracting and Production Management focus will center on officers leading teams that provide contracting support worldwide to contingency and non-contingency operations throughout the entire spectrum of military operations. These officers will lead contingency contracting teams, contracting efforts for installations, and weapon systems procurement offices. They execute contract management and production management oversight at contractor facilities worldwide. Officers coordinate with warfighters and Program Managers for requirements determination. These Officers are responsible making determinations on contracts awards. Contracting officers are responsible for developing contracting support plans.

(a) Assignments with a contracting focus may include: contracting support to the warfighter; contract support planning at all levels of Army operations or AFSB staff; systems and service contracting in major buying commands, PEOs, and Life Cycle Management Commands (LCMCs). Assignments with a production management focus may include: full spectrum contract surveillance CONUS and OCONUS; and executive plant manager liaison to contractor Lead System Integrators. Duties may include working these specific developmental duties or leading teams that execute them: acquisition strategic planning; advising warfighters, program managers, and industry; determining best agreement or contract type; performing risk analysis; forming contractual instruments; negotiating terms and conditions; obligating funds; awarding contracts; leading contractual action post award; monitoring performance and production; and program management front-line support in plant.

(b) Officers can expect to perform these duties, CONUS and OCONUS, at installations, system directorates, contracting organizations; at Defense Contract Management Agency regional offices, plants and Headquarters; and during deployments while providing full spectrum

acquisition support across the entire spectrum of military operations. Typical assignments include:

i. Contracting staff officer

ii. Contingency contracting Team Chief

iii. Branch Chief for Contracting

iv. Division Chief for Contracting

v. Production and industrial manager

vi. AFSB Contingency Contracting Battalion Commander

vii. DCMA Plant Director

viii. Contract Organization Director

ix. DCMA Regional Director

(3) Systems, Planning, *Research, Development, and Engineering (51S)*. 51S equates to any of the Acquisition Career Fields of System Planning, Research, Development, and Engineering (SPRDE), to include SPRDE-STM (Science and Technology Manager), SPRDE-SE (Systems Engineering), and a new career field being considered for institution designated as SPRDE-GE (General Engineering). The AAC manages 51S in order to generate members of the Uniformed Army Scientist and Engineer (UAS&E) Program. UAS&E officers possess the operational experience necessary to understand the unique environment, operational characteristics, and technological needs of the Army. The UAS&E officer's operational experience and quick deployability to combat zones gives the officer different skills and duties from the civilians who make up approximately 99% of the acquisition science and engineering workforce. UAS&E officers have the goal of attaining an advanced degree (masters or Ph.D.) in a technical science or engineering field. Due to the length of schooling some UAS&E officers attend, their career paths and opportunities for acquisition diversity may vary from the career paths of other AOCs. UAS&E officers should strive to rotate through Program Management (51A) jobs and attain program management certification in addition to SPRDE certification.

(a) Assignments in the UAS&E program focus on linking the laboratories, the field Army, and soldiers together to find technological or technology based solutions for the challenges faced by warfighters. UAS&E officers spiral technologies into existing platforms to provide real-time solutions to current operational challenges, and work on long-term technology development programs to develop the future force to ensure technological overmatch in the future. UAS&E officers maintain awareness of advances in emerging technologies from Army and Joint Labs, academia, and the worldwide industrial base; evaluate such technologies for applicability to solving warfighting problems; and inform combatant commanders of technological issues in operational terms. UAS&E officers translate the operational requirements of warfighters into the technical language of the scientists and engineers working in the labs, and vice-versa. UAS&E officers prepare technology support plans and integrate into all aspects of the warfighting planning process as necessary. UAS&E officers may, on occasion, directly participate in tactical combat operations down to the squad/fire-team level in order to gain first-hand knowledge of warfighter technology requirements. UAS&E officers may field new and/or experimental technologies directly from laboratories to units in combat to meet short-term needs, or may conduct technology transfer/hand-off from laboratories to traditional acquisition programs.

(b) Officers can expect to perform these duties CONUS and OCONUS, at installations, Combat Training Centers; Army laboratories, Combatant Command and Numbered Army headquarters; International Technology Centers around the globe; and during deployments while providing technical acquisition support across the entire spectrum of military operations. The majority of UAS&E positions are currently in the Army Materiel Command's (AMC) Research Development and Engineering Command (RDECOM). Other UAS&E positions may be in the AFSBs, The United States Military Academy (USMA), Space and Missile Defense Command, or the Missile Defense Agency. UAS&E officers working in any AMC/RDECOM UAS&E position may be periodically tasked to deploy as supplemental Field Assistance in

Science and Technology (FAST) team members. Selected UAS&E officers may be afforded the opportunity to attend a fully-funded Ph.D. program in two phases (refer to AR 621-1): Phase 1 is the full-time academic phase, and Phase 2 is the dissertation phase. During Phase 2, officers may be assigned to an RDECOM laboratory to complete their dissertation while working on a topic of Army interest. Refer to paragraph 48-7.f. (1b) for more information on FA 51 science and engineering degrees. Typical assignments include:

i. Research, Development and Engineering Center (RDEC) Systems Manager

ii. Field Assistance in Science and Technology (FAST) Team Member

iii. Science Advisor or Technology Staff Officer to Combatant Commander

iv. Technology Staff Officer in AFSB

v. Advanced Technology Demonstration (ATD)/Advanced Concept Technology Demonstration (ACTD) assistant product manager

vi. Science or Technology instructor at USMA

vii. DA/ASA(ALT) Staff

viii. RDEC Branch or Division Chief

ix. Advanced Technology Demonstration (ATD)/Advanced Concept Technology Demonstration (ACTD) program manager or director

x. International Technology Center Sub-Regional Director

xi. RDEC Systems Center Military Deputy

xii. International Technology Center Regional Director

xiii. RDEC System Center Director

(4) Acquisition Lifecycle Logistics (FA 51L). This is a new AOC for AAC military members, although it has long been a civilian Acquisition Career Field. The 51L AOC is being initiated to meet Army requirements for Lifecycle Logistics. The 51L AOC is designed primarily as a means to prepare FA 51 acquisition officers to compete for Critical Acquisition Positions in the new LCMCs. Non-FA 51 Corps officers in the ranks of LTC and above who meet the requirements for Lifecycle Logistics and wish to compete for LCMC leadership positions that are designated

as acquisition positions must seek certification in Acquisition Lifecycle Logistics and membership with the Acquisition Corps per DAWIA and DoDI 5000.66 requirements. Leadership duties and opportunities in the 51L AOC may include:

(a) Assistant Program Manager for Logistics.

(b) Acquisition Staff Officer in an LCMC.

(d) AFSB Systems Plans/Operations Officer.

(e) Logistics Division Chief within a Product/Program Management Office.

48-4. Assignment preferences and precedence

a. Preferences. FA 51 has many diverse opportunities. The goal of professional development of FA 51 is to prepare AAC officers to fill CAPs; DoDI 5000.66 contains specific requirements by type of CAP position. Additionally, an officer is best prepared to fill a CAP if the officer has diverse experience and is certified in more than one Acquisition Career Field; these officers are more flexible and are more capable, by skill set and statute, to fill a wider range of critical acquisition positions. Therefore, officers should strive to achieve a variety of experiences within each assignment, consistent with certification requirements, experience requirements, and the pursuit of multidisciplinary development. To facilitate diversification, the AAC offers regional assignments for captains and junior majors in order to more efficiently manage developmental assignments below the Human Resources Command (HRC) central management level, but within oversight of HRC. These regional assignments allow officers the opportunity to rotate to two or more regionally managed positions within one tour of duty. Officers should ensure that their experiences are properly recorded on their Officer Record Brief (ORB).

b. Precedence. The assignment experience required to attain the goal of certification in multiple Acquisition Career Fields prior to promotion to Lieutenant Colonel requires careful planning and attention to an officer's qualifications and expertise. FA 51 Officers' career and assignment planning should include the use of the AAC life cycle model (see fig 48-1); direct

coordination with their Rater and Senior Rater, and coordination with their AMB assignments officer at U.S. Army HRC. Officers will be assigned to critical acquisition positions in which they have achieved the prerequisite certifications and qualifications. Some FA 51 billets are designated as requiring advanced education, either military or civilian. Officers assigned to those positions must possess the requisite skills or education.

c. Assignment to Uniformed Army Scientists and Engineer (UAS&E) positions. Available officers that are members of the UAS&E program shall be the first considered for assignment to UAS&E positions. If no UAS&E member is available, then Acquisition Management Branch shall seek the best qualified available officer.

48-5. Duration of critical officer life cycle assignments

a. Regionalization of Army Acquisition Corps Assignments. Regionalization applies to Captains and Majors. (Majors within 1 year of their primary zone of consideration for LTC will not be considered for regionalization). Under this concept the Military Deputy to the Assistant Secretary of the Army (Acquisition, Logistics and Technology) appoints a Senior Regional Acquisition Official (SRAO) to each established region. The SRAO will have the opportunity to standardize professional development and increase the diversification of the officers within that region by allowing the officer the ability and time to grow into positions of increased responsibility and positively support the Global War on Terrorism, America's Homeland Security, and the Army's Campaign Plan. Most assignments for Active Army, Army Reserve, and National Guard Army Acquisition Corps officers will be between 24 – 48 months in length. OCONUS locations will continue to require specific tour lengths. Although many acquisition officers will find themselves assigned to regional assignments, many acquisition experiences may result from non-regional tours, which are typically 24 months. It is important to ensure that the Officer Evaluation Report and the ORB are properly annotated with all education, certification, and assignment information.

b. Army Acquisition Corps life cycle model. Figures 48-1 and 48-2 display an FA 51 life cycle with standard education experiences and number and type of developmental and CAPs.

48-6. Requirements, authorizations and inventory - The Army Acquisition Corps goal is to prepare a sufficient inventory of officers certified and developed to fill CAPs; therefore, we must maintain a healthy, viable career path for FA 51 officers.

48-7. Key officer life cycle initiatives for Army Acquisition Corps

a. Structure. Army Acquisition Corps officers serve within all acquisition, combat development, and research facilities worldwide. FA 51 positions exist in TRADOC, AMC, the PEO structure, DoD, DA headquarters, joint commands, and national agencies projecting a joint, inter-agency, multi-national footprint.

b. Acquire. FA 51 officers are accessed based on requirements for year group and grade, with specific targets by branch. Accession processes are covered in paragraph 48-3.

c. Distribute. Following accession into FA 51, all FA 51 officer assignments will be managed by AMB and HRC.

d. Deploy. AAC officers are warfighters who may deploy worldwide at any time. Whether assigned to AAC positions in CONUS or OCONUS in Army or joint services organizations, all AAC officers must be able to deploy to accomplish missions across the full range of military operations. AAC officers may deploy tomorrow as a member of an AAC team; or more likely they may deploy as individuals to support joint and multinational operations other than war such as humanitarian and peace keeping missions. FA 51 officers must prepare themselves and their families for this most challenging life cycle function.

e. Sustain. Officers accessed into the Army Acquisition Corps will compete for promotion to lieutenant colonel and colonel per the OPMS.

f. Develop. Diversification is the key feature of an AAC officer's development. The goal is to expose officers to all support functions and phases of acquisition to grow well-rounded and aware leaders prepared to lead highly complex, multi-functional organizations and provide

acquisition support throughout the full range of military operations to the Current and Future Force. An additional goal for AAC officers is a master's degree in an appropriate scientific, technical, engineering, business or management field. All AAC officers may apply for the opportunity to attend fully funded Advanced Civil Schooling (ACS). Selection to ACS is contingent upon the needs of the Army, the officer's promotion potential, their potential for academic success, and their career timeline. Approximately 10 percent of all AAC officer positions are in scientific, technical or engineering fields. Therefore, opportunities for scientific, technical or engineering master's degrees are offered to those with appropriate undergraduate backgrounds.

(1) Masters level science and engineering degrees may require 18 to 24 months to complete. All non-technical advanced degree programs attended by AAC officers will normally be 12 to 18 months in length.

(a) Officers selected to pursue Master's degrees must attend regionally accredited universities. The AAC has facilitated a relationship between the Defense Acquisition University (DAU) and several universities to grant DAU equivalency credit for selected coursework at the school as well as the university accepting DAU courses toward degree requirements. The AAC has also established a partnership with the University of Texas, Arlington, which combines an MBA academic portion with a nine-month TWI phase; known as the Industry Graduate (IGRAD) program. Upon completion of this 24-month program, the candidate is awarded an MBA by the university.

(b) Officers selected to pursue science and engineering degrees are directed to attend only accredited institutions that offer full-time programs. Masters level science and engineering courses of study normally require up to 24 months to complete, depending upon undergraduate background. AR 621-1, paragraph 2-11.f states that Ph.D. candidates may complete Ph.D.s in two phases: Phase 1 is up to 36 months in a fully funded schooling earning Academic Evaluation Reports (AERs) to complete all requirements but dissertation ("ABD",) and Phase 2

is up to an additional 24 months to complete the dissertation phase in addition to normal duties such as instructing or other Academic Education Requirement System validated position; the officer may earn both an AER and an OER during Phase 2. The officer should be aware that spending 36 months in a full-time school environment may put the officer at a disadvantage for promotion boards. Officers seeking a Ph.D. must work with their academic advisor to earn their Ph.D. in as little time as possible; the recommended time to complete phase 1 is 18-24 months if possible.

For more information on the Army Acquisition Corps ACS application process and a sample listing of previously attend institutions and degrees pursued, refer to the AMB homepage.

(2) Table 48-1 shows the preferred advanced degrees for AAC officers.

(3) FA 51 Leader Development Plan for captains and majors. Newly accessed acquisition officers in YGs 94 and younger will generally attend the FA 51 BQC enroute to their first assignment. Exceptions may be made for officers who have attended equivalent training provided as part of a tailored acquisition master's degree program, such as the Systems Acquisition Management or Acquisition and Contract Management MBA curriculums at the Naval Post Graduate School. The FA 51 BQC provides acquisition doctrine, lessons learned, leadership, and DAU-equivalent training in support of level II certification in multiple Acquisition Career Fields. Officers in YGs 94 and younger are also expected to adhere to the DA G-3 Intermediate Level Education implementation (ILE) plan, which states that officers should attend ILE and an FA-specific follow-on course between their 8th and 12th year of commissioned service. The FA 51 Intermediate Qualification Course on Acquisition Leadership (FA 51 IQC) is the AAC's FA-specific follow-on course to ILE. FA 51 IQC is required for AAC Active Duty Officers who have not completed ILE by January 2006 or made sufficient progress in the legacy non-resident Command General Staff Officer's Course (CGSOC) by January 2006 to continue the course. As of January 2006, ILE for AAC Officers will consist of the core ILE plus the FA 51

IQC. Details on the FA 51 Leader Development Plan, to include FA 51 BQC and FA 51 IQC can be found at the following URL: http://asc.army.mil/programs/LDP/default.cfm

(4) Army Acquisition Corps officers are strongly encouraged to establish and maintain dialogue with the Acquisition Support Center for professional development advice and information as well as for opportunities that impact the AAC through the ASC's proponent mission. Officers are also encouraged to maintain a dialogue with their assignment officers at AMB, HRC or their Reserve Component Career Manager. Each officer is his or her own best career manager. Maintaining an open dialogue optimizes the opportunities for enhanced professional development training, education and experience.

g. Separate. FA 51 officers will separate from the Army in the same manner as all other officers.

48-8. Army Acquisition Corps Reserve Component Officers

a. The Army National Guard and the U.S. Army Reserve provide a variety of assignment opportunities for FA 51 officers. Upon mobilization and during peacetime training assignments, officers assigned to acquisition positions must be qualified to perform as Army Acquisition officers. Accordingly, they must meet at least the minimum education, training and experience requirements of the Army Technology and Logistics Workforce (AT&L WF) at their respective grade levels. The AT&L WF represents the Total Army of both the Active and Reserve Component (RC). The Army National Guard and Army Reserve contribute much to our AT&L WF in day-to-day peacetime operations, during contingencies and in times of mobilization. These personnel must be certified acquisition professionals. The RC will receive education, training and acquisition work experience opportunities comparable to that provided Active Component personnel. Differences in Active Component officers and RC officers will exist. Acquisition RC officers are authorized to dual track rather than single track. This allows RC Acquisition officers to acquire and maintain professional certification and provide a valuable pool of deployable assets for contingency operations. Much of the extensive and detailed career

management guidance, such as progressive and exclusive acquisition assignments, minimum tour length, advanced schooling and command opportunities, cannot reasonably be applied to RC officer careers. Except for AAC officers who leave the Active Component and join the RC, it is normally not possible for RC officers to acquire four full years of acquisition experience in uniform. Reserve officers ordinarily acquire their acquisition expertise in their civilian careers, either in Government or industry. Granting equivalent credit based on civilian experience, coupled with recurring education under the DoD financed DAU consortium of schools/courses, will allow the RC to maintain the professional acquisition workforce needed to support the Total Army and meet the legal requirements of DAWIA.

b. Eligible RC officers may compete for CSL-KB positions at the lieutenant colonel and colonel level along with AC officers and AAC civilians. These RC officers will be slated to programs that support the RC.

c. The ultimate goal is to create an integrated Army Acquisition Corps, ensuring the standardization of education, training and experiences to better integrate all components across the full spectrum of military operations.

Table 48-1 Preferred advanced degrees for ACC officers	
Discipline	**Degree**
Business and Management	Business Administration Research Program Management Industrial Management Systems Management Procurement and Contract Management Management (General) Business (General) Information Systems Management (MS) Automated Data Processing System Management
Engineering	Aeronautical Engineering Chemical Engineering Mechanical Engineering Operations Research Analyst (Engineering) Systems Engineering Engineering (General) Industrial Engineering Computer Science Engineering Software Engineering Computer Engineering (Artificial

	Intelligence) Simulations
Sciences (specific sciences determined by the Army Educational Requirements System)	Biological Science (General- Chemical officers only) Chemistry (General) Statistics Mathematics (General) Applied Science Physical Science (General) Computer Science Simulations

Figure 48-1 - FA 51 Life Cycle Development & Utilization Model

(RESERVE COMPONENT)

Figure 48-2 - FA 51 Lifecycle Development & Utilization Model

(ACTIVE COMPONENT)

Note: officers can expect to rotate through several different developmental jobs in the ranks of captain and major. The text boxes in the figure do not necessarily depict the actual length of the event, but instead depict the window during which the event occurs.