

United States Military Academy Professor Functional Area 47

1. Introduction

- a. *Purpose.* USMA Professor, is the Functional Area (FA) aligned under the Operations Support Division.
- b. *Proponent information.* Superintendent, U.S. Military Academy (MAAG–PM), West Point, New York, 10996.
- c. *Responsibilities of the Functional Area 47 Officer:*

(1) *Academy Professors (47*).* Academy Professors serve as military and academic leaders within their respective departments. Academy Professors are a critical link between the senior academic leaders and the remainder of faculty and staff. Academy Professors are recommended by the Academic Board; approved by the Superintendent; and approved by the Director of Military Personnel Management, Office of the Deputy Chief of staff, G-1. Officers will not be designated as FA 47 until (1) completion of PhD, (2) physically assigned to West Point, and (3) a vacant FA 47 position exists. Academy Professors directly lead and supervise assigned faculty and perform the general duties identified in paragraph d.

(2) *Professor, USMA (47A).* These officers are the senior military and academic leaders at USMA. They directly supervise Academy Professors (47*) and other military and civilian faculty. Title 10 USC, governs the selection and establishment of Professors, USMA, including the Dean of the Academic Board, a Vice Dean, 13 Head of Department Professors, USMA, 13 Deputy Department Head Professors, USMA, the Head of the Physical Education Department Professor, USMA, and the Director of Admissions. They are recommended by the Academic Board, approved by the Superintendent, then nominated by the President and confirmed by the Senate. The Professors, USMA perform all duties stated in paragraph d. and provide long-term stability to the education programs at USMA to ensure accreditation standards and continuity are maintained. Professors, USMA, who are heads of department, command their respective departments with the same authorities as other O6 commanders, less Uniform Code of Military Justice (UCMJ). As members of the Academic Board, the Heads of Department advise the Superintendent on major curricular issues, recommend admission and separation of cadets, recommend staff and faculty academic credentials and promotions, and authorize the award of diplomas and commissions. Officers will not be designated as FA 47 until (1) completion of PhD, (2) physically assigned to West Point, and (3) a vacant FA 47 position exists.

d. *Unique functions performed by FA 47 Officers (Academy Professors and Professors, USMA).* FA 47 officers provide military and academic leadership to USMA's academic departments comprised of military faculty on a rotational USMA assignment, civilian faculty hires in accordance with Title 10 USC, and professional staff. FA 47 officers are highly successful and experienced military officers and outstanding educators with doctorates related to the academic disciplines offered at USMA. FA 47 officers provide oversight of and contribute to formations of USMA's curriculum, methods of instruction, and academic standards required for graduation; establish standards within academic departments for classroom instruction; guide and mentor faculty development, professionalism, and academic accomplishments; educate, train and inspire cadets within areas of academic expertise; provide continuity to the academic program; serve as a source of experience and academic depth to the rotating military and civilian faculty; participate in USMA governance by serving on bodies such as the Academic Board, Planning and Resources Board, Admissions Committee, and Accreditation Committees; select officers to be sponsored for graduate schooling prior to a teaching assignment at USMA; maintain academic currency by research, writing, publishing, and being involved with professional education or academic specialty organizations; contribute to cadet development by supporting athletic and extracurricular activities at USMA; and contribute to officer development by counseling and mentoring.

2. Officer characteristics required

a. *Characteristics and skills required of a FA 47 officer.* FA 47 officers require extensive experience and sustained exemplary military performance; an outstanding record of academic achievement including a doctoral degree in their designated academic discipline; potential for further growth and development within the field of scholarship; exceptional teaching ability; and successful completion of Intermediate Level Education (ILE). FA 47 officers must possess the highest standards of integrity and professional ethics while maintaining appropriate professional experience to engage in teaching activities at the undergraduate level. They must show evidence of, or demonstrate potential for, service to USMA, government agencies, and/or the academic discipline through participation in professional organizations and societies.

b. *Unique knowledge and skills of a FA 47 officer.* Table 1 outlines the unique requirements by academic discipline as recognized by HQDA in defining a FA 47 officer:

Table 1
U.S. Military Academy Professor area of concentration and responsibilities

| AOOC | Academic Departments | Examples of Academic Disciplines/Responsibilities |
|------|--|--|
| 47A | All Academic Departments, Department of Physical Education, Dean Headquarters, and Directorate of Admissions | Professor, USMA; Department Leadership; and Academy Governance |
| 47C | English and Philosophy | Literature, Rhetoric and Composition, and Philosophy |
| 47D | Electrical Engineering and Computer Science | Electrical Engineering, Computer Engineering, Computer Science, IT, Information Assurance, Cyber Security, Artificial Intelligence, and Photonics |
| 47E | Law | Military and Constitutional Law, Legal Studies |
| 47F | Systems Engineering | Systems Engineering, Engineering Management, Operations Research, Industrial Engineering, Simulations, and Systems Management |
| 47G | Foreign Languages | Foreign Language, Second Language Acquisition, Foreign Language and Literature, and Language Studies |
| 47H | Physics and Nuclear Engineering | Physics, Nuclear Engineering, Space Science, and Photonics |
| 47J | Social Sciences | Economics, Public Policy, and Political Science |
| 47K | History | Military, American, European, and International History |
| 47L | Behavioral Sciences and Leadership | Sociology, Psychology, Engineering Psychology, Leadership, and Management |
| 47M | Chemistry and Life Science | Chemistry, Chemical Engineering, Life Science, and Photonics |
| 47N | Mathematical Sciences | Mathematics, Applied Mathematics, Operations Research, Data Science, and Statistics |
| 47P | Geography and Environmental Engineering | Environmental Science, Environmental Engineering, Geospatial Information Science, Geography, and Regional Studies |
| 47Q | Superintendent's Staff, Dean Headquarters, and Commandant Headquarters | Strategic Planning, Assessment, Governance, Resource Management, Human Capital Management, Registrar Services, Faculty Development, Performance Enhancement, International Intellectual Development, Organizational Change, Research and Development Management, Data and Information Technology |
| 47R | Civil and Mechanical Engineering | Civil Engineering, Mechanical Engineering, and Aerospace Engineering |
| 47S | Physical Education | Physical Education, Physical Science, and Kinesiology |
| 47T | Leader Development and Organizational Learning | Professional Development, Organizational Change, and Leader Development |
| 47U | Military Art and Science | Military Art and Science, Defense and Strategic Studies |
| 47V | Army Cyber Institute | Electrical Engineering, Computer Science, Information Technology, Cyber Security, Cyber Law, and Cyber Policy |
| 47W | Army War College | Strategic Thinking, Enterprise-Level Leadership and Organizational Change, Theory of War and Strategy, National Security Policy and Strategy, Theater Strategy and Campaign Planning, Force Development, and Defense Management |

3. Officer development

a. *Officer development model.* The goal of the FA 47 developmental process is to maintain a diverse faculty sensitive to both Army needs and academic standards, who support the USMA mission to provide the Army with commissioned leaders of character. The FA 47 officer life-cycle developmental model recognizes the vital role FA 47 officers play in the education, training, and inspiration of cadets, and it preserves and enhances the pursuit of excellence in leader development and academics at USMA. FA 47 officers follow a career pattern that is directed toward teaching, research, service, cadet development, and junior faculty development. These activities are necessary to ensure that FA 47 officers continue to maintain military operational currency, develop mastery within their academic disciplines, and employ emerging pedagogical techniques. Department Heads manage the assignments, development, teaching topics/loads/hours, and duties of FA 47 officers assigned to their departments (such as program director roles, major additional duties, assignments to USMA-level, O/Dean-level, and department-level committees, etc.)

(1) *Captain development.* FA 47 has no authorized/assigned captains.

(2) *Major development.* There are no authorized FA 47 positions at the grade of major. Officers selected for FA 47 positions while in the grade of major must have completed all required developmental training to include Military Education Level 4 qualification and have served successfully in a Key Developmental position in their previously assigned Area of Concentration. Upon selection, the officer will focus on earning a Ph.D. in their designated academic discipline and continue to serve in positions of increasing responsibility as a member of the USMA faculty.

(3) *Lieutenant colonel development.* Lieutenant colonels are generally assigned within their respective organizations to significant academic, administrative, and leadership positions. They typically serve as program directors, division chiefs, and directors of centers. In order to maintain relevancy in their field of studies, currency in the operational environment, and ability to promote the development of future leaders, lieutenant colonels participate in short-term, high impact experiences within the Army, DOD, other government agencies, or academia.

(4) *Colonel development.* Colonels are generally assigned within their respective organizations to significant academic, administrative, and leadership positions. In addition to typically serving as program directors, division chiefs, and directors of centers, colonels serve as institutional-level committee leaders, deputy heads of department, and heads of department. In order to maintain relevancy in their field of studies, currency in the operational environment, and ability to promote the development of future leaders, colonels participate in short-term, high impact experiences within the Army, DOD, other government agencies, or academia.

b. Academic advancement. The central focus of orderly progression and academic promotion is development in the five domains of teaching, scholarship, service, cadet development, and junior faculty development, where high-quality teaching is the cornerstone of the FA 47 officer. Conducting research and participating in scholarly activities provide continued growth and development opportunities within the officer's selected academic discipline and increases the ability to teach and develop other faculty's ability to teach. Outreach activities in support of the Army provide continued military growth and professional development opportunities within the officer's selected academic discipline and support cadet development.

c. Faculty development and broadening programs. As an academic institution, USMA must continue to invest in developmental opportunities for all faculty members due to the rapidly changing nature of higher education and the needs for faculty to be on the vanguard of those changes. Faculty professional development is governed by a detailed professional development plan focusing on the five faculty domains of teaching, scholarship, faculty development, cadet development, and service. Service beyond USMA is a valuable component of a FA 47 officer's life-cycle model. Newly selected and current FA 47s maintain military and academic currency by participating in short-term, high impact experiences away from USMA. As such, FA 47 officers are eligible for several unique broadening programs and academic absences.

(1) *Operational Experiences (OEs).* FA 47 officers may conduct OEs to maintain mission awareness of the Army and DOD operational environment, to provide outreach and intellectual capital to the Army, DOD, or the Nation, and to professionally develop as senior Army officers. The Superintendent, USMA is the decision authority for approval of each OE, with accountability to the Assistant Secretary of the Army (Manpower and Reserve Affairs) (ASA (M&RA)). Operational experiences may be temporary duty (TDY) or temporary change of station (TCS) as applicable. USMA is required to forward requests for periods of temporary duty that exceed 180 days to the ASA M&RA, DASA-MPQ for approval before the start of the temporary duty. An OE focused on intellectual renewal, disciplinary depth, and scholarly concentration is permitted after every six years of continuous service as a FA 47; it will be no more than 1-year in length. All OEs must begin at least three years prior to an officer's mandatory retirement date.

(2) *Senior Staff College (SSC).* Although FA 47 officers are not considered for selection by Army competitive boards for attendance at SSC, they may participate in SSC as part of the OE program. The Dean of the Academic Board has developed a military schooling program that provides SSC opportunities for USMA detailed faculty through a Fellowship Memorandum of Agreement with the Army War College, Naval War College, and the National Defense University.

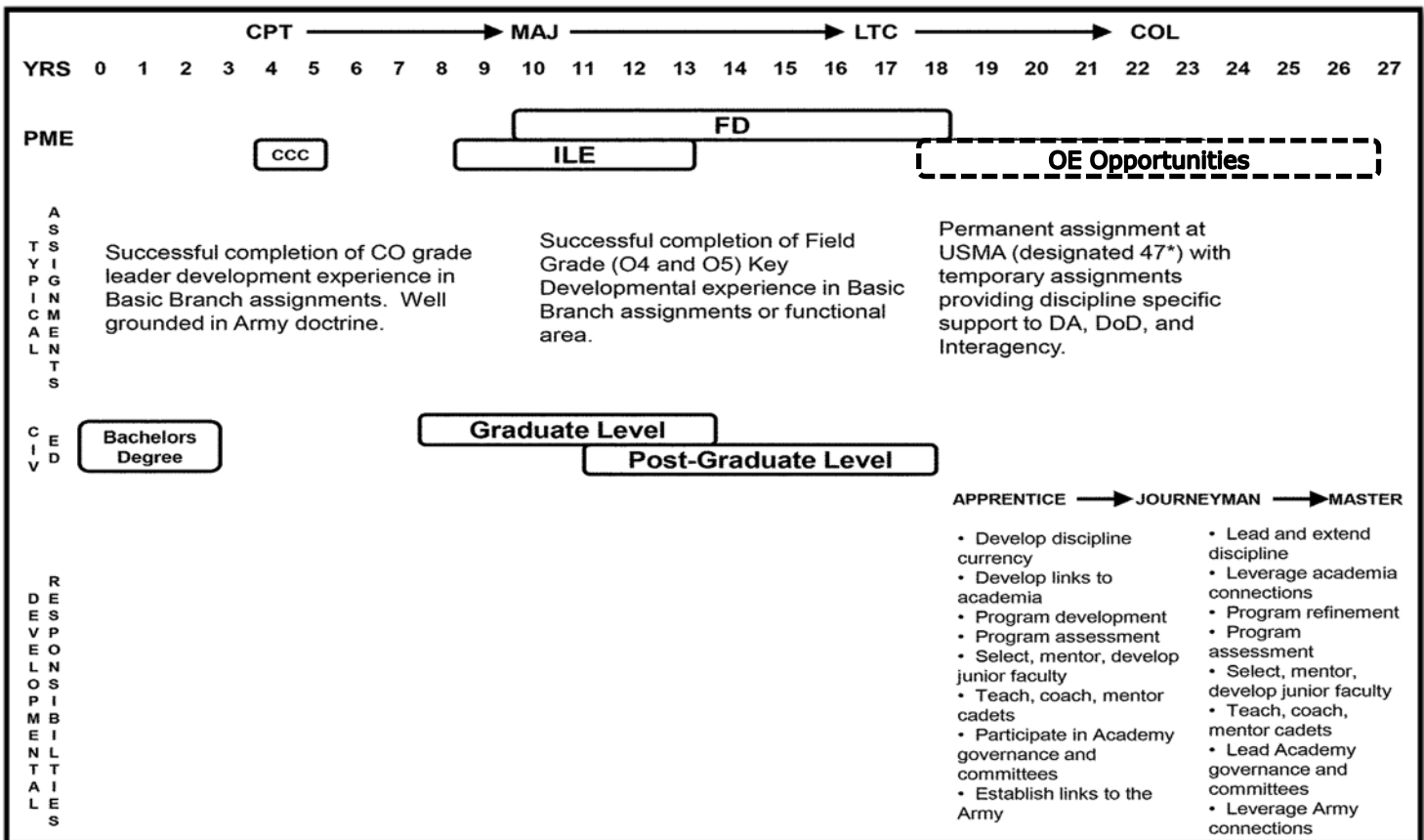
(3) *Planning, management, and assessment.* Department Heads, in close collaboration with the Dean of the Academic Board, plan, coordinate, and manage all faculty broadening opportunities and academic absences within

their departments. Department Heads submit annual forecasts for a six-year period and provide after action reviews of all completed FA 47 OEs to the Dean of the Academic Board.

d. *Branch/functional area generalist assignments.* FA 47 officers do not serve in branch/FA generalist assignments unless approved by the Superintendent for the purpose of providing specialized skills to the Army.

e. *Joint assignments.* FA 47 officers do not serve in Joint assignments unless temporarily released from detail by the Superintendent to fulfill a specialized need of the Army.

Figure 1. Branch life-cycle development model (AC)



4. Key officer life-cycle initiatives for FA 47 Officers

a. *Structure.* FA 47 positions exist only at the USMA and the US Army War College.

b. *Acquire.* USMA detailed faculty positions are normally filled through a USMA faculty search committee process. Advertisements will include specific criteria that an officer must meet to be considered for appointment. Applications are forwarded to a selection committee composed of detailed military faculty members, civilian faculty and, in the case of selection for Professor, USMA, representatives appointed by HQDA. The committee considers all applicants, evaluating the breadth of the applicant’s military experience, depth achieved in military specialties, evidence of leadership, and ability to complete the Ph.D. The selection committee will forward a list of the top qualified applicants through the Dean to the Academic Board. The Academic Board will make a final recommendation. Professor, USMA (AOC 47A) appointments require presidential nomination and congressional approval. Director of Military Personnel Management (DMPM), DCS, G-1 has approval authority for Academy Professors (AOC 47*).

c. *Develop.* See section 3.

d. Employ. After designation into FA 47, officers are managed by the Operation Support Division, Officer Personnel Management Directorate, at HRC with direct coordination with the USMA DCS, G-1 in support of the core academic mission.

e. Deploy. FA 47 officers are detailed and normally not considered for worldwide assignment, unless temporarily released by the Superintendent to provide specialized skills to the Army.

f. Retain. FA 47 officers will compete within operations support functional category for promotion to lieutenant colonel and colonel.

g. Separate. Duration of detailed faculty assignment is through mandatory retirement for Academy Professors (28 years for lieutenant colonel and 30 years for colonel and for Professors, USMA (age 64) (10 USC 1252). Upon retirement, any Professor, USMA (47A) whose grade is below brigadier general, and whose service has been long and distinguished, may, at the discretion of the President, be retired in the grade of brigadier general (10 USC 3962). By memorandum dated 21 July 1964, the Secretary of Defense, with the approval of the President, delegated the authority to retire Professors, USMA in the grade of brigadier general to the Secretary of the Army. Accordingly, requests to retire Professors, USMA, whose grade is below brigadier general, in the retired grade of brigadier general, are forwarded by the Superintendent through the Deputy Chief of Staff G-1 to the Secretary of the Army. Academy Professor (FA 47*) officers will separate from the Army in the same manner as all other officers.

5. U.S. Military Academy Professor Reserve Component officers

FA 47 is an Active Army (AA) branch.