

Fellow FA 30s,

First let me extend holiday greetings to you and your families from Fort Leavenworth and the Information Proponent. As always, I would ask you to keep those currently deployed or away from their loved ones in your prayers as we do. This update is somewhat later than normal since my last update was June, but I wanted to get this out as soon as possible.

Promotions.

As I said in my last update in June, "As the Army continues to take a hard look at efficiency, I anticipate promotion rates lowering across the Army, but I anticipate that FA 30 promotion rates will continue to stay slightly above Army averages." That is becoming a reality, and the latest O6 promotion results are a testament of things to come. Army average was approx 36% while FA 30 had 33%. Over the past several years promotion rates have been unusually high, but it is anticipated that they will return to the promotion rates of years past: 90% to CPT, 80% to MAJ, 70% to LTC. Reminder that selection rate for last year: COL AZ 40%, PZ 50%; LTC PZ 100%; MAJ PZ 95.9%. In 2009 the rates were: COL PZ 71%; LTC AZ 66%, PZ 92%; MAJ AZ 50%, PZ 92%.

I am often asked, "What should I do to get promoted?" DA Pam 600-3 provides a diagram (figure 20-1) of an FA 30 officer career template, but here are a couple of my own personal thoughts:

- 1) OERs - will become more important than ever. As selection rates decrease, the need to distinguish performance increases. Thus the return of the CPT "blocks check".
  - 2) FA 30 jobs - filling an FA 30 position is key, focusing on the function of integration rather than a specific "IO specialty" may be a factor. Versatility! Becoming a "7", FST Chief, observer controller - trainer, or a clearly defined Joint IO billet should be what board members will look for. Be careful of the "single track." An FA 30 should not shy away from a technical opportunity but don't become a technical officer. Don't forget that there is a difference between an integrator and an what the Joint Community calls an IO specialist (EW, CNO, PA, MISO, etc)
  - 3) Mix of Joint and Army positions.
  - 4) ORBs - keep it updated and ensure your DA photo is current (I recommend taking in the ASU uniform though Class A's are still authorized).
- These are just some personal comments/views. Some of the community's senior leadership has already contacted me in regards to developing an FA 30 OPD program or a formal "mentoring" effort. More to follow on this issue.

Manning.

As of 1 December 11, the FA 30 community exceeded authorized strength, but

we were filling only 85% of our authorized billets. This continues to be a challenge, and I have provided LTC Motley some general guidance: Follow DA manning guidance; we do not support filling non-FA 30 billets, and continue our efforts to maintain our exemption against filing Army PMS and recruiting taskings.

We will continue to experience some growth in our authorized billets - we are still expecting a 6% growth overall during the next couple of years and ALL of our education and training with industry programs were funded for the next FY. Our program is one of the better in the Army with 5 Naval Post Graduate slots, 3 Advanced Civilian School slots, and 3 Training With Industry Slots a year! I am still surprised we get so few applicants for these programs and encourage you all to research opportunities. We continue getting requests to support internships and fellowships - we are trying to gain approval for those billets, but it is difficult if the organizations benefiting from such internships and fellowships cannot gain the necessary approval or authorization.

Last year as a functional area - we met all of our accession requirements through the Voluntary Transfer Incentive Program (VTIP). VTIP allows us to remain highly selective as we gain new FA 30s.

FM 3-13.

Field manual (FM) 3-13, Inform and Influence Activities, presents overarching doctrinal guidance and direction for conducting inform and influence activities (IIA) in order to affect and shape the entire information environment in support of operations to achieve the commander's objectives specific to their complex operational environment. IIA constitutes how the Army supports information operations in all the domains through integration of information-related activities designated by the commander to influence and affect adversary and potential adversary decision-making. The new doctrine develops the IIA specific principles, tactics, and procedures that set the foundation for coordinating doctrine of supporting publications for operations, mission command, and the individual information-related capability publications and manuals that together protect our own capabilities and operational ability.

In early December, we held the FM 3-13 Inform and Influence Activities, Council of Colonels. Although the initial draft still requires work, the Council agreed to 8 "facts" and 2 "assumptions" that would guide FM 3-13 draft modifications:

Facts:

1. Inform and influence activities (IIA) is an approved Army function in doctrine: ADP 3-0 (OCT 11), FM 5-0 C1 (MAR 11), and FM 6-0 (SEP 11).

2. The Army's support requirements to Joint organizations and missions are to provide IO planners (FA 30s) and IO specialists (EW, CNO, MISO, OPSEC, MILDEC).
3. One definition (DoD) for IO; Army uses this definition.
4. Information-related capabilities are the same for Army and Joint.
5. IO and IIA are both integration functions.
6. IO focuses on decision making.
7. IIA operates across the dimensions of the information environment (physical, cognitive, informational).
8. Army Doctrine designates G7 (S-7) as responsible for integration of information-related capabilities (ATTP 5-0.1 SEP 11).

Assumptions:

1. Army inform and influence activities provide support to information operations.
2. JP 3-13 will continue to address the information - influence paradigm and information-related capabilities integration.

Our working relationship with other information-related capability communities is the best I've personally seen. I often hear rumors of a merger of sorts, but that has little merit from my perspective. In future years, I do see the potential of an 'Information Branch', but such a branch would consist of many information-related capabilities, not just one or two-similar to the multi-functional logistics branch. This concept may be better developed in future experiments and capability base assessments (CBAs).

#### FA 30 Course Updates.

FA 30 Qualification Course graduated its 39th FA 30 QC on 18 November 2011. The 36 graduates included four Joint (Naval) officers. The FA 30 Qualification Course remains 12 weeks long, and the next course runs 27 February - 18 May 2012. This course will have our first allied officers attending from Australia and Canada.

A reminder too, that all current FA 30 Qualification Course graduates are now OPSEC Level-II qualified.

In case you haven't heard, Norwich University has granted 12 masters credits for attending the FA 30 course towards a Norwich masters degree.

#### What is it?

An accredited graduate level Functional Area 30 (FA30) Information Operations (IO)-related graduate level degree. The Master of Science in Public Administration (MPA) currently has a concentration in "International Development and Influence Studies" to which FA30 graduates apply 12 credits from their FA30 Course. The MPA is open to the public and students are offered the option of selecting the concentration in International

Development and Influence Studies for seminars 4 and 5. Other concentrations available include: Organizational Leadership, Public Works, Continuity of Government Operations, Fiscal Management, Criminal Justice Studies and Leadership.

Who is eligible?

Any graduates of Distance Learning or Resident FA30 Course 2007, IO/IIA instructors and multi-service graduates. The submission for Joint accreditation of the FA 30 Qualification Course is still under development and we anticipate a decision by summer of 2012.

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Army Career Tracker Update.

Since the summer of 2011, the USAIPO has been partnering with the Department of the Army on a program called "The Army Career Tracker (ACT)." The Army Career Tracker is a web-based tool, hosted from AKO, and designed to function as your very own leadership and career development program. Though the FA 30 portion of the site is not yet 100% complete, the link for the ACT site and user training resources can be found here at <https://www.us.army.mil/suite/page/601000> AKO log-in is required using your CAC card. The Army Career Tracker integrates training and education into one personalized, easy-to-use website. The site offers a personalized experience for each Branch and Functional Area (click on the Branch/Functional Area tab on the upper right side of the ACT page for the drop down menu and select FA 30).

When the FA 30 portion of the ACT site is fully functional in the Jan/Feb timeframe, individual officers from our career field will be able to view a host of personalized career timeline and planning products created specifically for them. The ACT is able to personalize the career management experience for each user by aggregating your personal career data that already exists within multiple Army databases. Additionally, users can search multiple Army education and training resources, monitor their individual career development, and receive personalized advice from specific leadership by seeking and selecting senior mentors from across the FA 30 community to serve as a mentor. In order to maximize the career management tools available on ACT I strongly encourage you take the ACT training now which is hosted from the site and can be accessed from link provided above. The USAIPO personnel team will be the FA 30 leads for this program. If you have additional questions please feel free to contact: Mrs. Evelyn Burns, [evelyn.burns@us.army.mil](mailto:evelyn.burns@us.army.mil), or MAJ Ratasha Jackson [ratasha.l.jackson.mil@mail.mil](mailto:ratasha.l.jackson.mil@mail.mil)

Leadership Development Education and Training (LDE &T).

The new IIA Elective Track at CGSC begins this spring. This IIA focused elective track is open to not only FA30s but also others in the various information related capabilities. More information about the IIA focus elective track can be found at the <http://usacac.army.mil/cac2/IPO/>.

IPO LDE&T is working in close coordination with the 3-124th IO Battalion, Vermont Army National Guard and the National Guard Distributed Learning Development Center (DLDC) at Camp Dodge, IA to facilitate the updating of the Information Operations (IO) 101 distance learning (dL) course. The accomplishment of this effort will not only update and align the distant learning basic instruction course with current IIA doctrine (IIA 101 dL Course); it will also migrate the course from servers in Vermont to the Combined Arms Center Lifelong Learning Center (CAC LLC) and upgrade the interactive multi-media level. The IPO and course developers are then building on this updated IIA 101 base course to transition the current 2-week resident Tactical Information Operations Course (TIOC) currently taught at Fort Sill, OK and Camp Dodge, IA and MTT for both reserve and active component non-FA 30 Soldiers. This transition will align the TIOC course content with Inform and Influence Activities and the related Doctrine 2015 publications, and it will more efficiently leverage Department of the Army resources by developing a Tactical Inform and Influence Activities Course (TIIAC) that will consist of a Phase 1 dL portion and a Phase 2 1-week resident or MTT portion for course completion. Soldiers who complete both phases of the new TIIAC will earn the P4 identifier, just as graduates of the TIOC do today.

P4 Additional Skill Identifier.

Efforts are underway to solidify the P4 skill identifier on the various IO Group manning documents and also the potential of the addition of a P4 ASI down to Battalion level but this concept is in its initial stages.

Personnel Moves/Announcements.

Am pleased to announce that BG (P) Davis was nominated for Major General and COL Leonard, currently assigned as the IO Officer at SOCOM was selected to command of 1st IO Command. LTC (P) Dean Burbridge and LTC (P) Francisco DeCarvalho for their selection to Colonel. Please visit the IPO web site for other moves or congratulatory notes.

Finally I recommend that you visit the IPO CAC and AKO websites for the latest Proponent information and products:

CAC: <http://usacac.army.mil/cac2/IPO/>

AKO: <https://www.us.army.mil/suite/page/173710>

And if there's anything you would like to see on the blog or Websites, write to: [usarmy.leavenworth.tradoc.mbx.usaipo-pa-planner@mail.mil](mailto:usarmy.leavenworth.tradoc.mbx.usaipo-pa-planner@mail.mil)

Best wishes to you and your families during this holiday season from all the members of the Information Proponent Office.

v/r

Michael J. Dominique

COL, IN

Director, Information Proponent Office

913-684-9465

DSN 552

For FA 30 information & links, go to <http://usacac.army.mil/cac2/IPO/>