



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON, DC

1 Jun 05

MEMORANDUM FOR SEE DISTRIBUTION

FROM: HQ USAF/XOS-P
1480 Air Force Pentagon
Washington DC 20330-1480

SUBJECT: 13S Development Team (DT) May 05 Meeting Minutes

1. The 13S DT met at Randolph AFB from 16 May 05 – 19 May 05. The objective of the meeting was to vector all majors and major (selects) from 1988 – 1995 year groups that had not been previously reviewed by the DT.

2. Col Wayne Hudson, AF/XOS-P and 13S Career Field Manager, chaired the DT meeting. DT members in attendance included:

Brig Gen (S) Suzanne Vautrinot, AF/DXOS	Col Mike Morgan, 381 TRG/CC
Col Jimmy Hyatt, AF/XOS-N	Col Dave Strand, NRO
Col Bob Keyser, AFSPC/XOT	Col Steve Tanous, 30 OG/CC
Col Ed Parks, 341 OG/CC (20 AF Rep)	Col (S) Ed Fienga, AFSPC/MSPA
Col Marty Whelan, 460 SW/CV (14 AF rep)	Lt Col Jeff Wilson, AFPC/DPAOO

3. Col Hudson convened the meeting. He emphasized:

a. The DT is moving away from the “next assignment” mindset. As such, and to prepare for a “steady state” of DT execution, the objective of this 13S DT is to provide assignment vectors for all previously unvectored majors and major (selects).

b. The 13S DT will provide assignment vectors for all previously unvectored Lt Col and Lt Col (S) at the fall meeting.

c. The meeting scheduled for 19-21 Jul 05 will be the IDE/SDE review.

d. In the future, the 13S DT will meet three times a year (twice for vectoring and once for IDE/SDE review). Vectoring by year group will be done when the officers meet certain trigger points in their career (e.g., promotion to Lt Col, or by request of Senior Rater). For more information on the steady state transition, see the Force Management and Analysis Division website at AFPC (<http://www.afpc.randolph.af.mil/fdso>).

4. Col Cribb, Deputy DPA at AFPC, welcomed the 13S DT back to San Antonio. He reiterated the keyword to Force Development is “deliberate.” Functional communities, led by their DTs, are deliberately vectoring officers to particular levels of assignments in order to build a pool of experienced leaders across all grades. Force Development is not about building General Officers. Col Cribb discussed the recent Career Field Managers’ Conference, the Force Development Council meeting, as well as the DT Chairperson meeting, held between February and April 05. As Force Development makes the transition to a steady-state, educating the field and bringing their concerns back to AFPC and the AF/DP community is critical.

5. Col (S) Fienga provided an update on the latest Space Professional Development initiatives. The Space Pro Office at AFSPC uses the data from MilPDS to populate the Space Pro database. Therefore, it is imperative that 13S officers ensure their personnel data is correct. The

Credentialed Space Professional Career Guide was signed by the SecAF and delivered to Congress in Feb 05. This is on the Space Pro website (<https://halfway.peterson.af.mil/spacepro>). The Space Pro career Opportunities Guide will be on-line soon. This electronic guide will provide visibility into space pro billets and the requirements to fill those billets. The National Security Space Institute will teach the prototype course of Space 300 in Sep 05. The course will last four weeks. It will be taught at the TS/SCI level. At steady-state, Space 300 will be offered 10 times per year. Finally, coordination of the new Space Badge continues. Credentialed Space professionals (to include all core 13S officers) could wear the new badge as early as Oct/Nov 05, as they become available through Military Clothing Sales outlets.

6. The 13S Assignment Team provided an update to the DT on their last set of vectors. During the Summer Move Cycle, 93% of those moving met DT vectors (primary or alternate). Eighteen vectors were not met due to By Name Requests, Det CC, Air University levies, and Needs of the Air Force. Space Weapons Officer management continues to be a challenge. Twenty-four W13S officers are going to IDE this summer and four are going to SAAS. Over 10 Tier II billets will go vacant this summer. The DT continues to push for 13S officers in space disciplines to volunteer for missile duty. Col Parks, 341 OG/CC and 20 AF rep, concurred with the AT assessment that a missile assignment provides valuable leadership and command and control experience. Finally, the AT continues to ask the Space Wings to send their best to the schoolhouse at Vandenberg AFB.

7. Maj Bessellieu, Force Management and Analysis Division, briefed the DT on the plan to transition to a steady state of execution. To establish a baseline, the DT will provide a vector for all remaining field grade officers in CY05. In FY06, the DT transitions to steady state and will review officers in accordance with trigger points during their career (selection to Major, selection for IDE, selection to Lt Col, selection for command, selection for SDE, and commander-initiated). This provides a predictable and methodical pattern of shaping 13S officers and supports the DT in individual development, AFSC development, year group development, and Total Force Development. In the future, the DT will review major-selects in the Fall, Lt Col-selects in the Spring, and IDE/SDE nominees in the summer. Space and Missile Squadron Operations Officers, Commanders, and Group Deputies will be done by AFSPC.

8. The DT reviewed the Transitional-Officer Development Plan (T-ODP), Assignment Management System (AMS) SURF, and the Space Pro SURF for 500 officers to determine developmental vectors deliberately tailored to the record of each reviewed officer. Those DT-determined vectors will be provided to the individual and the reviewer via the T-ODP.

9. Of the 500 officers, approximately 66% had current T-ODPs (within 12 months of projected review). 30% had an outdated T-ODP and 4% had no T-ODP at all. For each officer in the last two categories, the AT members checked for an updated T-ODP before that officer was reviewed. Col Hudson reminded the DT that officers without current T-ODPs will still receive vectors.

10. The following is feedback provided from the DT:

- *The T-ODP is not a PRF/OPR*

-- *This is direct input to the DT and assignment team on the chain of command's vision for the most appropriate development of the officer (next AND future assignments)*

-- *The reviewer should make a complete and realistic developmental recommendation and assessment for the officer (i.e. what experience is needed or can be built upon so the officer*

remains competitive for future assignments and board-selected processes)

-- Review the T-ODP during performance feedback sessions with a supervisor and follow-up to ensure the T-ODP is forwarded to AFPC

- T-ODPs need to be current (within the last 12 months)*
- For those officers in staff assignments, the DT recommends the Reviewer be the first O-6 in the chain of command (usually a Division Chief)*
- Recommendations on the T-ODP need to fit the officer's accomplishments (e.g. do not recommend for a joint assignment if PME is not complete and the officer has had time to complete)*
- Individuals need to ensure their official record at AFPC as well as their SURF is 100% accurate (this assists the Space Professional Development effort as well)*
- Recommend brevity for comments--bullets statements easily convey information to the DT*
- Recommend officers continue to include special circumstances (e.g. PME status, EFMP, and/or family issues, such as deployments, join spouse, illness, or custody issues) in the comments they provide to the DT*
 - Ensure family issues are documented properly in the officer's official record*
- If you are not an IDE Select, you must complete the requisite level of PME to remain competitive. All IDE Candidates in 1994 year group or earlier who did not have PME complete, were advised to "complete PME" in their T-ODP*
- Reviewers, as well as Individuals, need to review the T-ODP after the DT provides feedback*
- If an officer is out of a weapon system for approximately seven years, the DT recommends the officer return to the Wing/Base level to be competitive for senior leadership positions*
- A vector of "Green Door" means possible utilization within Green Door billets as well as the NRO*

11. 13S DT Information will be posted to <https://www.xo.hq.af.mil/xos/13s/index.html> and it will also be transmitted to all core 13S officers via the quarterly 13S News e-mail. Please ensure your AFPC has your current e-mail address on file. You can update it via the Virtual MPF.

12. The DT discussed providing their contact information for those units who were interested in receiving a briefing on how the process works. To meet that need, contact information (email address) for each DT member is provided below for units that would like to request a briefing.

13.

Brig Gen (S) Suzanne Vautrinot, AF/DXOS suzanne.vautrinot@pentagon.af.mil	Col Wayne Hudson, AF/XOS-P wayne.hudson@pentagon.af.mil
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Col Steve Tanous, 30 OG/CC stephen.tanous@vandenberg.af.mil	Col Ed Parks, 341 OG/CC (20 AF Rep) edwin.parks@malmstrom.af.mil
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Lt Col Jeff Wilson, AFPC/DPAOO jeffrey.wilson@randolph.af.mil	

13. The next DT meeting is scheduled for 19-21 Jul 05. If you have questions, please e-mail space.missileedt@pentagon.af.mil or e-mail the 13S Assignment Team at space@randolph.af.mil.



WAYNE P. HUDSON, Colonel, USAF
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