



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

7 Jan 05

MEMORANDUM FOR SEE DISTRIBUTION

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

SUBJECT: 13S Development Team (DT) Dec 04 Meeting Minutes

1. The 13S DT met at Randolph AFB from 30 Nov 04 - 2 Dec 04. The objectives were: (1) to vector field grade officers on the Summer 05 Vulnerable Mover List (VML), to include graduating squadron commanders and those graduating from Intermediate and Senior Developmental Education (IDE/SDE), (2) to recommend a particular Specialized Studies course for current ACSC students, and, (3) to recommend a degree program for those officers beginning the AF Institute of Technology (AFIT) or the Naval Postgraduate School (NPS) in Summer 05.
2. The DT meeting was chaired by Col Wayne Hudson, AF/XOS-P and 13S Career Field Manager. The DT members were:

Col Jimmy Hyatt, AF/XOS-N	Col Mike Morgan, 381 TRG/CC
Col Cal Hutto, AFSPC/MSPA	Col Marty Whelan, 460 SW/CV
Col Bob Keyser, AFSPC/XOT	Col Dan Ciechanowski, 91 OG/CC
Col Dave Strand, NRO	Lt Col Jeff Wilson, AFPC/DPAOO

3. Maj Gen Przybyslawski, AFPC/CC, provided feedback from the Developmental Education Designation Board (DEDB). He praised the 13S DT for their first-ever participation in the process to select officers for DE. The DEDB designated 85 officers for IDE and 15 officers for SDE. These officers will attend DE in Summer 05. Six officers were Ops Deferred from last year and they will attend SDE as well. Col Hutto, AFSPC/MSPA, provided an update on Space Professional Development. The Space Pro roadshow briefings have been going well. Space Pro SURFs have been distributed and individuals are providing feedback to ensure their SURFs are correct. Check the Space Pro website (<https://halfway.peterson.af.mil/spacepro/>) for the latest information. Maj Bessellieu, AFPC/DPAFF, briefed a new approach to Developmental Assignments where the 13S DT will recommend officers for developmental assignments. The officers will serve two years in the position and gain a skill pairing required of senior leaders in the 13S career field.

4. The DT reviewed all 13S officers selected by the DEDB to attend AFIT or NPS. Based on educational background and experience, the DT recommended degree programs. For AFIT designees, all but one were "pre-screened" for the Management program. Only one officer was screened for a technical degree. The DT reviewed every officer and vectored 13 officers to Management. The DT vectored the remaining 12 officers to C4I Systems, Systems Engineering, Ops Research, Info Superiority, Nuclear Engineering, or Logistics Management. In one case, an AFIT designee and an NPS designee were swapped to meet the individual's as well as the Air Force's need. The degree choices were broader at NPS so the DT had greater latitude with NPS

degree vectors. The DT noted that all 29 officers (25 to AFIT and 4 to NPS) already completed their Master's degree. It was further noted that several AFIT designees had already completed an AFIT degree earlier in their career. The DT provided feedback to AFPC that selecting officers to attend IDE at AFIT when the individual already has an AFIT degree does not serve the individual, the career field, or the Air Force well.

5. The DT reviewed the Transitional-Officer Development Plan (T-ODP), Assignment Management System (AMS) SURF, and the Space Pro SURF for 360 officers to determine the developmental vectors. Those vectors will be provided to the individual via the T-ODP.

6. Of the 360 officers, approximately 79% had current T-ODPs (within 12 months of projected review). The remainder either had an outdated T-ODP or no T-ODP at all. For each officer in that category, the AFPC Assignment Team members checked for an updated T-ODP before that officer was reviewed. Maj Youngson, AFPC, explained to the DT that several officers had updated their T-ODP but the T-ODP was either not forwarded to the Reviewer or the Reviewer did not forward the T-ODP to AFPC in time for the meeting. Col Hudson reminded the DT that officers without current T-ODPs will still receive vectors.

7. Approximately 17% of the officers received a vector from the DT that was not consistent with the individual's or reviewer's desires. Most of these were to leverage unique education backgrounds in a System Program Office or Test environment. Others received a different vector because they were not qualified to perform Air Staff or Joint positions, primarily due to incomplete PME. Finally, officers asked for "Green Door" assignments, but had no technical or acquisition background.

8. T-ODPs are still a work in progress. Reviewers and individuals need more education on what is useful in a T-ODP. Therefore, the following T-ODP feedback is provided:

- *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)*

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

- *Recommend brevity for comments--bullets statements easily convey information to the DT*

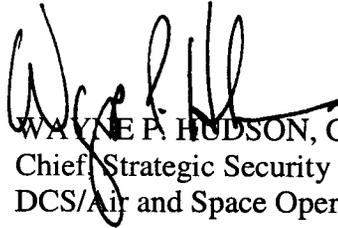
- *Recommend officers continue to include special circumstances (e.g. PME status, EFMP, and/or family issues, such as deployments, join spouse, illness, or custody issues) in the comments they provide to the DT*

-- *Ensure family issues are documented properly in the officer's official record*

- *Recommend officers choose their T-ODP options wisely (e.g. "I will stay in the AF if matched to a choice on my T-ODP") as the DT will use all data points to provide a developmental vector*

- *Recommend officers do not use the T-ODP to "job shop," (i.e. referencing specific billets to which they wished to be assigned). Instead, focus on the experience you wish to gain.*

- *Recommend officers complete the requisite level of PME*
 - *Timely completion of PME sends a message to the DT as to the seriousness of the officer's developmental plan*
 - *It is difficult to obtain a joint or HHQ assignment without appropriate PME complete*
9. The next DT meeting is tentatively scheduled for April 05. If you have questions, please contact Lt Col Tim Murtha, DSN 223-3693 or Maj Liz Roper, DSN 223-3695.



WAYNE P. HUDSON, Colonel, USAF
Chief, Strategic Security Policy & Integration
DCS/Air and Space Operations

Attachment:
Distribution List

DISTRIBUTION LIST:

HQ AF/XOS-N
HQ AFSPC/XOT
HQ AFSPC/MSPA
NRO (AFELM)
14 AF/A3
20 AF/DO
381 TRG/CC
HQ AFPC/DPAOO