

Acquisition Contracting Opportunities

The office of the deputy secretary of defense for civilian personnel policy has been designated by the under secretary of defense for personnel and readiness as the lead in expanding the opportunities for Department of Defense civilians to fill global expeditionary augmentation requirements. For more information and to apply for one of these positions, click on the Acquisition Contracting Opportunities link at <www.dau.mil>.

The Weapon Systems Acquisition Reform Act

On May 22, 2009, President Barack Obama signed legislation entitled *The Weapon Systems Acquisition Reform Act*. This legislation is meant to strengthen accountability standards for Department of Defense purchases for military operations. A briefing that summarizes the Act may be viewed at <<https://akss.dau.mil/default.aspx>>.

Defense Department Officials Hope to Create 20,000 Acquisition Jobs

AMERICAN FORCES PRESS SERVICE (MAY 7, 2009)

John J. Kruzal

WASHINGTON—Defense Department officials want to increase acquisition jobs by 20,000 over the next five years, Deputy Defense Secretary William J. Lynn III told Congress yesterday. Speaking to the House Armed Services Committee, Lynn cited a “lack of critical skills” as a major consideration while the department reforms its process for purchasing weapons and defense systems.

“These new positions will ensure that [the Defense Department] knows what it is buying and gets what it pays for,” he said.

The Defense Department budget, expected to be submitted to Capitol Hill today, includes funding to increase acquisition personnel by 20,000 positions over the fiscal years 2010 to 2015, Lynn said.

The breakdown includes roughly 9,000 jobs at the Defense Contract Audit Agency and the Defense Contract Management Agency—the Pentagon components responsible for estimating contracting costs and contract oversight.

The remaining 11,000 new hires will be created when roles currently carried out by contractors—jobs in systems engineering, program and business management, and logistics—are converted to federal positions.

“One of the critical reasons for some of our shortcomings in the acquisition process is the lack of critical skills in the acquisition workforce,” Lynn said. “Over the last 10 years,

defense contract obligations have nearly tripled, while our acquisition workforce has fallen by more than 10 percent.

“In the absence of these personnel, we have outsourced too many functions that should be performed inside the department,” he added.

Lynn acknowledged the challenge in attempting to enhance a system as complex as defense purchasing, noting that nearly 130 studies of acquisition reform have been completed since World War II.

“Many very smart people have tried and have met with only limited success,” he said. “In this regard, we need to keep in mind the importance of not making the system worse in our efforts to achieve reform.”

Describing other areas in need of improvement, Lynn stressed a need for clearer, more realistic contract requirements and cost estimates, and the importance of shortening the development cycle.

Army Launches Program to Advance Senior Civilian Careers

ARMY NEWS SERVICE (May 27, 2009)

Lacey Justinger

WASHINGTON—The Army is scheduled to launch a new central management talent pool for senior civilians—General Schedule (GS)-15 or National Security Personnel System (NSPS) upper pay band 3 equivalents—with a registration drive starting at Fort Belvoir, Va., June 8.

The civilian talent management office was created to implement and supervise the civilian talent management program, which will oversee, develop, and promote corporate career progression for the first time. This voluntary program is similar to the military-career designated paths and opportunities of senior executive service civilians, colonels, and generals.

“This is a great opportunity for individuals to have better visibility with assignment and education possibilities, and it gives the Army better visibility of employees’ desires and preferences for reassignment and education,” said Linda Donaldson, CTMO executive director.

For the first time, civilians’ personal talents, goals, preferences, and ambitions will be integrated into a career development plan to help them track available opportunities that will strengthen both individuals and the Army.

The civilian talent management program will survey job opportunities and forecast vacancies for the available talent

Career Development

pool to fill positions before they are vacated. This will cut down on non-productivity with an active transition of the knowledge base and open the positions to a larger audience.

"The purpose of this program is to make better opportunities available to civilians, to understand civilians' desires for professional development, and for civilians to broaden themselves through education and experience," said Donaldson.

Approximately 60 percent of the current Department of the Army civilian workforce has no managed career training, education, or progression plan; and according to CTMO, more than 11,000 of the 250,000 DA civilians are eligible for the new program.

"The civilian talent pool will help Army civilians be more competitive with Army uniforms," said Donaldson. "The Army is relying more heavily on the civilian workforce. This program is the key to develop, integrate, and broaden senior leaders to help them achieve their goals."

Secretary of the Army Pete Geren and the Chief of Staff of the Army Gen. George W. Casey Jr., have made civilian career progression one of the top priorities to complement the Army total force.

Casey included leader development into his Army initiatives and posture statement, stating he wants to "accelerate change in leader development programs to grow leaders for the future strategic environment."

"Our pledge to invest in the future of the Army Civilian Corps is a direct reflection of our continuing commitment of our nation's future," Geren said in the Army Civilian Corps Champion Memorandum.

For additional information, to participate in a phased registration throughout the summer, or to update their personal record, senior civilians who have registered with the AKO Web site, can visit <<https://www.csldo.army.mil>>.

Program presentations are scheduled at 25 locations both inside and outside the continental United States from June through October. The presentations will also be available on the Army's AKO (Army Knowledge Online) Web site. Upcoming presentations for September through October, 2009, are listed below.

Site	Date
NCR Pentagon	Sept. 9-10
Fort Shafter	Sept. 12-15
Picatinny Arsenal; Fort Monmouth	Sept. 14-18

Seoul	Sept. 16-19
Fort Bragg	Sept. 22-25
Fort Hood, Fort Sam Houston	Sept. 21-25
Warren, Mich.; Rock Island, Ill.	Sept. 28-Oct. 2

Deployment Opportunities Available for Civilians

AIR FORCE PERSONNEL CENTER PUBLIC AFFAIRS (JUNE 1, 2009)

Richard Salomon

RANDOLPH AIR FORCE BASE, Texas—Whether it's helping Iraqis with reconstruction projects or assisting Afghans with their motor pools, Air Force officials rely on their civilian workforce to help meet global mission requirements.

And the Air Force is not alone, as more than 1,100 Department of Defense civilians volunteered to fill 129 provincial reconstruction team positions in Iraq in 2007.

Although the deployment of civilians is not a new concept, that show of support demonstrated to DoD officials the need to find more opportunities for civilians to deploy.

Air Force Secretary Michael B. Donley and Air Force Chief of Staff Gen. Norton Schwartz released a memo March 8 outlining their vision for supporting DoD civilians to serve in global expeditionary positions through a program called the Civilian Expeditionary Workforce.

"Some civilians have never deployed and want to serve, while others have deployed while on active duty and miss the experiences and rewards that only a deployment can bring," said Maureen Rudell of the Air Force Personnel Readiness Division at the Pentagon. "Civilians want to serve and be a part of the team, but haven't, until now, had the benefit of an integrated and organized process to volunteer."

That process begins with a visit to the Civilian Expeditionary Workforce Web site at <www.cpms.osd.mil/expeditionary/>. Once there, interested civilians can follow the Air Force-specific procedures.

Members of the Air Force Personnel Center's Program Management Support Division serve as the lead in processing the civilian volunteer packages.

"We check the applicant's documents, which include a resume and a volunteer deployment statement, to make sure they are correct and complete," said Ronald Freund, the division's technical adviser.

Prospective volunteers can submit deployment packages for positions unrelated to their job requirements as long as their current positions are not listed as emergency-essential.

"Clearly, there are more opportunities for civilians to deploy, including allowing them to fill military requirements in less hostile areas," Rudell said. "As the DoD mission continues to evolve and change, taking advantage of civilians' expertise will become increasingly important and will help them stay relevant in the workplace."

Bob Perry of Edwards Air Force Base, Calif., agreed. As chief of the project provisioning flight at the 412th Test Support Squadron, he helps develop and train project managers who oversee flight test projects such as new weapon systems and other experimental flight testing evaluations. In early 2007, he responded to the call for civilian volunteers in support of Operation Iraqi Freedom and was assigned to an embedded provincial reconstruction team at Camp Liberty in Baghdad.

"Working on the flight test side at Edwards, I understood the importance of delivering warfighting capabilities on time and on budget," he said. "However, being deployed and depending on the reliability of those capabilities in real time gave me a whole new perspective on the meaning of what we do."

As the senior industrial adviser to the brigade commander, Perry and his team worked directly with the Iraqi government in providing centralized services, such as electrical power and critical construction support.

"I was able to see firsthand the results of our team's efforts," he said. "I encourage others who are offered the same opportunity to take advantage of it."

Army Designs Education System for Civilians

ARMY NEWS SERVICE (JUNE 4, 2009)

Paula Nardella

FORT RILEY, Kan.—To help Department of Defense civilians continuously improve their skills, the Army uses the Civilian Education System, which is based on various course levels.

Each course level has different priorities of students as well, because the classes are mandatory for some workers and optional for others.

"When you compare enrollment and completions of all of these Army installations, Fort Riley is at the top," said Kathy Bassett, chief of the Workforce Development Division of the Directorate of Human Resources. Fort Riley has had 185 people take part in the system and is followed by Fort Hood with 81.

The foundation course is the lowest level of the CES distributed learning classes and is required for all interns, team leaders, supervisors, and managers who were hired after

Sept. 30, 2006. However, it is available for all Army employees.

Completion of the other distributed learning courses, such as basic, intermediate, advanced, and the continuing education for senior leaders' course is required before taking the resident courses of the same name.

Some government employees, including those assigned as team leaders, supervisors, or managers, must complete the CES resident requirements within a specified time frame.

One of the courses that must be completed is the basic resident course. This class must be completed within one year, and prerequisites are the foundation course for employees hired after Sept. 30, 2006, and the basic distributed learning course.

Because the class is mandatory for team leaders, supervisors, and managers, they are given first priority on the attendance list. Second priority is given to Army civilians who are not supervisors, as well as Army and DoD civilians who are in an Army-endorsed supervisory or management development program for the basic course, intermediate course, and the advanced course.

For all classes, third priority is given to active duty soldiers who supervise Army civilians and DoD leaders and term and temporary civilians who are responsible for supervising civilians and have taken the necessary prerequisite classes.

The intermediate resident course must be completed by supervisors and managers within two years. Workers who need to complete this course also must have successfully completed the distributed learning foundation, basic, and intermediate level courses.

Civilians who are GS-13 to GS-15 pay grade also must complete the advanced course within two years. Prior to taking the advanced course, all the previous classes, as well as the corresponding distributed learning class, must have been completed.

The continuing education for senior leaders' class is available to Army civilians who have attained the grade of GS-14 or GS-15, as well as soldiers holding the rank of lieutenant colonel, colonel, chief warrant officer 4 or 5, sergeant major, or command sergeant major.

To help iron out any problems with the system, a team of directors from various organizations responsible for CES

visited Fort Riley May 28 to not only brief the community but also to get feedback on how to improve the program.

Federal Acquisition Institute

The Economy Act of 1932, as amended, 31 U.S.C. § 1535, permits Federal Government agencies to purchase goods or services from other Federal Government agencies or other major organizational units within the same agency. "Interagency acquisition," as defined in the Economy Act, means a procedure by which an agency needing supplies or services (the requesting agency) obtains them from another agency (the servicing agency). The Federal Acquisition Institute has developed Interagency Acquisition Solutions, a series of online presentations to help the acquisition workforce learn about and plan for effective interagency acquisitions. Download the presentations from www.fai.gov/IAA/launchpage.htm.

- **Interagency Acquisitions: Realizing the Value.** This 30-minute online training presentation provides basic information to help you decide when to use interagency acquisitions and how to go about it.
- **Interagency Acquisition Roles and Responsibilities.** Reference Tool. This online tool allows you to easily access key interagency acquisition responsibilities throughout the acquisition life cycle and to see suggestions about each agency's roles.
- **Interagency Agreement Reference Tool.** This online tool provides guidance about each required element of the interagency agreement and allows you to copy sample language for sections you may need to write.

NCMA Announces Contract Management e-Courses

NATIONAL CONTRACT MANAGEMENT ASSOCIATION
(JUNE 5, 2009)

NCMA is proud to announce its new suite of contract management e-courses. This is education at your fingertips. Contract management is an extraordinarily busy and ever-changing profession, and contract managers demand learning opportunities that are self-paced, relevant, with 24/7 availability. NCMA is dedicated to the delivery of continuous learning opportunities supporting the contract management workforce and now offers online courses in the following areas:

- FAR Overview
- Performance-Based Acquisition
- Contract Modifications and Options
- Negotiations
- Planning

These Web-based, topic-specific modules of instruction are designed to develop and improve proficiency in your job. The cost of each course is \$50 for members (\$65 for

nonmembers), and will take about one hour to complete. E-courses are valued at one continuous professional education (CPE) point. Learn more about NCMA's e-courses at www.ncmahq.org/News/AnnouncementDetail.cfm?ItemNumber=4817.

Wright-Patterson Welcomes New Cadre of Acquisition Workers

AIR FORCE MATERIEL COMMAND NEWS RELEASE (JUNE 9, 2009)
Derek Kaufman

WRIGHT-PATTERSON AIR FORCE BASE, Ohio—The first crop of three groups of new civilian contracting specialists raised their hand June 8 to become federal employees in the Air Force's acquisition workforce.

The 33 college graduates, nearly all with either master's or law degrees, are part of a group of 138 new hires that will join base contracting organizations by Aug. 31, said Stel Kirbabas, lead contracting recruitment specialist with the Aeronautical Systems Center.

Defense Department officials want to build the defense acquisition workforce by some 20,000 over the next five years, Deputy Defense Secretary William J. Lynn III told House Armed Services Committee members in May. The effort includes converting about 11,000 contractors to full-time government employees and hiring 9,000 more government acquisition professionals by 2015.

Wright-Patterson is a key Air Force acquisition hub for new aircraft and computer systems, as well as advanced research and technology. The new hires are part of a recently announced Air Force-wide effort to increase the size of its in-house acquisition workforce, following an extended period of restructure and downsizing.

The new acquisition jobs are in addition to approximately 1,200 military and civilian positions coming to Wright-Patterson resulting from mission consolidation under BRAC.

Kirbabas called the group, "amazing" and among the most talented she has ever seen. She said most of the new hires in the contracting career area joined following a very successful January through May 2009 university and college recruitment effort. Air Force civilian personnel recruitment and contracting specialists visited Wright State University, University of Dayton, Bowling Green State University, Hampton University (Va.), Miami University, Ohio State University, Ohio University, University of Akron, University of Cincinnati, University of Kentucky, University of Toledo, and Xavier University.

"This is a pretty patriotic group," Kirbabas said, noting during recruiting interviews that applicants universally recognized the serious business of purchasing systems for America's warfighters. The group was hired under one of two authorities: the Defense Career Intern Program and Copper Cap. Both are focused on bringing a mix of experience levels into the contracting career field.

The new cadre includes a mix of recent college graduates and others who turned to civil service after working in the private sector. The employees are being accessed under the general schedule pay system at either the GS-7 or GS-9 pay grade. In the Dayton area, that translates to a starting salary of between \$38,800 and \$47,460, with opportunity for advancement.

The new contracting personnel will undergo nine weeks of intensive "Jump Start" training at Wright-Patterson to become Level-1 certified to join the acquisition workforce for either Aeronautical Systems Center, Air Force Research Laboratory, 554th Electronic Systems Group, or the 88th Contracting Squadron at Wright-Patterson.

Six other newly hired full-time employees from logistics, engineering, and other functional areas also participated in the swearing-in ceremony. With AFMC headquarters located at Wright-Patterson, the base is a magnet for Air Force logisticians.

Separately, another 15 full-time employees were acquired through the Student Career Experience Program (SCEP), where undergraduate or graduate students worked part time for the Air Force while attending college, then become full-time civil service employees upon graduation.

And 25 Wright Scholar students arrived for their first day of employment. They were selected from more than 250 applicants to be employed for 10 to 12 weeks as engineering aides, working under volunteer mentors in the fields of science and engineering. The program is designed to expose promising college-bound students with work experience at the Air Force Research Laboratory. The program, now in its eighth year, is seen as an important incubator for future government scientists and engineers, said Linda Cardwell, deputy base personnel officer.

Wright-Patterson Air Force Base is home to approximately 25,000 airmen, civilian, and contractor employees; and the base personnel office services approximately 11,000 civilian positions paid from appropriated funds and physically located on base.

Kaufman writes for the 88th Air Base Wing Public Affairs.

Employees Learn to Improve Processes

DEFENSE LOGISTICS AGENCY NEWS ARTICLE (JULY 1, 2009)

Beth Reece

Defense Logistics Agency employees are learning better, faster ways of working. Through Continuous Process Improvement training sessions being offered nearly every week at major locations throughout the agency, including Europe and the Pacific, employees are learning how to improve processes by using structured problem-solving methods.

One of the latest classes took place May 18-22 at DLA's Fort Belvoir, Va., headquarters. The class was the first to be sponsored by the logistics operations and readiness directorate and included students from the defense energy support center and acquisition management directorate.

"We're in a time of operational tempo that's not going to calm down. This is a unique opportunity to best leverage available resources, and CPI is an enabling tool that will help people best use what they have by 'leaning' out their processes," said Tammy Shelton, Lean Six Sigma program analyst for DLA's Enterprise Transformation Directorate.

Continuous Process Improvement combines three methodologies: Lean, Six Sigma, and Theory of Constraints. Lean eliminates waste and improves speed; Six Sigma reduces variations in processes; and Theory of Constraints removes bottlenecks, or things that hinder processes from flowing smoothly.

CPI practices are taught through "green belt" training that introduces beginners to basic concepts, followed by more in-depth "black belt" training.

"A lot of it builds on [Total Quality Management] training that occurred around the 1990s, and although it gets a bad rep, it did have some valuable ways of looking at processes and some handy tools to identify root causes to why things are not processing as fast or as accurately as you want," said Barry Christensen, a supply systems analyst who attended the training at Fort Belvoir.

Christensen said he will initially use his newly learned skills to spot and eliminate non-value-added steps in his daily processes. He will also work with his supervisor to identify processes in his work area that need improvement.

DLA's focus on CPI began in February 2008, but process improvement is not new at the agency, said James Stamper, another Lean Six Sigma program analyst. Informal meth-

ods have long been used to improve support as customers' needs evolved, he said. They've also been used to change how the agency acquires and delivers products and services.

Navy Lt. Cmdr. Manuel Lugo, the metrics and analysis lead action officer for the strategic programs division, said the structured problem-solving methods of CPI will help DLA remain responsive to customers' needs as the agency integrates retail functions at shipyards, depots, and air logistics centers joining DLA as a result of Base Realignment and Closure 2005 legislation. It will also help assure success as the agency continues deploying new business process software through the Enterprise Business System, he added.

"These are primary areas where we can use this type of training to get it right from the first pass," Lugo said. "This training would be good for most of DLA's action officers."

Improvements that have already been made at DLA as a result of Continuous Process Improvement efforts include a 37 percent reduction in time spent on the subcontracting review process at Defense Supply Center Richmond's Small Business Office and Aviation Supplier Operations Directorate.

Clothing and textiles experts at Defense Supply Center Philadelphia are also using CPI to reduce the time it takes to deliver uniform products at consistent quality.

"CPI works. I had the chance to see the impact these tools can have on the bottom line in the manufacturing sector while working in private industry," Shelton said. "DLA employees have the opportunity to make their lives so much simpler and easier if they learn about CPI and apply it in their work areas."

Fort Lee to Celebrate Army Logistics University Opening

ARMY NEWS SERVICE (JULY 2, 2009)

Amy Perry

FORT LEE, Va.—The state-of-the-art Army Logistics University celebrated its grand opening with a ribbon-cutting ceremony July 2. The \$136 million complex spans more than 340,000 total square feet, and will be the center for Army logistics training.

Col. Shelley Richardson, former Army Logistics Management College commandant and now ALU president, said ALU is furnished and ready for staff and faculty to move in next week.

ALU consolidates more than 200 courses previously offered by five schools to educate sustainment leaders.

ALU will have three distinct colleges: the Army Logistics Management College, the Logistics Leader College, and the Technical Logistics College. A Logistics Noncommissioned Officer Academy will also be part of the consolidation.

Although all the schools won't come online until 2011, Richardson said the student load will run about 1,700 by the end of this summer, and reach nearly 2,300 students daily after all of the schools have moved to ALU.

According to Pete Adler, ALMC strategic planner, about 190 ordnance students from Aberdeen Proving Ground, Md., are already at Fort Lee and represent the first student growth population for the installation. By the end of August, there will be about 900 students from Aberdeen Proving Ground and the Transportation School at Fort Eustis occupying the classrooms of ALU.

The building features state-of-the-art classrooms, said Richardson. Classrooms are completely customizable, from the actual size of the classroom to the desk setup. Other technology such as interactive whiteboards enable instructors to ensure students are getting the lesson objectives in many different ways.

While a logistics library has always been incorporated into the planning of ALU, it will also open its doors to the community. About a fifth of the library space will be used as a community library, said Terri Koyl, ALU librarian.

"Just think of the library as a public library," said Koyl. "It'll have current fiction, nonfiction, and children's books—a recreational library."

Richardson said there will be 60 computer stations throughout the library as well as a language learning lab that will provide several computer stations for the sole purpose of learning a language.

"We would like to encourage the community to come to the university to check out the library to use it as a resource, not just for the community section of the library, but also for the logistics research capabilities we have," she said.

The Simulation Training Center is co-located with ALU. While the STC will support ALU with some training, the center is designed for exercises and training for units all over the world, said Richardson.

The STC supports simulation exercises, battle-lab experiments, knowledge-management events, lifelong learning, and sustainment education and training courses. In addi-



The state-of-the-art Army Logistics University at Fort Lee, Va., celebrated its grand opening with a ribbon-cutting ceremony July 2. The \$136 million complex spans more than 340,000 total square feet, and will be the center for Army logistics training.
Photo by Albert Cruz, Fort Lee BRAC Office

tion, it hosts a state-of-the-art Model Command Post and a world-class communications network capable of distributing exercises and events worldwide.

Other amenities inside the university include the new cafeteria and food court that will offer Einstein Bagels and Subway, along with a coffee vendor.

Over the next month, ALMC will be moving over to the new ALU building, as well as the U.S. Army Quartermaster NCO Academy. This will enable construction to occur in the buildings those organizations are vacating, said Albert Cruz, Base Realignment and Closure office.

For all of the scheduled moves, officials said the BRAC office closely monitors the construction progress and moves to ensure everything can occur on its projected timeline.

Perry writes for Fort Lee Public Affairs.

Task Group Recommends Reconstruction of Civilian Personnel System

AMERICAN FORCES PRESS SERVICE (JULY 16, 2009)

Jim Garamone

WASHINGTON—A Defense Business Board task group has recommended reconstruction of the National Security Personnel System.

Rudy DeLeon, the chairman of the group and former deputy defense secretary, said NSPS, a pay-for-performance system, tried to do “too much, too quickly,” and his group recommended the moratorium on converting general schedule jobs to NSPS continue.

About 205,000 of the 865,000 Defense Department civilians are in NSPS. The full Defense Business Board will review the task group’s recommendations and will prepare a report for Defense Secretary Robert M. Gates.

The first recommendation is to reconstruct the system. “Reconstruction is a level of effort and sophistication more than just fixes,” DeLeon said. “It’s going to require a significant amount of diagnosis before you come in with reconstruction.”

DeLeon said an effective pay-for-performance system requires commitments in time, money, and effort.

Career Development

"A supportive culture requires leadership commitment, open communication, transparency, and employee trust of supervisors and leaders," he said.

A pay-for-performance system needs to evolve, he said. "Trying to do something too quickly, too ambitiously, may not produce the desired result," he said.

The overall conclusions are that the pay-pool process is overly complex and lacks transparency. Also, payout formulas are confusing. The task group heard repeatedly that pay band 2 is too broad, and reassignments within the pay bands fluctuate from organization to organization.

The group also believes that NSPS has lessened the bonds of trust between first-level supervisors and employees. "Re-establishing the [Defense Department] commitment to collaborating with employees and manager associations is essential," DeLeon said.

The task group also made recommendations for the general schedule system. "Overall, the department needs to design a collaborative process for [Defense Department] managers and employees to design and implement a pay-for-performance system," he said. "Bargaining unit employees and the employees need to start from scratch in terms of any alternatives for the GS system."

The group recommended replacing the current general schedule classification system.

DeLeon said the personnel system has to be changed. "Never has the federal workforce, particularly in [the Defense Department], been as important as it is right now," he said.

"After a period of using contracting out, we've come back to an understanding of how critical the federal workforce is in terms of the national security mission of the United States."

ACADEMY OFFICIALS SEEK INSTRUCTOR APPLICATIONS

*AIR FORCE PERSONNEL CENTER PUBLIC AFFAIRS (JULY 21, 2009)
Air Force 2nd Lt. Gina Vaccaro McKeen*

RANDOLPH AIR FORCE BASE, Texas—Active duty officers interested in applying for instructor duty for academic year 2010-2011 at the U.S. Air Force Academy in Colorado must submit applications to the Air Force Personnel Center by Sept. 30.

Officers in the ranks of first lieutenant through lieutenant colonel may apply for positions in the U.S. Air Force Academy dean of faculty, athletic department, and preparatory school; and limited positions at the U.S. Military Academy and the U.S. Naval Academy are also available.

This special duty assignment is a controlled, three-year maximum tour, and officers must be released by their AFPC core officer assignment team in order to compete.

AFPC officials will notify officers selected for assignment by Jan 9, 2010.

For additional application information and a list of eligibility requirements visit AFPC's "Ask" Web site < <http://ask.afpc.randolph.af.mil/>> and type, "USAFA Instructor Assignment Opportunities" into the search engine. Then click on "Academic and Special Utilization Assignments." You can also call the Total Force Service Center at 800-525-0102.