

FAD Elimination Frequently Asked Questions (FAQs):

Q: Why did the Army decide to eliminate the FAD Board?

A: As we serve a Nation at war, and continue to move toward a campaign-quality Army with Joint and expeditionary capabilities the Army continues to review OPMS 3, ensuring our officer corps remains relevant and ready to meet current and future requirements. A careful review of the FAD process, that incorporated input from leaders across the Army, including branch and functional area proponents, identified that the FAD Board, conducted between an officer's 5th and 6th year of service, did not support Army requirements. While all officers were designated, the reality was that very few officers served in FA positions as Captains. Additionally, since most officers never served in a FA as a Captain, this created unrealistic officer expectations with respect to their ability to work outside their basic branch. While there is opportunity for a small portion of officers to train or serve in a FA position, all Company grade officers are Operations Career Field Officers first, and will serve most of their company grade time fulfilling branch requirements.

Q: Who decided to eliminate the FAD Board?

A: The final decision to eliminate the FAD board was made by the Director, OPMD, Brigadier General Rhett A. Hernandez, with the concurrence of the senior leadership of the Army. This decision was made after a careful review of the FAD process that incorporated input from leaders across the Army, including branch and functional area proponents.

Q: Who will be able to submit functional area preferences?

A: The functional area request process will be available to all Active Duty Army Competitive Category officers between their 5th and 10th year of active federal commissioned service (AFCS). Once an officer is selected for promotion to major, they are not longer eligible to submit.

Q: How will officers get to work in the functional areas?

A: The functional area request allows officers to inform Human Resources Command (HRC) of those areas they are interested in serving in. This information will be used by HRC and the functional area (FA) proponents to identify and recruit officers with the right skills and experience for service in their FA. This process gives both proponents and officers greater flexibility by not restricting them to the results of the FAD Board. As always, officers may always contact the FA assignment managers or their branch assignment managers to discuss assignment possibilities. Once an officer is identified by a functional area the same procedures currently in place will be used to coordinate with the officers basic branch and other applicable agencies for possible training and assignment in that functional area.

Q: How does the elimination of FAD affect the Career Field Designation (CFD) Board?

A: The elimination of the FAD board will have no affect on the Career Field Designation (CFD) Board. Procedures for the CFD board have not changed.

Q: How will the elimination of FAD affect those officers who have already been designated?

A: The elimination of the FAD Board will not affect those officers already designated by previous boards. Their ORBs will continue to reflect this designation. The opportunities for training and assignment in a functional area for these officers remain the same.

Q: Will the Career Field 2 (CRFLD2) field on the ORB be used any more?

A: The Career Field 2 (CRFLD2) field on the ORB will no longer be used to denote designation of a secondary career field prior to an officer's CFD Board. This field was filled in upon approval of the FAD Board results to indicate the functional area an officer was designated for his/her secondary career field. Officers who were designated by an earlier FAD board will continue to have their designated functional area reflected on their ORB until the completion of their cohort year group's career field designation board.

Q: Can officers contact the functional area assignment officers?

A: Yes, as always, officers may contact the FA assignment managers or their branch assignment managers to discuss assignment possibilities.

Q: Does the elimination of FAD limit the functional area choices available to officers?

A: No, the elimination of FAD does not limit the choices available to officers in the field, in fact, it expands them. Officers and proponents will no longer be confined by the results of the FAD Board, eliminating the need for Functional Area Designation Transfers. Officers may submit their functional area requests, changing their selections if they desire to. They may also contact the applicable functional area assignment branches to discuss training and assignment possibilities. Officers should strive to submit requests in those functional that they feel match their skills and experience.

Q: How will functional area proponents decide which officers to accept for training and assignments?

A: Functional area assignment officers and proponents will have access to officer's functional area requests. This information will be used by HRC and the FA

proponents to identify and recruit officers with the right skills and experience for service in their FA.

Q: Who will have access to the functional area request data?

A: Functional area proponents and assignment managers at the Human Resources Command (HRC) will be able to access the information submitted through the functional area request web page.

Q: How will proponents know what officers they may select for training and assignments?

A: The functional area request process will actually give functional area proponents more flexibility in deciding what officers to select for training and assignment. They will no longer be restricted to the limited results of the functional area designation board, but will be able to recruit from the entire captain's population. The proponents will have access to the request information through their representative assignment branches at Human Resources Command (HRC). They will be able to use this information, along with information from existing databases to target those officers with the skills and experience required for service in their functional areas.

Q: What is the forcing function to ensure officers submit?

A: There is no absolute requirement for officers to submit a functional area request. Human Resources Command, however, will push functional area request information "packets" to all officers in the available population twice a year, targeting those officers who have not submitted preferences. This information will be sent through officer's Army Knowledge Online (AKO) email accounts and will provide officers links to pertinent functional area information and to the functional area request web location.

Q: Does submitting a preference mean that an officer will get trained or assigned in a functional area?

A: **NO**, officers should clearly understand that request of a functional area is not a guarantee of either functional area training or assignment. This request allows officers to inform Human Resources Command (HRC) of those functional areas they are interested in working in. This information will be used by HRC and the functional area proponents to identify and recruit officers with the right skills and experience for service in the functional areas.

Q: Do the Basic Branches have a role in the Functional Area Request process?

A: **YES**, the basic branches do play a role in this process, just as they did before. Functional area assignment branches must coordinate with an officer's basic branch for release prior to sending an officer to attend functional area training or to serve in a functional area position. Many officers will not be released, and will continue to serve

the Army in basic branch positions. Regardless of where an officer is serving, however, prior to CFD basic branches maintain ultimate assignment authority over their officers.

Q: after submitting a functional area request, how long will it be before an officer is contacted by a functional area?

A: There is no set time for this to occur, and in fact, an officer may never be contacted by the functional areas listed on an officer's request list. Functional area proponents and assignment branches will use the request information as a tool in helping them identify officers to serve in their functional areas. Ultimately, the functional areas will contact those officers who they feel have the necessary skills, training, and experience.

Q: Does an officer need to have certain skills in order to request a functional area?

A: While there are physically no restrictions limiting the functional area selections available, officers should make smart choices about which functional areas to request. Officers should use DA PAM 600-3 and the applicable functional area web pages to help them determine the qualifications required for service in each functional area. Officers should strive to request functional areas that best align with their own skills (academic background, previous military schooling) and experience (past assignments). You will greatly increase your chances of serving in a functional area by focusing your request to functional areas that you have a background to serve in.

Q: What happens if an officer does not submit a functional area preference?

A: There is no requirement for officers to submit a functional area request, and there are no repercussions for not submitting. Similar to the functional area designation board, where officers could select their basic branch as a preference, officers who are not interested in working in a functional area may leave their preferences blank. For those officers who desire to seek training and assignment outside their basic branch, the functional area request process is important.

Q: May an officer change his preference request once he submits?

A: Yes, and officer in the eligible population for request may enter the functional area request web location as often as desired and change their preferences. Once submitted this information will be retained in the database until the officer changes his/her request, or becomes ineligible for request.

Q: Why should an officer submit a functional area preference?

A: This request allows officers to inform Human Resources Command (HRC) of those functional areas they are interested in working in. This information will be used by HRC and the functional area proponents to identify and recruit officers with the right skills and experience for service in the functional areas.

