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Personnel



**APPOINTMENT OF SENIOR MILITARY
PROFESSORS. AND SEQUENTIAL TOUR
OFFICERS**

COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

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This instruction implements USAFAPD 36-1, *USAF Academy Education and Accession Programs*, by prescribing procedures to appoint and reappoint Senior Military Professors (SMP) and Sequential Tour Officers (STO). It applies to all officers within Athletics (HQ USAFA/AH), Commandant of Cadets (Commander, 34th Training Wing) (34 TRW/CC), Dean of Faculty (HQ USAFA/DF), and Admissions (HQ USAFA/RR). It requires us to collect and maintain information protected by the Privacy Act of 1974. The authorities to collect and maintain the records prescribed in this instruction are 10 U.S.C., Section 9331. System of records notice F011 AFA B, Faculty Biographical Sketch, applies.

SUMMARY OF CHANGES

Eliminates the word *tenure* from titles for military faculty members, ends the distinction between continuous tour staff officers and officers who bore the title *Tenure Professor* or *Tenure Associate Professor*.

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1. Terms Explained:

1.1. Senior Military Professors (SMP), formerly called Tenure Professors, are selected officers of the US Air Force Academy academic faculty in the rank of colonel (or colonel select) who serve in faculty departments. Appointments or renewals are normally made in 4-year increments up to the point of mandatory retirement.

1.2. Sequential Tour Officers (STO), formerly called Tenure Associate Professors and Continuous Tour Staff Officers, are staff or faculty officers recommended by department heads and selected by the Dean of Faculty (HQ USAFA/DF), Commandant of Cadets (34 TRW/CC), Director of Admissions (HQ USAFA/RR), and Director of Athletics (HQ USAFA/AH) for extended tours of duty in specific positions within those organizations. Appointments or renewals are normally made in 4-year increments or other mutually agreed periods.

2. What STOs and SMPs Do:

2.1. Provide the means for attaining and maintaining a level of at least 25 percent doctoral degrees among military faculty members.

2.2. Help ensure the continued accreditation for the USAF Academy by providing continuity and stability in academic programs, educational objectives, and instructional Academy staff functions that sustain the mission of the USAF Academy.

3. Numbers and Status of STOs or SMPs:

3.1. The Dean of Faculty (HQ USAFA/DF) may appoint up to 16 percent of the total authorized faculty officer strength, excluding general and colonel positions, to STO status.

3.2. The Commandant of Cadets (34 TRW/CC) may appoint up to nine officers to SMP or STO status.

3.3. The Director of Athletics (HQ USAFA/AH) may appoint up to 14 coaches and 2 key staff members to STO status.

3.4. The Director of Admissions (HQ USAFA/RR) may appoint the Associate Director of Admissions for Enrollment Programs (HQ USAFA/RRP) and the Associate Director of Admissions for Research and Technical Support (HQ USAFA/RRE) to STO status.

3.5. Status:

3.5.1. All officers selected for SMP or STO status will compete with their contemporaries throughout the Air Force for promotions.

3.5.2. Appointment to SMP or STO status does not affect an officer's aeronautical rating. Air Force policy regarding flying status of rated personnel applies equally to STO and SMP officers. Rated officers selected for SMP or STO status must fully understand the possible adverse effect that extended nonrated duty may have upon their continuation of flying status when periodically reviewed by HQ USAF.

4. Nominating Sequential Tour Officers.

4.1. Officers Recommended for Appointment as STO Must Meet the Following Criteria:

4.1.1. A minimum of 10 years active federal commissioned service.

- 4.1.2. An exceptional military record, based on performance reports and breadth of military experience.
- 4.1.3. A qualifying graduate degree, usually but not necessarily a terminal degree (Dean of Faculty positions only).
- 4.1.4. Four years of college-level teaching experience, at least 2 years of which must be at the USAF Academy in an academic discipline appropriate to the appointment (Dean of Faculty teaching positions only).
- 4.1.5. Demonstrated competence in scholarly pursuits, as verified by research, published scholarly works, and teaching excellence (Dean of Faculty teaching positions only).
- 4.1.6. Volunteer for appointment as STO as demonstrated by a written volunteer statement accompanying the recommendation.
- 4.1.7. At least 1 year of outstanding service experience at the USAF Academy in the position of the appointment; for example, 1 year as assistant professor or 1 year as education staff officer.

5. Nominating Sequential Tour Officers:

5.1. Within the Dean of Faculty:

5.1.1. The nominating department or agency head sends the nomination for appointment or renewal, including a written statement volunteering for appointment as STO, through HQ USAFA/DFSSP (Faculty Personnel) to the permanent professors and the Dean for approval. Department heads may nominate a STO at any time, but nominations should arrive not earlier than 14 months and not later than 12 months before an officer's established date of availability (DOA) so that the process is complete before the officer enters the assignment cycle.

5.1.2. Once approved, HQ USAFA/DFSSP sends the nomination to HQ USAFA/DPA for action.

5.2. Within Other Organizations:

5.2.1. Agency heads authorized STO positions (paragraph 3.) may nominate officers for appointment by sending HQ USAFA/DPA a nomination letter outlining the officers qualifications. Each agency may use a prescreening committee to make recommendations on proposed STOs. Nominations may be submitted at any time, but they should arrive not earlier than 14 months but not later than 12 months before the officer's established date of availability (DOA) so that the process is complete before the officer enters the assignment cycle.

5.2.2. Send all nominations to the Directorate of Assignments (HQ USAFA/DPA) who will coordinate the nomination through the Superintendent and forward it to AFMPC for final approval.

6. Nominating Senior Military Professors (SMP):

6.1. Faculty department heads send nomination packages to the Vice Dean (HQ USAFA/DFV) for review and recommendation to the Dean. The Dean reviews the nominating package and may direct a review of all prospective candidates Air Force-wide, if not already accomplished. The Dean appoints a Confirmation Committee composed of the nominating Permanent Professor and two other permanent professors, one of whom serves as Chair.

6.2. After the Confirmation Committee identifies the best choice, the nominating Permanent Professor and the Chair of the Confirmation Committee present their candidate to the permanent professors. After discussion, the permanent professors vote by secret ballot for approval or disapproval and send their recommendation to the Dean.

6.3. Nominations approved by the Dean then go to HQ USAFA/DFSSP and are then forwarded to HQ USAFA/DPA for further processing.

7. Terminating Appointments:

7.1. Although initial appointment or subsequent renewals will normally be requested in 4 year increments, up to the point of mandatory retirement, tours of less than 4 years may be necessary to meet Air Force and organizational requirements.

7.2. STOs who are moved on permanent change of assignment (PCA) will have their STO status vacated at the end of the Academic year.

7.3. When an officer serving as an STO is selected for promotion to colonel, the officer must be assigned to an authorized colonel position. If a colonel position is not available, the STO appointment will normally be terminated at the end of the academic year in which the officer is selected for promotion. In either situation, HQ USAFA/DPA coordinates the assignment action with the Colonels Group.

7.4. Because neither Senior Military Professor or Sequential Tour Officer status is a right, but a program established to provide continuity and stability to the Academy, agencies or the officers affected may terminate the status at any time. The effective date of termination will normally coincide with the end of the academic year. Send requests for reassignment of personnel so terminated through the agency head (HQ USAFA/DF, Commandant of Cadets (34 TRW/CC), HQ USAFA/AH, HQ USAFA/RR) to HQ USAFA/DPA. HQ USAFA/DPA secures necessary coordination and forwards the request to AFMPC for appropriate action. Faculty department heads send requests for termination of HQ USAFA/DF personnel to HQ USAFA/DFSSP. HQ USAFA/DFSSP obtains HQ USAFA/DF coordination before forwarding the termination request to HQ USAFA/DPA.

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