

**2021 ADVANCED**  
**ACADEMIC DEGREE &**  
**SPECIAL EXPERIENCE**  
**EXCHANGE DUTIES**



**SELECTION PROCESS**  
**GUIDE**

This page intentionally left blank.

# **TABLE OF CONTENTS**

<b>General Information .....</b>	<b>1</b>
General AAD/SPEED Eligibility Requirements: .....	2
Notional Timeline: .....	3
AAD/SPEED Application Documents/Process: .....	4
<b>Graduate Education Programs .....</b>	<b>5</b>
AAD Program Description: .....	5
National Reconnaissance Office (NRO) AAD Program Description: .....	10
AFIT Faculty Pipeline (AFIT FP) Program Description: .....	12
USAFA Instructor Faculty Pipeline (USAFA FP) Program Description: .....	14
<b>Special Experience Exchange Duties (SPEED) Programs.....</b>	<b>16</b>
Acquisition and Intelligence Experience Exchange Tour (AIEET) Program Description: .	16
Acquisition and Logistics Experience Exchange Tour (ALEET) and Comptroller	
Operational Logistics Tour (COLT) Program Description: .....	16
Analyst and Force Support Exchange Program (AFSEP) Description: .....	17
Base Level Broadening Program (BLBP):.....	18
Cyber and Intelligence Experience Exchange Tour (CIEET) Program Description: .....	18
Education with Industry (EWI) Program Description: .....	19
Information Officer Engineering Exchange (IOEE) Program Description:.....	20
Logistics Career Broadening Program (LCBP) Program Description: .....	21
Program for Acquisition Contracting Exchange (PACE) Description: .....	21
Space Acquisition Exchange Program (SAEP) Program Description:.....	22
Space Education & Assignment Program (SEA-P) Description:.....	22
USMC Expeditionary Warfare School (EWS) Program Description: .....	23
<b>APPENDIX 1 – AAD Program Academic Degree Quotas .....</b>	<b>i</b>
<b>APPENDIX 2 – NRO AAD Program Academic Degree Quotas .....</b>	<b>vii</b>
<b>APPENDIX 3 – AFIT FP Academic Degree Quotas .....</b>	<b>viii</b>
<b>APPENDIX 4 – USAFA FP Academic Degree Quotas.....</b>	<b>ix</b>
<b>APPENDIX 5 – Core Career Field OAT Contact Information.....</b>	<b>xii</b>
<b>APPENDIX 6 – AFIT Department Contact Information .....</b>	<b>xiii</b>
<b>APPENDIX 7 – USAFA Department Contact Information.....</b>	<b>xiv</b>
<b>APPENDIX 8 – Acronyms .....</b>	<b>xvi</b>

## **General Information**

As part of the force development construct, the programs discussed in this guide provide targeted developmental education and/or career broadening developmental assignments for officers in eligible career fields. Development Team (DT) special program selections are some of the earliest opportunities for officers to begin building a complementary skill set through advanced academic degree (AAD) or career broadening programs. DTs and/or delegated officials will select officers and cadets to participate in the following competitive special programs discussed in this guide.

Refer **ALL** questions to your core Career Field Officer Assignments Team (OAT). Those selected for each program will be notified through their chain of command when the Personnel Services Delivery Memorandum (PSDM) is released. Officers should monitor the myPers website for any updates to these programs and review the links for additional information about each program.

The timeline for movement of officers and cadets under these programs is based on numerous factors including Time-On-Station (TOS) and Date Eligible for Return from Overseas (DEROS) if no training is required. If training is required, officers will execute a Permanent Change of Station (PCS) according to training availability. All participants incur applicable active duty service commitments (ADSCs) for PCS as well as training and education. Official assignment notification will occur, in general, no later than 90 calendar days before the Report No Later Than Date (RNLTD). In addition, Airmen should normally have PCS orders in hand at least 60 calendar days before the Projected Departure Date (PDD) shown in the assignment instructions. PCS orders are generated by your local Military Personnel Flight (MPF), not by Headquarters Air Force Personnel Center (HQ AFPC).

If selected for an AAD or Special Experience Exchange Duty (SPEED) program in this guide, assignment acceptance and declination procedures will apply IAW AFI 36-2110, *Total Force Assignments*, as well as any Force Management provisions. Specific declination timelines will be published as part of the AAD/SPEED Selection Results PSDM. Per AFI 36-2110, *Total Force Assignments*, attachment 8, joint spouse rules may not apply for AAD/SPEED assignments less than 12 months.

Per DoD Directive 1322.10, *Policies on Graduate Education for Military Officers* and AFI 36-2110, *Total Force Assignments*, officers who receive an AAD must be assigned, for a minimum of 3 years, to an AAD-coded position following graduation. HQ AFPC will assign officers to an appropriate AAD-coded position. Commanders are responsible for ensuring proper utilization of officers upon arrival and should utilize the officer until the 3-year obligation is complete.

## General AAD/SPEED Eligibility Requirements:

- A. Active duty officers with a projected assignment are not eligible to apply this year. Officers who are on the Winter 2020/2021 Vulnerable to Move List (VML) will be considered on a case-by-case basis.
- B. Applicants for all masters AAD programs must not exceed 13 years Total Air Force Commissioned Service (TAFCS) as of 31 Aug 21, regardless of institution. PhD candidates may apply regardless of TAFCS.
- C. Eligible AFSCs are 13S, 13N, 14F, 14N, 15W, 17X, 21X, 31P, 32E, 35P, 38F, 61A/15A, 61C/D 62E, 63A, 64P, and 65F. Note: Rated officers may apply for USAFA FP. AF cadets are only eligible for AAD programs.
- D. Officers must have 2-years TOS as of 31 Aug 21 and, if applicable, a DEROS of NLT Aug 21. There are no TOS requirements for officers assigned to Wright-Patterson AFB if they are applying for an in-residence Air Force Institute of Technology (AFIT) AAD. There are no TOS requirements for cadets.
- E. Officers must have completed any previous program paybacks, if applicable, before applying for any AAD/SPEED program. Payback waivers are considered on a case-by-case basis and may differ between individual career fields.

**\*Note:** Eligibility criteria may differ between individual Career Fields and programs. Specific eligibility criteria will be documented under each program description.

Although cadets will not know which career field they have been classified in by the application deadline, HQ AFPC will have classifications complete before AAD selections are finalized. Cadets are encouraged to apply for all degrees they are interested in. Cadets should submit their complete application as one PDF to the core Career Field OAT who owns the degree quotas of interest. This means cadets may have to submit an application to multiple teams depending on their interests. In the event that Cadets are not assigned a core Career Field by the time results are published, selections will be de-conflicted to ensure Cadets are matched to a degree that is consistent with their assigned core career field.

**\*Note:** Eligibility for any AAD/SPEED program can be removed at any time by Career Field Managers (CFMs), DTs, or Career Field OAT. If officers are deemed ineligible they will be removed from consideration or unmatched from selected programs. Reasons officers may be deemed ineligible include, but are not limited to, receiving a referral Officer Performance Report (OPR) or the establishment of an Unfavorable Information File (UIF).

**Notional Timeline:**

**NLT 19 Mar 20** – Publish 2021 AAD/SPEED Guide.

**NLT 17 Apr 20** – USAFA FP Application Deadline

**NLT 17 Apr 20** - AFIT FP Application Deadline

**NLT 1 May 20** – Apply online for an academic assessment to attend a residence program at the AFIT and submit all official transcripts and Graduate Records Examination (GRE) or Graduate Management Admissions Test (GMAT) scores. Academic eligibility requests are processed on a first-come, first-serve basis; however, do not wait to the last minute to submit your request. Lateness in requests will delay eligibility consideration. **DO NOT** contact the AFIT regarding the status of your Letter of Academic Eligibility (LOAE). Requests are processed in the order that they are received. Applications cannot be processed without transcripts and official GRE scores.

**NLT 17 Jun 20** - NRO Application Deadline

**AAD/SPEED Application Deadline** - Applications for all other programs without a suspense listed above are due to your respective core Career Field OAT at HQ AFPC as indicated below. All applications should be sent to an officer's core Career Field OAT. Career Field OAT contact information can be found in APPENDIX 5 – Core Career Field OAT Contact Information.

<b>Core Career Field</b>	<b>Application Deadline</b>
13N	31 May 20
13S	1 Aug 20
14F	31 May20
14N	5 Jun 20
15W	30 Jun 20
17X	15 Jun 20
21X	30 Sep 20
31P	4 May 20
32E	15 Apr 20
35P	30 Apr 20
38F	11 Apr 20
6XX/15A	19 Jun 20
64P	19 Jun 20
65X	31 Aug 20

**Apr – Oct 20** – Developmental Teams hold selection boards.

**Apr – Aug 20** – National Reconnaissance Office (NRO), AFIT Faculty Pipeline (FP), and United States Air Force Academy (USAFA) FP applicants will be contacted if additional personal information is required (e.g., Transcripts, Academic Resume, Letter of Recommendation, or Telephonic/Personal interviews).

**31 Sep 20** – Selection results published. Some programs and/or Career Fields may be released separately based on Development Team (DT) schedules.

**Nov 20 – May 21** – Assignments will be loaded based on Date Arrived Station (DAS), DEROS, and training requirements.

### **AAD/SPEED Application Documents/Process:**

1. The fillable application in PDF format can be found [here](#).
2. Incomplete applications, or applications not in accordance with this guide **will not be considered**. Please read the guide thoroughly, pay attention to details, and submit a quality application that demonstrates you are a quality officer deserving of this valuable opportunity.
3. AAD/SPEED Application signed by the first O-6/GS-15 in the officer's chain of command or their designee.
4. **EVERY** Academic Specialty Code (ASC) that is being applied for must be specifically listed on the LOAE. They must match exactly. **\*Note:** There is not an eligibility letter for Civilian Institute (CI)-only ASCs.
5. Only apply for ASCs advertised in this guidance.
6. Only apply for ASCs associated with your core Career Field.
7. Save application as **a single** PDF (no portfolios) and name it as follows: Last Name\_First Name\_Middle Initial\_Core AFSC. (Example: Doe\_John\_L\_62E)
8. Forward complete application as **a single** PDF file (no portfolios) to your core Career Field OAT as specified on page 3. **\*Note:** GRE scores can take up to four weeks to arrive at the AFIT, please plan accordingly.
9. Late applications **will not be considered**.

**Note:** Due to the current global situation, applicants may be delayed in receiving LOAEs. Interested officers should complete applications and forward to your respective assignment teams NLT the deadline on page 3 regardless of LOAE status. Exceptions to the stated deadlines will be considered on a case by case basis. **DO NOT** contact AFIT about the status of your LOAE as it will delay the process.

## **Graduate Education Programs**

### **AAD Program Description:**

Officers/cadets selected for this program will attend one of the following institutions:

- A. The Graduate School of Engineering and Management at the AFIT (AFIT/EN)
- B. AFIT designated CI (AFIT-CI)
- C. The Naval Postgraduate School (NPS)

The institution the officer will attend is based on the degree's ASC for which they are selected. If a degree program is offered by the AFIT at the main campus on Wright-Patterson AFB an officer will attend the main campus. The AFIT-CI Programs Office (AFIT/CIG) will place officers at either the NPS or an appropriate CI for those degree programs not offered at Wright-Patterson AFB. Length of assignment to schools vary; normal assignment lengths are 18 months to earn a master's or 3 years to earn a doctoral degree in a discipline consistent with an officer's professional development. Information on AFIT degree programs can be found [here](#). Additionally, information on NPS degree programs can be found [here](#).

A representative list of all advanced academic degree programs is available [here](#).

**\*Note:** This website contains a complete list of all ASCs available in MILPDS, and is provided only as a tool to translate the meaning of the specific 4-digit ASCs mentioned in this guidance. All AAD quotas are approved by Air Staff, based upon needs of the Air Force. **DO NOT** contact the AFIT or AFPC regarding possibilities of AAD sponsorship for ASCs **NOT** cited in this AAD/ SPEED guide.

**Eligibility Criteria:** Active duty officers and cadets projected to commission between 1 Jan 21 and 31 Jul 21 are eligible to apply. Applicants for all masters AAD programs must not exceed 13 years TAFSCD as of 31 Aug 21, regardless of institution. PhD candidates may apply regardless of TAFCS. See Career Field specific information below for detailed eligibility requirements.

**14F Specific Information:** Applicants must have at least 2 years commissioned service as of 31 Aug 21 to apply.

**14N Specific Information:** Applicants must have 4-7 years commissioned service as of 31 Aug 21. Officers projected on assignment or identified on the current year Winter VML are not eligible for the current year's AAD/SPEED board.

**\*14N Note:** Upon completion of both master's degree and language training (if required), 14Ns will have a follow-on assignment to a unit within the sponsoring MAJCOM.



**\*14N Note:** AADs have associated rank restrictions. (9EIY – O-4 to O-5/O-5 Select)

**15W Specific Information:** Officers projected or identified on the current year Winter VML are ineligible for the current year's AAD/SPEED board.

**17X Specific Information:** Officers projected or identified on the current year Winter VML are ineligible for the current year's AAD/SPEED board.

**21X Specific Information:** Applicants must have 4 - 13 years commissioned service and 2 years TOS by 30 Sep 2021 to be eligible for masters or PhD programs. Eligible officers must apply through MyVector. If you are outside the eligibility criteria and wish to compete, request the waiver information from your assignment team. Refer to the [21A milSuite](#), [21M milSuite](#), or [21R MyPers](#) for additional details and instructions.

**\*21X Note:** If overseas, your DEROS must coincide with the summer 2021 move cycle.

**\*21X Note:** Not all degree types listed will be boarded and made available during the Winter 2020 DT.

**\*21X Note:** Applicants will **NOT** be boarded during the Winter 20 DT if academic eligibility is not attained. **IMPORTANT:** To ensure eligibility for each degree program, all applicants must apply for each degree type listed by career field. For example, if you are a 21R interested in an AFIT in-res master's degree, apply for "1AMS, 1ATY, 1CBF, and 1AMY." Part of the eligibility acceptance is obtaining a qualifying GRE/GMAT score and submitting transcripts.

**31P Specific Information:** Applicants must have 4 - 10 years of commissioned service and either have completed a PL1N and Operations Officer tour or will by their first look for command. If you are outside the eligibility criteria and wish to compete, request waiver information from your assignment team. All eligible officers will be boarded during the May 2020 DT. Upon completion of the program, officers will be assigned to an AAD-coded position.

**35P Specific Information:** Applicants must have 2-7 years commissioned service as of 31 Aug 2021 to be eligible.

**38F Specific Information:** Applicants must have 3-10 years commissioned service and minimum 2 years TOS as of the Summer 2021 assignment cycle to be eligible for this program. Eligible year groups will receive a targeted message from the 38F OAT with career field specific application instructions. Refer to the [38F milSuite](#) for additional details and instructions.

**64P Specific Information:** 64P officers will only be considered and selected for the NPS AAD program. 64P officers are not eligible for AFIT CI or USAFA sponsored AAD programs. Applicants must have 2-13 years commissioned service and minimum 2 years TOS as of 30 Sep 21 to be eligible for this program. **DEROSs will not be curtailed for PCSs to AAD programs.**

Officers selected to attend the NPS will PCS to Monterey, CA, for an 18 month academic program and earn an MBA in Acquisition and Contract Management. The Academic Specialty Code (ASC) is 1AMP and NPS has the program code designator of 815 - MBA in Acquisition and Contract Management. 64P officers will not be released for degrees with other ASCs. Upon completion of the program, officers will be assigned to an AAD-coded position.

64P Applicants applying for an NPS AAD program must apply online at <http://www.nps.edu/Admissions/index.html> for prescreening consideration. Officers found academically eligible will receive an eligibility letter from NPS. This program does not require GRE/GMAT scores. 64P officers applying for NPS are only required to submit a copy of their NPS conditional acceptance letters along with their application document to the 64P OAT.

**Active Duty Service Commitments (ADSC):** Officers incur up to a 4.5-year ADSC if selected for a master's degree program and 5-year ADSC if selected for a PhD degree program per AFI 36-2107, *Active Duty Service Commitments*, 22 October 2018. ADSCs incurred for training will become effective upon graduation and run concurrently with existing ADSCs.

**3-year AAD Payback:** Per DoD Directive 1322.10, *Policies on Graduate Education for Military Officers* and AFI 36-2110, *Total Force Assignments*, officers who receive an AAD must be assigned, for a minimum of 3 years, to an AAD-coded position following graduation. HQ AFPC will assign officers to an appropriate AAD-coded position. Commanders are responsible for ensuring proper utilization of officers upon arrival and should utilize the officer until the 3-year obligation is complete. All AAD outplacement assignments will be controlled by the applicants respective OAT and/or the OAT that owns the quota each applicant is matched to. In most cases, outplacement assignments will be made known shortly after arrival at AFIT in order to align degree programs with organizational needs. Please note that processes for determining outplacements may differ between career fields.

**Academic Eligibility:** Academic programs taught at the AFIT main campus, Wright-Patterson AFB, OH require academic eligibility from the AFIT Admissions Office (AFIT/ENE). Applicants must apply for academic eligibility through the [AFIT website](#) by clicking on “Apply Online” and then selecting the “Admissions Form” link or contact the [AFIT Admissions Office](#) for assistance. Once the officer submits an online application, the AFIT admissions counselors will inform officers what documents are already on file. Officers should be prepared to send AFIT/ENE all official school transcripts and GRE (or where applicable, GMAT) scores. The AFIT’s main campus master’s academic eligibility criteria can be found [here](#). Additionally, the AFIT’s main campus PhD program criteria can be found [here](#).

- A. Interested officers need to apply for an academic assessment to determine academic eligibility (see on-line application link above). If an officer already holds a LOAE from the AFIT for the program that interests them, they may use that letter to support their formal application as long as it was received within 5 years for MS programs and 3 years for PhD programs.
- B. Academic eligibility and the formal application are separate processes. Submit formal applications for this program via the AAD/SPEED Application memorandum. LOAEs must be included with application memorandums for degree programs offered at the AFIT main campus.
- C. A GRE (or GMAT depending on the program) is required. The minimum GRE scores for a master’s program are 153V/148Q (500V/600Q prior to Aug 2011); and 156V/151Q (550V/650Q prior to Aug 2011) for a PhD program. The minimum GMAT total Score is 550 for a master’s program and 650 for a doctoral program. The AFIT does not have a 5-year time limit on tests.
- D. **DO NOT** contact the AFIT regarding the status of your LOAE. Requests are processed in the order that they are received. Applications cannot be processed without transcripts and official GRE scores.

**\*Note:** Applicants should only request an academic evaluation for residence AFIT degree programs and may request academic eligibility for all programs of interest. **In addition, undergraduate degrees should support the graduate program of interest.** Applicants are encouraged to apply for multiple variations of a parent program.

Officers applying for academic programs **NOT** taught by the AFIT do not require a LOAE from the AFIT/ENE. Officers must first apply for an approved education quota using the AAD/SPEED Application. If selected, the officer will be placed by the AFIT/CIG into the appropriate NPS or CI program. Selected officers will be required to formally apply to the NPS or appropriate CI(s) approved by the AFIT/CIG and provide the AFIT/CIG a copy of their official acceptance letter. The NPS will provide a “conditional” letter of acceptance to those applicants who meet the NPS admissions standards. Most civilian universities will require graduate student applicants to have recent GRE and/or GMAT scores (within the last 5 years). Officers who have not taken the GRE and/or GMAT within the past 5 years should plan to take/re-take the test as soon as possible.

- A. As general guidance only, for master's degrees, an undergraduate GPA of 3.0 or higher and GRE scores of 153V/148Q for technical programs and 153V/144Q for non-technical programs are adequate to get admitted to an acceptable civilian graduate school, while PhD programs generally require a master's degree in a related field with a master's level GPA of 3.2-3.5 or higher and GRE scores of 156V/151Q for technical programs, and 156V/146Q for non-technical programs.
- B. Officers interested in the master's level degree in regional studies, political affairs, and homeland security and defense programs at the NPS are required to submit a current GRE score (within the last 5 years) with their application. The GRE is required for all programs within the NPS School of International Graduate Studies.
- C. The NPS requires the GRE for all PhD officers. PhD requirements for the NPS can be found [here](#).
- D. If selected for an NPS program, the AFIT/CIG will be the coordinating agency for formal AF sponsorship/admission.

**Application Process:** See AAD/SPEED Application Documents/Process above.

## National Reconnaissance Office (NRO) AAD Program Description:

The [NRO](#) develops and launches satellites for the US Defense and Intelligence communities. Any officer or cadet (USAFA and ROTC) with an interest in satellite/space technology is highly encouraged to apply. Officers selected for this program will complete a follow-on assignment in space acquisition or operations at the NRO for a period of 4 years. Based on the academic program, the NRO currently sends students to the [Air Force Institute of Technology \(AFIT\)](#), [Rochester Institute of Technology](#) (for Imaging Science), and the [University of Virginia](#) (for Data Science). The majority of the follow-on assignments will be in the Washington, D.C. area. More information can be found in [this video](#). Please direct any NRO AAD specific questions to [NROAdvancedAcademicDegree@nro.mil](mailto:NROAdvancedAcademicDegree@nro.mil) and a response will be provided as soon as possible. This is a great opportunity to participate in the NRO's space programs.

**Eligibility Requirements:** In addition to the AAD entry requirements listed above, officers must have a strong record and must have completed developmental education commensurate with their grade. Officers must have a GPA and GRE scores at least meeting the minimum AFIT/EN eligibility requirements. There is no specific grade requirement for applying; however, the majority of personnel selected are non-rated captains, non-rated lieutenants, and graduating cadets (ROTC and USAFA). The NRO targets 61A/15A, 61D, and 62E Career Fields. Applicants from other Career Fields must include a Career Field release memo from their CFM. Applicants from Career Fields other than 61A/15A, 61D, and 62E will only be considered on a case-by-case basis.

### Application Timeline:

Milestone	Date
NRO Application Deadline	19 Jun 2020
NRO Interviews/Selections	Jul – Aug 2020
Results PSDM Release	30 Sep 2020

**Degrees Quotas:** See APPENDIX 2 – NRO AAD Program Academic Degree Quotas for available NRO degree quotas.

**Application Process:** Combine the following documents in the order listed below into a single pdf document. **Send the completed application to your core Career Field OAT and [NROAdvancedAcademicDegree@nro.mil](mailto:NROAdvancedAcademicDegree@nro.mil) NLT 17 Jun 2020.**

- A. AAD/SPEED Application signed by the first O-6/GS-15 in the officer's chain of command or their designee.
- B. LOAE from the AFIT with **EVERY ASC** the officers is applying for specifically listed on the LOAE.
- C. Military resume outlining the officer's career experience and intentions, as well as what educational programs the officer desires to apply for. **UNCLASSIFIED** email addresses and phone numbers for both the applicant and the commander must be included.
- D. Copies of GRE scores (within past 5 years from suspense date).
- E. Copies of all official academic transcripts.
- F. SURF (from either applicant's or servicing MPF's AMS account)
- G. Copies of last five OPRs and/or training reports.
- H. No more than three letters of recommendation. No specific format for the letter is required.
- I. Most recent Fitness Report from the AF Fitness Management System

## AFIT Faculty Pipeline (AFIT FP) Program Description:

Officers selected for this program will attend the AFIT, NPS, or an AFIT/CI-designated university for 18 months to earn a master's or 3 years to earn a PhD in a discipline consistent with required professional development. The institution the officer attends will depend on the degree program for which they are selected. After the degree is earned, each candidate will complete a follow-on assignment in an instructor position at the AFIT. Professional development and AF requirements may dictate that officers complete an intervening operational tour (IOT) prior to beginning their AFIT tour. The AFPC will identify IOT requirements when members are selected for the AFIT's Faculty Pipeline.

AFIT FP quotas are available in the AFIT's Graduate School of Engineering and Management (AFIT/EN) and in the AFIT's Professional Continuing Education Schools (The Civil Engineer School and the School of Systems and Logistics).

**Eligibility Criteria:** In addition to the AAD master's/PhD eligibility criteria listed above, AFIT FP officers may be required to attend an interview.

### Application Timeline:

Milestone	Date
AFIT FP Application Deadline	17 Apr 2020
Career Field Release	Apr – Aug 2020
AFIT FP Interview/Selections	Apr – Aug 2020
Results PSDM Release	30 Sep 2020

**Degrees Quotas:** See APPENDIX 3 – AFIT FP Academic Degree Quotas for available AFIT FP degree quotas.

**Application Process:** Please combine the following documents into a single PDF document in the order listed below and forward the complete application to your core Career Field OAT with a copy sent to [enworkflow@afit.edu](mailto:enworkflow@afit.edu). **Complete applications must be received by your Career Field OAT NLT the suspense listed for on page 3.** AFIT FP applicants may require an interview. Please contact department POCs listed in APPENDIX 6 – AFIT Department Contact Information for specific questions. IAW the Stabilized Tour Guide and in addition to ADSC commitment requirements, the AFIT FP selects are required to complete a 4-year PhD payback tour in the AFIT's Graduate School of Engineering and Management.

- A. AAD/SPEED Application signed by the first O-6/GS-15/SES in the officer's chain of command or their designee.
- B. LOAE with **EVERY ASC** the officers is applying for specifically listed on the LOAE.
- C. Military resume outlining the officer's career experience and intentions, as well as what educational programs the officer desires to apply.
- D. Copies of GRE scores.
- E. Copies of all official academic transcripts.
- F. SURF (from either applicant's or servicing MPF's AMS account).
- G. Copies of last five OPRs and/or training reports.
- H. No more than three letters of recommendation. No specific format for the letter is required.
- I. Most recent Fitness Report from the AF Fitness Management System.



## **USAFA Instructor Faculty Pipeline (USAFA FP) Program Description:**

The USAFA's mission is to educate, train, and inspire men and women to become officers of character. The rigorous undergraduate academic program balances Science, Technology, Engineering, and Mathematics (STEM) with the arts, humanities, and social sciences. The course of instruction also includes physical education and character/leadership curricula. Additionally, the USAFA Preparatory School provides a one-year foundational program for cadet candidates to prepare them to succeed at the Academy. The USAFA is dedicated to the goal of building a diverse student body and a pluralistic faculty committed to an inclusive environment that enriches the educational experience of all of our students. Hence, the USAFA encourages a diverse applicant pool of officers who are interested in pursuing graduate degrees in suitable disciplines (details below) and subsequently serving in a USAFA instructor role.

Officers selected for this program will attend the AFIT's Graduate School of Engineering and Management (AFIT/EN), NPS, or an AFIT/CI-designated university for 12 to 18 months to earn a master's or 3 years for a PhD in a discipline consistent with required professional development. The institution which the officer attends will depend on the degree program for which they are selected. After the degree is earned, each candidate will complete a follow-on assignment in an instructor position at the USAFA. Based on professional development and AF requirements, officers may be required to complete an IOT prior to beginning their instructor tour.

**Eligibility Criteria:** In addition to the AAD Master's/PhD eligibility criteria (listed above), USAFA FP applicants may be required to attend an interview and provide additional documentation (transcripts, letters of recommendation and/or academic resume). Applicants must have a strong competitive record and academic background in an area of need for USAFA instructor requirements. All Career Fields are eligible to compete for USAFA instructor positions listed as AFSC 81T.

**21X Specific Information:** Applicants must be granted career field release from their respective assignment team. Eligible officers must apply through MyVector. If you are outside eligibility requirements and wish to compete, request waiver information from your assignment team. Refer to the [21A milSuite](#), [21M milSuite](#), or [21R MyPers](#) for additional details and instructions.

**38F Specific Information:** Applicants should have 6-11 years commissioned service and must have minimum 2 years TOS as of the Summer 2021 assignment cycle to be eligible for this program. Eligible year groups will receive a targeted message from the 38F OAT with career field specific application instructions. Refer to the [38F milSuite](#) for additional details and instructions.

Officers applying for 81T specific masters and PhD programs (listed below) will be boarded as part of the Officer Instructor and Recruiting Special Duty (OI&RSD) process. The board will release a 'candidate' list of officers eligible to compete for 81T specific masters and PhD programs. A list of 'candidates' will be forwarded to Career Field OATs for release determinations and the USAFA for interviews and final selection. Officers that are not selected as 'candidates' are deemed ineligible. This process does not impact officers that are applying for core Career Field specific masters and PhD programs.

Although the USAFA has a finite number of PhD and master's quotas, and specific opportunities may vary from year to year, anyone interested in an advanced degree in (or related to) the fields in APPENDIX 4 – USAFA FP Academic Degree Quotas are encouraged to apply. Officers interested in sponsorship for USAFA Faculty Pipeline AADs, are highly encouraged to contact the applicable department at USAFA with any questions about ASCs or faculty duty requirements. Department contact information can be found in APPENDIX 7 – USAFA Department Contact Information.

**Application Timeline:**

Milestone	Date
USAFA FP Application Deadline	17 Apr 2020
OI&RSD Board	15 May 2020
Candidate List Release	15 Jun 2020 (approximately)
Career Field Release	Jun – Aug 2020
USAFA Interviews/Selection	Jun – Aug 2020
Results PSDM Release	30 Sep 2020

**Degrees Quotas:** See APPENDIX 4 – USAFA FP Academic Degree Quotas for USAFA FP degree quotas.

**USAFA FP Application Process:** Applicants should prepare their application as a single PDF file and send, **NLT 17 Apr 2020**, one copy of their application to their core Career Field OAT for Career Field release consideration and processing (POCs listed in APPENDIX 5 – Core Career Field OAT Contact Information) and send the second copy to the USAFA Dean of Faculty (DF) at [usafa.dfsp@usafa.edu](mailto:usafa.dfsp@usafa.edu). USAFA specific questions can be sent to [usafa.dfsp@usafa.edu](mailto:usafa.dfsp@usafa.edu) or to the academic department POC listed in APPENDIX 7 – USAFA Department Contact Information.

## **Special Experience Exchange Duties (SPEED) Programs**

SPEED programs offer special opportunities that will expose officers to unique experiences that officers can benefit from and then bring that experience back to their core career field. Through the various broadening programs, officers are exposed to operational environments, planning & programming issues, or professional military training in command and control. Officers selected for SPEED programs that require training will incur a 3-year ADSC. Officers are required to return to their core Career Field following this career broadening tour.

---

### **Acquisition and Intelligence Experience Exchange Tour (AIEET) Program Description:**

AIEET is an AFPC initiative designed to facilitate the career broadening of highly competitive officers between the Acquisition and Intelligence Career Fields. AIEET was created to enhance operational awareness among acquisition career fields and product centers and to experience "real world operations." Acquisition officers enhance their ability to perform by experiencing the Air Force from a user's perspective. Intel officers contribute real-world experiences to product centers enhancing the fielding and support of systems to better meet our users' needs.

6XX/15A officers serve one developmental intelligence assignment as a 14N, while 14N officers serve one developmental acquisition assignment in a 6XX/15A position. The exchange duration will not exceed initial skills training plus 3 years, not to exceed 3.5 years total. Participants will attend the respective Acquisition Fundamentals Course or Intel Initial Skills Training Course upon entry to the AIEET assignment. Participants are required to return to their core Career Field following the developmental assignment.

**Participating AFSCs:** 14N, 61A/15A, 61C/D, 62E, 63A, 65F

**Eligibility Criteria:** Officers must have 3-7 commissioned years of service and 3 years TOS as of 31 May 21. All officers must have competed at least one operational assignment and have a current TS/SCI clearance.

---

### **Acquisition and Logistics Experience Exchange Tour (ALEET) and Comptroller Operational Logistics Tour (COLT) Program Description:**

ALEET is an AFPC initiative designed to facilitate the career broadening between the Acquisition and Operational Logistics career fields. ALEET was created to enhance operational awareness among Acquisition Career Fields and product centers and to experience "real world operations." Acquisition officers enhance their ability to perform by experiencing the Air Force from a user's perspective. Logistics officers bring their real-world experiences to product centers and the acquisition process that fields and supports weapons systems to better meet the users' needs. Additionally, 21X officers may also earn a Level II acquisition certification while in the program.

6XX/15A officers serve one developmental maintenance assignment as a 21X, while 21X officers serve one developmental acquisition assignment in a 6XX/15A position. The exchange duration will not exceed 3 years. Participants will receive the respective 21X AFSC awarding course in conjunction with an ALEET assignment. Participants are required to return to their core AFSC following the developmental assignment.

**Participating AFSCs:** 21X, 61A/15A, 61C/D, 62E, 63A, 64P, 65F.

**Eligibility Criteria:** Officers must have 2-7 commissioned years of service as of 31 May 21.

**21X Specific Information:** 21X Officers with 3-7 years commissioned service and 2 years TOS by 30 Sep 21 required. If overseas, your DEROS must coincide with the summer 2021 move cycle. Eligible officers must apply through MyVector. If you are outside the eligibility criteria and wish to compete, request the waiver information from your assignment team. All eligible applicants will be boarded during the Winter 2020 DT. Refer to the [21A milSuite](#), [21M milSuite](#), or [21R MyPers](#) for additional details and instructions.

**64P Specific Information:** 64P officers with 2-7 years commissioned service and minimum 2 years TOS as of 30 Sep 21 are eligible to apply. **DEROSs will not be curtailed for PCSs to SPEED programs.**

---

### **Analyst and Force Support Exchange Program (AFSEP) Description:**

AFSEP facilitates the career broadening of highly competitive officers between the Operations Research Analyst and Force Support Career Fields. Operations Research Analyst officers develop knowledge of the manpower and personnel functional area, enhancing their ability to perform manpower and personnel analyses. Force Support officers gain valuable analytical experience to assess total force programs or manpower and organization resource requirements.

61A/15A officers serve one developmental force support assignment as a 38F, while 38F officers serve one developmental operations research analyst assignment in a 61A/15A position. The exchange duration will not exceed 3 years, including initial skills training. Participants will receive the respective Operations Research Analyst or Force Support Initial Skills Training Course upon entry to the AFSEP assignment. Participants are required to return to their core Career Field following the developmental assignment.

**Participating AFSCs:** 38F, 61A/15A.

**Eligibility Criteria:** All officers must have a highly competitive record. Officers must have 2-7 commissioned years of service and minimum 2 years TOS as of the Summer 2021 assignment cycle to be eligible for this program. Participants incur applicable PCS ADSC.

**38F Specific Information:** Applicants should have a minimum of 15 credit hours in a combination of college-level mathematics or science-related coursework, including Calculus and Probability & Statistics. Eligible year groups will receive a targeted message from the 38F OAT with career field specific application instructions. Refer to the [38F milSuite](#) for additional details and instructions.

**61A/15A Specific Information:** Applicants must be worldwide deployable.

---

### **Base Level Broadening Program (BLBP):**

BLBP is a premier developmental program where officers are competitively selected and developed at the base/unit-level to cross-flow into another Logistics AFSC for a period of 3 years. Officers selected for this program gain valuable tactical knowledge and experience in their logistics counterpart core competencies ranging across Logistics Readiness, Aircraft Maintenance and Munitions. Selectees will PCS to their broadening squadron and attend a corresponding Initial Skills Training Course within the first 3-6 months of reporting (preferred TDY enroute to BLBP location). At the end of this program, each BLBP officer will be awarded a Secondary AFSC with 3-level certification based upon completion of the corresponding 21X Career Field Education and Training Plan (CFETP) 3-level certification requirements. **\*Note:** After program completion, selectees will be placed back into their core AFSC.

### **Participating AFSCs: 21X**

**Eligibility Criteria:** Applicants must have 4-6 years commissioned service and 2 years TOS by 30 Sep 21. If overseas, your DEROS must coincide with the summer 2021 move cycle.

Eligible officers must apply through MyVector. If you are outside the eligibility criteria and wish to compete, request the waiver information from your assignment team. All eligible applicants will be boarded during the Winter 2020 DT. Refer to the [21A milSuite](#), [21M milSuite](#), or [21R MyPers](#) for additional details and instructions.

---

### **Cyber and Intelligence Experience Exchange Tour (CIEET) Program Description:**

The Cyber and Intelligence Experience Exchange Tour (CIEET) Program is an AFPC initiative designed to facilitate the career broadening of highly competitive officers between the Cyber and Intelligence Career Fields. CIEET was created to enhance integration between cyber and intelligence operations across all domains.

17X officers serve one developmental intelligence assignment as a 14N, while 14N officers serve one developmental cyber assignment in a 17X position. The exchange duration will not exceed initial skills training plus a 3-year assignment, about 3.5 years total. Participants will receive the respective Undergraduate Cyber Training or Intelligence Initial Skills Training upon entry to the CIEET program. Participants are required to return to their core Career Field following the developmental assignment. Participants will earn a secondary AFSC and incur a 3-year ADSC upon completion of the program.

**Participating AFSCs:** 14N, 17X

**Eligibility Criteria:** 17X officers must have 4-7 years commissioned service as of 31 May 21, and 14N officers must have 4-7 years commissioned service as of 31 May 21. All officers must have completed at least one operational assignment and have a current TS/SCI clearance.

---

### **Education with Industry (EWI) Program Description:**

EWI is a career development program designed to improve the technical, professional, and management competencies of students by partnering with top tier companies. Officers are sent on a 10-month fellowship with a company to learn industry best practices and leading edge technology solutions. EWI fellows develop an understanding of a particular industry and are better able to interpret Air Force needs in industry terms. Applicants can find additional program information [here](#). For questions on EWI please contact the EWI Program Manager at [enel.ewi@afit.edu](mailto:enel.ewi@afit.edu) or DSN 785-2259, ext 3039 (Comm (937) 255-2259, ext 3039).

**Participating AFSCs:** 14F, 14N, 15W, 17X, 21X, 32E, 35P, 38F, 61A/15A, 61C/D, 62E, 63A, 64P, & 65F.

**Eligibility Criteria:** Target audience is officers with 5-12 commissioned years of service as of 1 Sep 21. Commissioned years of service requirement may vary based on core career field needs. Participants incur a 3-year ADSC upon completion of the program.

**14F Specific Information:** 14F applicants must have at least 2 years commissioned service as of 31 Aug 21 to apply.

**21X Specific Information:** 21X officers with 6-8 years commissioned service and 2 years TOS by 30 Sep 21 required. If overseas, your DEROS must coincide with the summer 2021 move cycle. Eligible officers must apply through MyVector. If you are outside the eligibility criteria and wish to compete, request the waiver information from your assignment team. All eligible applicants will be boarded during the Winter 2020 DT. Refer to the [21A milSuite](#), [21M milSuite](#), or [21R MyPers](#) for additional details and instructions.

**38F Specific Information:** Eligible year groups will receive a targeted message from the 38F OAT with career field specific application instructions. Refer to the [38F milSuite](#) for additional details and instructions.

**64P Specific Information:** 64P officers with 3-8 years commissioned service and minimum 2 years TOS as of 30 Sep 21 are eligible to apply. **DEROSs will not be curtailed for PCSs to SPEED programs.**

---

### **Information Officer Engineering Exchange (IOEE) Program Description:**

IOEE is an AFPC initiative designed to facilitate the career broadening of highly competitive officers in the Developmental Engineering, Acquisition Manager, Operations Research, and Cyberspace Operations career fields. IOEE enhances real world operational awareness of Developmental Engineers, Acquisition Managers, and Operations Researchers, and shares Cyberspace officers' acumen within weapons systems program offices. Operations Research assignments offer the opportunity for Cyber officers to learn analytic techniques. This two-way exchange was created in response to the Director, Operational Test & Evaluation (DOTE) Memo, Subject: "Procedures for Operational Test and Evaluation of Cybersecurity in Acquisition Programs," dated 1 Aug 14 which highlighted the growing importance of cyber in acquisition. 6XX/15A officers enhance their ability to perform their core duties by experiencing the Air Force from a user's perspective and 17X officers enhance their knowledge of the research, requirements, and processes that are required to develop their weapons systems.

Officers serve one developmental assignment not to exceed initial skills training plus 3 years, not to exceed 3.5 years. 6XX/15A officers will earn the 17X secondary AFSC after successful completion of initial skills training, and the 17X officers will likewise earn the corresponding 6XX/15A secondary AFSC. Officers are required to return to their core Career Field following the developmental assignment.

**Participating AFSCs:** 61A/15A, 61C/D, 62E, 63A, and 17X.

**Eligibility Criteria:** 6XX/15A officers must have 2-7 years commissioned service as of 31 May 21. 17X officers must have 4-7 years commissioned service as of 31 May 21. Applicants must have a technical undergraduate or master's degree to be considered.

---

## **Logistics Career Broadening Program (LCBP) Program Description:**

LCBP is a premier developmental program where officers are competitively selected and developed as materiel officers and future leaders. Officers selected for this program gain valuable knowledge and experience in managing the acquisition and sustainment aspects of the Air Force Logistics system through rotational assignments in various functional areas of the Air Logistics Complexes (ALC) or the Defense Logistics Agency (DLA). Additional procedural changes and instructions for Development teams and AFPC are included in AFI 36-2111, *The Logistics Career Broadening Program*.

**Participating AFSCs:** 21X, 61A/15A, 61C/D, 62E, 63A, 64P, and 65F.

**Eligibility Criteria:** Officer must have 4-7 years of commissioned service as of 31 May 21; and must be fully qualified in any of the AFSCs listed above.

**21X Specific Information:** Applicants must have 4-6 years commissioned service and 2 years TOS by 30 Sep 21. If overseas, your DEROS must coincide with the summer 21 move cycle. Eligible officers must apply through MyVector. If you are outside the eligibility criteria and wish to compete, request the waiver information from your assignment team. All eligible applicants will be boarded during the Winter 2020 DT. Refer to the [21A milSuite](#), [21M milSuite](#), or [21R MyPers](#) for additional details and instructions.

**\*21X Note:** This is an “all-in” program for officers that meet the program eligibility requirements. Officers will incur a 3-year ADSC upon completion of program.

**64P Specific Information:** 64P officers with 2-7 years commissioned service and minimum 2 years TOS as of 30 Sep 21 are eligible to apply. **DEROSs will not be curtailed for PCSs to SPEED programs.**

---

## **Program for Acquisition Contracting Exchange (PACE) Description:**

This is a competitive career broadening program for 63A and 64P officers. Participants will return to their core Career Field following the developmental assignment and will then be considered for alternating assignments in the 63A/64P functional areas as determined by their respective development team. The intent is for future assignments to consist of positions of greater responsibility.

**Participating AFSCs:** 63A, 64P.

**Eligibility Criteria:** Applicants must have 3-8 years commissioned service as of 31 May 21.



**64P Specific Information:** 64P officers with 2-7 years commissioned service and minimum 2 years TOS as of 30 Sep 21 are eligible to apply. **DEROSs will not be curtailed for PCSs to SPEED programs.**

---

### **Space Acquisition Exchange Program (SAEP) Program Description:**

SAEP is a United States Space Force (USSF) and AFPC initiative designed to facilitate the career broadening of highly competitive officers between the Acquisition and Space career fields. SAEP creates and sustains a cadre of Space Professionals while enhancing operational awareness among Acquisition career fields and product centers and provides "real world operations" experience. Acquisition officers enhance their ability to perform in acquisitions by experiencing the Air Force from a user's perspective.

6XX/15A officers serve one 3-year Space assignment as a 13S (after required initial training). Participants will receive Officer Space Prerequisite Training, followed by the Initial Qualification Training in their specific weapon system upon entry to the SAEP assignment. Participants are required to return to their core Career Field following the developmental assignment.

**Participating AFSCs:** 61A/15A, 61C/D, 62E, 63A, 64P, 65F.

**Eligibility Criteria:** 61A/15A, 61C/D, 62E, and 63A officers must have 2-6 years commissioned service as of 31 May 21.

**64P Specific Information:** 64P officers with 2-7 years commissioned service and minimum 2 years TOS as of 30 Sep 21 are eligible to apply. **DEROSs will not be curtailed for PCSs to SPEED programs.**

---

### **Space Education & Assignment Program (SEA-P) Description:**

SEA-P is an USSF, AFPC and SAF/AQ initiative designed to facilitate the career broadening of highly competitive officers with cutting-edge EWI opportunities in acquisition and space career field disciplines with a focus on space lift and satellite operations. All selected officers will participate in a 10-month EWI assignment, followed by one developmental assignment. Upon completion of a 10-month EWI fellowship with a civilian launch provider, 6XX/15A officers will serve one 3-year tour in a 6XX/15A space lift billet. 13S officers, on the other hand, will serve a 10-month EWI assignment with a civilian satellite or ground segment provider and will follow-on to a 13S billet at a space operations unit that capitalizes on the EWI assignment.

**Participating AFSCs:** 13S, 61A/15A, 61C/D, 62E, & 63A.

**Eligibility Criteria:** All officers must have a highly competitive record and 3-8 commissioned years of service time as of 1 Sep 21. Officers with technical degrees are preferred. Participants incur a 3-year ADSC upon completion of the EWI portion of the program.

---

**USMC Expeditionary Warfare School (EWS) Program Description:**

This school is a 10-month career-level school for captains taught at Marine Corps Base Quantico, VA, and starts Summer 21. Officers will PCS to this school. EWS provides Captains with professional military training in command and control, Marine Air-Ground Task Force (MAGTF) operations ashore, and naval expeditionary operations. Graduates can expect, but are not limited to, a follow-on assignment in an expeditionary unit or in a joint, NAF, or MAJCOM staff where they can utilize their operational planning skills obtained during EWS.

**Participating AFSCs:** 17X, 32E, 21R, 31P

**Eligibility Criteria:** All officers must have a highly competitive record. Officers applying for USMC EWS must be a pinned on O-3 during the program. Participants incur a 3-year ADSC upon completion of the program.

**21X Specific Information:** Eligible officers must apply through MyVector. If you are outside the eligibility criteria and wish to compete, request the waiver information from your assignment team. All eligible applicants will be boarded during the Winter 2020 DT. Refer to the [21A milSuite](#), [21M milSuite](#), or [21R MyPers](#) for additional details and instructions.

---

## APPENDIX 1 – AAD Program Academic Degree Quotas

AFSC	ACADEMIC DEGREE	ASC - Title
11R	MAS	1AVS - Space Systems Management (CI)
13N	PhD	9ECA/0WMF - Nuclear Policy (CI)
13S	MAS	0YRI - Space Operations/Information Operations (Vigilant Scholar) (AFIT/EN)
	MAS/PhD	0YEC - Operations Research - Command and Control (AFIT/EN)
	MAS/PhD	0Y EY - Operations Research (AFIT/EN)
	MAS/PhD	0YRY - Space Operations (Use 4TSY) (AFIT/EN)
	MAS/PhD	0YRY - Space Operations (Use 4TSY) (CI)
14F	MAS	0YUY – Strategic Intelligence (MSTI: Information and Influence Intelligence) (NIU)
		0YWJ – Joint Information Operations (Information Strategy and Political Warfare) (NPS)
		0YHY – Social Psychology (CI)
	PhD	9FYY - Psychology (CI)
14N	MAS	0CYC - Cyber Operations (AFIT/EN)
		0IYY - Information Systems Management (AFIT/EN)
		0YRY - Space Operations (AFIT/EN)
		0YSA - Electronic Warfare (AFIT/EN)

<b>AFSC</b>	<b>ACADEMIC DEGREE</b>	<b>ASC - Title</b>
14N	MAS	0YUY - Strategic Intelligence (MSTI: Space Studies) (NIU)
		0YUY - Strategic Intelligence (MSTI: Cyber Ops) (NIU)
		0YUY - Strategic Intelligence (MSSI: Far East) (NIU)
		0YUY - Strategic Intelligence (MSSI: Asian Studies) (NIU)
		4TBY - Cybernetics (CI)
		4TSY - Space Systems (AFIT/EN)
		OCAD - Computer Science/Artificial Intelligence (AFIT/EN)
		OCAD - Computer Science/Artificial Intelligence (CI)
15W	MAS	8FAC - Numerical Weather Prediction (Apply under Atmospheric Science) (AFIT/EN)
		8FBA - Applied Climatology (CI)
		8FDY - Solar and Space Sciences (AFIT/EN)
		8FEI - Tropical Meteorology (AFIT/EN)
		8FFA - Atmospheric Electricity (Apply under Atmospheric Science) (AFIT/EN)
		8FFY - Physical Meteorology (Apply under Atmospheric Science) (AFIT/EN)
		8FYY - Analysis and Forecasting (Apply under Atmospheric Science) (AFIT/EN)
	PHD	6IYY - Statistics (Data Analytics) (CI)
		8FFA - Atmospheric Electricity (CI)
17X	MAS	0CYC - Cyber Operations (AFIT/EN)

<b>AFSC</b>	<b>ACADEMIC DEGREE</b>	<b>ASC - Title</b>
17X	MAS	Data Analytics (CI)
		Machine Learning/Artificial Intelligence (CI)
		Data Forensics (CI)
		Data Analytics (CI)
		OCFY - Software Engineering (AFIT/EN)
		OCYY - Computer Science (AFIT/EN)
		1AMJ - Lifecycle Logistics (AFIT/EN)
21A	MAS	1AMN - Nuclear Logistics Management (AFIT/EN)
21M	MAS	1AMY - Business Administration and Management/Logistics Management (AFIT/EN)
	PhD	1AMS - Supply Management (AFIT/EN)
21R	MAS	1ATY - Business Administration and Management/Transportation Management (AFIT/EN)
		1CBF - Fuel Distribution Technology (AFIT/EN)
		9BJD - Statistical Methods/Data Analytics (CI)
31P	MAS	2BYY - Education (CI)
		1ASY - Business Administration and Management/Systems Management (NPS)
32E	MAS	1AGY - Engineering Management (AFIT/EN)
		4HFY - Civil Engineering - Soil and Foundation (CI)
35P	MAS	2FDY - Mass Communications (CI)
38F	MAS	0CAD - Computer Science/Artificial Intelligence (CI)

<b>AFSC</b>	<b>ACADEMIC DEGREE</b>	<b>ASC - Title</b>
38F	MAS	0YEA - Operational Analysis (AFIT/EN)
		1AWY - Manpower, Personnel and Training Analysis (NPS)
61A	MAS	0CAD - Computer Science/Artificial Intelligence (AFIT/EN)
		0YEY - Operations Research (AFIT/EN)
		6YYY - Mathematics (AFIT/EN)
	PHD	0YEY - Operations Research (AFIT/EN)
		4THY - Operations Research - Systems Engineering (AFIT/EN)
		6EMY - Operations Research - Mathematics of Resource Use (AFIT/EN)
61C	MAS	8CYY - Chemistry (CI)
61D	MAS	4IMD - Electrical Engineering - High Power Microwave Tech (CI)
		4QYY - Nuclear Engineering (AFIT/EN)
		8HLY - Physics - Nuclear Physics (AFIT/EN)
		8HYY - Physics (AFIT/EN)
		8HYY - Physics (AFIT/EN)
	PHD	8HMY - Physics - Optics (AFIT/EN)
		8HYY - Physics (AFIT/EN)
	62E	MAS
0CFY - Software Engineering (AFIT/EN)		
0CYY - Computer Science (AFIT/EN)		
4AEY - Aeronautical Engineering - Propulsion (CI)		

AFSC	ACADEMIC DEGREE	ASC - Title
62E	MAS	4AGD - Aeronautical Engineering - Structures Loads (AFIT/EN)
		4AYY - Aeronautical Engineering (AFIT/EN)
		4BAY - Aerospace - Mechanical Engineering (AFIT/EN)
		4BYY - Aerospace Engineering (AFIT/EN)
		4EYY - Astronautical Engineering (AFIT/EN)
		4IBY - Electrical Engineering - Waves/Distributed Parameter Systems (AFIT/EN)
		4ICY - Electronic Circuits and Devices (AFIT/EN)
		4IGY - Electrical Engineering - Communications/Radar (AFIT/EN)
		4IJY - Electrical Engineering - Electro Optics (AFIT/EN)
		4ILY - Electrical Engineering - Observables Reduction (AFIT/EN)
		4ILY - Electrical Engineering - Observables Reduction (CI)
		4IYY - Electrical Engineering (AFIT/EN)
		4KOY - Optical Engineering (AFIT/EN)
		4MYY - Mechanical Engineering (AFIT/EN)
		4THY - Systems Engineering - Operations Research (AFIT/EN)
		4TYY - Systems Engineering (AFIT/EN)
		4WYY - Computer Engineering (AFIT/EN)
		PHD
	4AYY - Aeronautical Engineering (AFIT/EN)	
	4BYY - Aerospace Engineering (CI)	
	4IBY - Electrical Engineering - Waves/Particle Systems (AFIT/EN)	
	4IYY - Electrical Engineering (AFIT/EN)	

<b>AFSC</b>	<b>ACADEMIC DEGREE</b>	<b>ASC - Title</b>
62E	PhD	4IJY - Electrical Engineering - Electro Optics (AFIT/EN)
		4IPY - Signal Processing (AFIT/EN)
63A	MAS	1AGY - Engineering Management (AFIT/EN)
		1AON - Project Management (Apply under 1AGY - Eng Mgt) (AFIT/EN)
		1ASY - Business Administration and Management - Systems Management (AFIT/EN)
		4TYY - Systems Engineering (AFIT/EN)
64P	MBA	1AMP - Contract and Acquisition Management (NPS)
65W	MAS	1ASA - Cost Analysis (AFIT/EN)
	PhD	9BYY - Economics (CI)



**APPENDIX 2 – NRO AAD Program Academic Degree Quotas**

<b>AFSC</b>	<b>ACADEMIC DEGREE</b>	<b>ASC - Title</b>
61A	MAS	0CFY – Software Engineering (AFIT/EN)
		0YEEY – Data Science (UVa)
	PhD	0YEEY – Data Science (UVa)
61D	MAS	8GYY - Imaging Science (RIT)
		8HYY - Physics (AFIT/EN)
	PhD	8GYY - Imaging Science (RIT)
62E	MAS	0CFY - Software Engineering (AFIT/EN)
		4EYY - Astronautical Engineering (AFIT/EN)
		4IGY – Electrical Engineer – Communications/Radar (AFIT/EN)
		4IYY - Electrical Engineering (AFIT/EN)
		4TGY - Systems Engineering - Modeling (AFIT/EN)
		4TSY – Space Systems Engineering (AFIT/EN)
		4TYY - Systems Engineering (AFIT/EN)
		4WAY - Computer Engineering - Artificial Intelligence (AFIT/EN)
		8GYY - Imaging Science (RIT)
	PhD	4EYY - Astronautical Engineering (AFIT/EN)
		4IGY - Electrical Engineering - Communications/Radar (AFIT/EN)

### APPENDIX 3 – AFIT FP Academic Degree Quotas

AFSC	ACADEMIC DEGREE	ASC - Title
15W	PhD	8FAC - Numerical Weather Prediction (CI)
17X	MAS	0CFY - Software Engineering (AFIT/EN)
	PhD	0IYY - Information Systems Management (CI)
32E	MAS	2CAY - Architecture (CI)
		4HBY - Construction Management (CI)
		4HXY - Facility Asset Management (CI)
	PhD	4HXY - Facility Maintenance Engineering (CI)
21A	PhD	1AMY - Business Administration and Management/Logistics Management (CI)
21R	PhD	1ATY - Business Administration and Management/Transportation Management (CI)
61A	PhD	0YEY - Operations Research (CI)
		6BYY - Analysis and Funct Analysis (CI)
		6IYY - Statistics (CI)
61D	PhD	4QYY - Nuclear Engineering (CI)
		8HMY - Physics - Optics (CI)
		8HYY - Physics (AFIT/EN)
62E	MAS	4TYY - Systems Engineering (AFIT/EN)
	PhD	4EYY - Astronautical Engineering (AFIT/EN)
		4FYY - Material Science and Engineering (CI)
		4ICY - Electronic Circuits and Devices (CI)
		4WYY - Computer Engineering (AFIT/EN)
63A	MAS	1AYY - Business Administration and Management (AFIT/EN)
	PhD	4LYY - Industrial Engineering (CI)
64P	MAS	1ACC - Contracting Management Change (CI)
65F	MAS	1ASA - Cost Analysis (AFIT/EN)

## APPENDIX 4 – USAFA FP Academic Degree Quotas

AFSC	ACADEMIC DEGREE	ASC - Title
15W	PhD	8FYY - Meteorology (CI)
17D	MAS	0CYY - Computer Science (AFIT/EN)
	PhD	0CYY - Computer Science (AFIT/EN)
32E	MAS	4HEY - Environmental Engineering (AFIT/EN)
		4HYY - Civil Engineering (CI)
	PhD	4HYY - Civil Engineering (CI)
61A	MAS	0YEY - Operations Research (AFIT/EN)
		6IYY - Statistics (AFIT/EN)
		6YYY - Mathematics (AFIT/EN)
	PhD	4LBY - Industrial Engineering - Engineering Economics (AFIT/EN)
		6IYY - Statistics (AFIT/EN)
		6YYY - Mathematics (AFIT/EN)
61C	MAS	8CYY - Chemistry or Materials Science (CI)
	PhD	8CYY - Chemistry or Materials Science (CI)
61D	MAS	8HYY - Physics (AFIT/EN)
	PhD	8HYY - Physics (AFIT/EN)
62E	MAS	4AYY - Aeronautical Engineering (AFIT/EN)
		4EYY - Astronautical Engineering (AFIT/EN)
		4IYY - Electrical Engineering (AFIT/EN)
		4JYY - General Engineering (AFIT/EN)
		4MYE - Mechanical Engineering (AFIT/EN)
		4TYE - Systems Engineering (AFIT/EN)
	PhD	4AYY - Aeronautical Engineering (AFIT/EN)
		4EYY - Astronautical Engineering (AFIT/EN)
		4IYY - Electrical Engineering (AFIT/EN)
		4MYE - Mechanical Engineering (AFIT/EN)
		4TFY – Systems Engineering – Human Factors (AFIT/EN)
63A	MAS	6YYY - Mathematics (AFIT/EN)
81T	MAS	0YVB - Strategic Studies (CI)
		1AHY - Business Administration and Management, Finance (CI)

**\*Note:** Interested officers eligible for USAFA FP, with appropriate undergraduate degrees, may apply for core quotas outside of their core AFSC.

AFSC	ACADEMIC DEGREE	ASC - Title
81T	MAS	1AYY - Business Administration and Management (CI)
		1BYY - Military Art and Science (CI)
		2BHY - Physical Education (CI)
		2DYY - Foreign Languages/Area Studies (CI)
		2FAA - English Composition (CI)
		2FAY - English Language (CI)
		2FCY - English Literature (CI)
		2GYY - Philosophy (CI)
		3AYY - Biology (CI)
		6BYY – Analysis and Functional Analysis (AFIT/EN)
		6EDY - Biometrics, Biostatistics (AFIT/EN)
		7DGJ – Sports Medicine (CI)
		8FYY - Meteorology (AFIT/EN)
		9BYY - Economics (CI)
		9CYY - Geography (CI)
		9DYY - History (CI)
		9EYY - Political Science (CI)
		9FYY - Psychology (CI)
	PhD	0Y EY – Operations Research (AFIT/EN)
		0Y VY - National Security Strategy (CI)
		1AYY - Business Administration and Management (CI)
		2BHY - Physical Education (CI)
		2DYY - Foreign Languages/Area Studies (CI)
		2FCY - English Literature (CI)
		2GYY – Philosophy (CI)
		3AYY - Biology (CI)
		7DGJ – Sports Medicine (CI)
		8FFY – Physical Meteorology (AFIT/EN)
		9BYY - Economics (CI)
		9CYY - Geography (CI)
9DYY – History (CI)		
9EYY - Political Science (CI)		
9FKA - Psychology, Behavioral Science, Human Factors (CI)		

**\*Note:** Interested officers eligible for USAFA FP, with appropriate undergraduate degrees, may apply for core quotas outside of their core AFSC.

AFSC	ACADEMIC DEGREE	ASC - Title
81T	PhD	9FYY – Psychology (CI)
		9HYY – Sociology (CI)
		9LYY - Leadership (CI)
		9YYY - Social Sciences (CI)

**\*Note:** Interested officers eligible for USAFA FP, with appropriate undergraduate degrees, may apply for core quotas outside of their core AFSC.

## APPENDIX 5 – Core Career Field OAT Contact Information

Career Field	CONTACT
13N	<a href="mailto:Afpc.dpalo.icbm@us.af.mil">Afpc.dpalo.icbm@us.af.mil</a>
13S	<a href="mailto:AFPC.DP2OAA.13SOffAsgmtTeam@us.af.mil">AFPC.DP2OAA.13SOffAsgmtTeam@us.af.mil</a>
14F	<a href="mailto:AFPC.DP2OA.InfoOpsAsgns@us.af.mil">AFPC.DP2OA.InfoOpsAsgns@us.af.mil</a>
14N	<a href="mailto:AFPC.14N@us.af.mil">AFPC.14N@us.af.mil</a>
15W	<a href="mailto:afpc.15w@us.af.mil">afpc.15w@us.af.mil</a>
17X	<a href="mailto:afpc.17X@us.af.mil">afpc.17X@us.af.mil</a>
21X	<a href="mailto:afpc.dpall@us.af.mil">afpc.dpall@us.af.mil</a>
31X	<a href="mailto:31P.OAT@us.af.mil">31P.OAT@us.af.mil</a>
32E	<a href="mailto:scottie.wiley@us.af.mil">scottie.wiley@us.af.mil</a> <a href="mailto:andrew.myers@us.af.mil">andrew.myers@us.af.mil</a>
35P	<a href="mailto:holly.hess.2@us.af.mil">holly.hess.2@us.af.mil</a>
38F	<a href="mailto:AFPC.DP2LSP.38FOfficerAsgmnts@us.af.mil">AFPC.DP2LSP.38FOfficerAsgmnts@us.af.mil</a>
61/2/3X	<a href="mailto:afpc.6xapps@us.af.mil">afpc.6xapps@us.af.mil</a>
64P	<a href="mailto:AFPC.DP2LA.64POffAsgmtTeam@us.af.mil">AFPC.DP2LA.64POffAsgmtTeam@us.af.mil</a>
65F	<a href="mailto:gabriel.denny@us.af.mil">gabriel.denny@us.af.mil</a> <a href="mailto:elicia.brown@us.af.mil">elicia.brown@us.af.mil</a> DSN 665-3976/7

## APPENDIX 6 – AFIT Department Contact Information

<b>Graduate School of Engineering and Management (AFIT/EN)</b>	
<b>DEPARTMENT</b>	<b>CONTACT</b>
Mathematics and Statistics (ENC)	Lt Col Andrew Geyer 937-255-3636 x4584
Engineering Physics (ENP)	Maj Daniel Emmons <a href="mailto:Daniel.Emmons@afit.edu">Daniel.Emmons@afit.edu</a> 937-255-3636 x4571
Systems Engineering and Management (ENV)	Lt Col John Stubbs 937-255-3636 x4329
Electrical and Computer Engineering (ENG)	Maj James Lievsay 937-255-3636 x3369
Operational Sciences (ENS)	Lt Col Jason Anderson 937-255-3636 x4533
Aeronautics and Astronautics (ENY)	Lt Col James Rutledge 937-255-3636 x4734

<b>Civil Engineer School (AFIT/CE)</b>	
<b>CE SCHOOL</b>	<b>CONTACT</b>
The Associate Dean	Dr. Jared Astin 937-255-5654 x3502

<b>School of Systems and Logistics (AFIT/LS)</b>	
<b>LS SCHOOL</b>	<b>CONTACT</b>
Director of Research	Lt Col Christian Randall 937-255-7777 x3291

<b>AFIT Civilian Institutions (AFIT/CI) POC</b>	
<b>CI DIRECTORATE</b>	<b>CONTACT</b>
Chief, CI Programs Non-Resident AF-Sponsored Education	Mr. Luke Whitney 937-255-2259

## APPENDIX 7 – USAFA Department Contact Information

DEPARTMENT	CONTACT
Aeronautics (DFAN)	Lt Col Dell Olmstead <a href="mailto:dell.olmstead@usafa.edu">dell.olmstead@usafa.edu</a> 719-333-1187
Astronautics (DFAS)	Maj Grant Thomas <a href="mailto:grant.thomas@usafa.edu">grant.thomas@usafa.edu</a> 719-333-8461
Behavioral Science and Leadership (DFBL)	Capt Anastasia Hueffner <a href="mailto:anastasia.hueffner@usafa.edu">anastasia.hueffner@usafa.edu</a> 719-333-2094
Biology (DFB)	Maj Erin Almand <a href="mailto:erin.almand@usafa.edu">erin.almand@usafa.edu</a> 719-333-6029
Chemistry (DFC)	Capt Michael Duff <a href="mailto:michael.duff@usafa.edu">michael.duff@usafa.edu</a> 719-333-6066
Civil Engineering (DFCE)	Dr. Jim Pocock <a href="mailto:james.pocock@usafa.edu">james.pocock@usafa.edu</a> 719-333-4049
Computer Science (DFCS)	Lt Col Paul Graham <a href="mailto:paul.graham@usafa.edu">paul.graham@usafa.edu</a> 719-333-6802
Economics/ Geosciences (DFEG)	Lt Col Jim Mulcey <a href="mailto:james.mulcey@usafa.edu">james.mulcey@usafa.edu</a> 719-333-3068
Electrical and Computer Engineering (DFEC)	Lt Col Randall Deppensmith <a href="mailto:randall.deppensmith@usafa.edu">randall.deppensmith@usafa.edu</a> 719-333-2476
English and Fine Arts (DFENG)	Capt Ashley Christ <a href="mailto:Ashley.christ@usafa.edu">Ashley.christ@usafa.edu</a> 719-333-9593
Foreign Languages (DFF)	Lt Col Diana Sorensen <a href="mailto:Diana.sorensen@usafa.edu">Diana.sorensen@usafa.edu</a> 719-333-1790
History (DFH)	Capt Jason Naaktgeboren <a href="mailto:jason.naaktgeboren@usafa.edu">jason.naaktgeboren@usafa.edu</a> 719-333-853
Management (DFM)	Maj Eric Olsen <a href="mailto:Eric.olsen@usafa.edu">Eric.olsen@usafa.edu</a> 719-333-3497



DEPARTMENT	CONTACT
Mathematics (DFMS)	Lt Col Benjamin Kallemyn <a href="mailto:benjamin.kallemyn@usafa.edu">benjamin.kallemyn@usafa.edu</a> 719-333-7019
Military and Strategic Studies (DFMI)	Lt Col Jack Nelson <a href="mailto:jack.nelson@usafa.edu">jack.nelson@usafa.edu</a> 719-333-6056
Philosophy (DFPY)	Lt Col Michael Growden <a href="mailto:michael.growden@usafa.edu">michael.growden@usafa.edu</a> 719-333-8642
Physics (DFP)	Maj Michael Plummer <a href="mailto:michael.plummer1@usafa.edu">michael.plummer1@usafa.edu</a> 719-333-4224
Political Science (DFPS)	Capt Noah Fisher/Dr Paul Bolt <a href="mailto:noah.fisher1@usafa.edu">noah.fisher1@usafa.edu</a> <a href="mailto:Paul.bolt@usafa.edu">Paul.bolt@usafa.edu</a> 719-333-2388 or 2219
Mechanical Engineering and Systems Engineering (DFME)	Lt Col Eric Dittman <a href="mailto:Eric.dittman@usafa.edu">Eric.dittman@usafa.edu</a> 719-333-0243
Department of Athletics, Sports Medicine Degree (ADSM)	Lt Col Cory Middel <a href="mailto:cory.middel@usafa.edu">cory.middel@usafa.edu</a> 719-333-0217
Department of Athletics; Physical Education Degree (ADPV)	Lt Col Matthew Davis <a href="mailto:matthew.davis1@usafa.edu">matthew.davis1@usafa.edu</a> 719-333-2188
USAFA Preparatory School (PS) English Department	Mr. Will Rogers <a href="mailto:william.rogers@usafa.edu">william.rogers@usafa.edu</a> 719-333-7164
PS Science Department	Mr. Kevin McGregor <a href="mailto:Kevin.mcgregor@usafa.edu">Kevin.mcgregor@usafa.edu</a> 719-333-9919
PS Math Department	Dr. Richard Schooff <a href="mailto:Rich.schooff@usafa.edu">Rich.schooff@usafa.edu</a> 719-333-7162
PS Athletics	Lt Col Sean Tiernan <a href="mailto:Sean.tiernan@usafa.edu">Sean.tiernan@usafa.edu</a> 719-333-2574

## APPENDIX 8 – Acronyms

**AAD** – Advanced Academic Degree  
**ADSC** – Active Duty Service Commitment  
**AFIT** – Air Force Institute of Technology  
**AFSC** – Air Force Specialty Code  
**AFSEP** – Analyst and Force Support Exchange Tour  
**AIEET** – Acquisitions and Intelligence Experience Exchange Tour  
**ALC** – Air Logistics Complex  
**ALEET** – Acquisition and Logistics Experience Exchange Tour  
**AOC** – Air Officer Commanding  
**ASC** – Academic Specialty Code  
**BLBP** – Base Level Broadening Program  
**CFM** – Career Field Manager  
**CI** – Civilian Institute  
**CIEET** – Cyber and Intelligence Experience Exchange Tour  
**COLT** – Comptroller Operational Logistics Tour  
**DAS** – Date Arrived Station  
**DEROS** – Date Eligible to Return from Overseas  
**DF** – Dean of Faculty  
**DLA** – Defense Logistics Agency  
**DOTe** – Director, Operational Test & Evaluation  
**DT** – Development Team  
**EWI** – Education with Industry  
**EWS** – Expeditionary Warfare School  
**FP** – Faculty Pipeline  
**GMAT** – Graduate Management Admissions Test  
**GRE** – Graduate Records Examination  
**HQ AFPC** – Headquarters Air Force Personnel Center  
**IOEE** – Information Officer Engineering Exchange  
**IOT** – Intervening Operational Tour  
**LCBP** – Logistics Career Broadening Program  
**LOAE** – Letter of Academic Eligibility  
**MPF** – Military Personnel Flight  
**NPS** – Naval Postgraduate School  
**NRO** – National Reconnaissance Office  
**OAT** – Officer Assignments Team  
**OI&RSD** – Officer Instructor and Recruiting Special Duty  
**OPR** – Officer Performance Report  
**PACE** – Program for Acquisition Contracting Exchange  
**PCS** – Permanent Change of Station  
**PDD** – Projected Departure Date  
**PSDM** – Personnel Services Delivery Memorandum  
**RNLTD** – Report No Later Than Date  
**SAEP** – Space Acquisition Exchange Program  
**SEA-P** – Space Education and Assignment Program

**SPEED** – Special Experience Exchange Duty  
**STEM** – Science, Technology, Engineering, and Mathematics  
**TAFCS** – Total Air Force Commissioned Service  
**TOS** – Time-on-Station  
**UIF** – Unfavorable Information File  
**USAFA** – United States Air Force Academy  
**USSF** – United States Space Force  
**VML** – Vulnerable to Move List