



DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

OFFICE OF THE UNDER SECRETARY

23 May 2018

MEMORANDUM FOR RECORD

SUBJECT: Memorandum of Understanding between AF/A1D and SAF/IAP Regarding Air Force Foreign Area Officer (FAO) Fellowship Program

1. Department of Defense Directive 1315.17 mandates that the Air Force create a FAO program to deliberately develop officers with Language, Regional Expertise, and Culture (LREC) and Political-Military Affairs knowledge. Officers designated for FAO development will possess a regionally-focused International Relations graduate degree, gain proficiency in a foreign language of their assigned area of responsibility, and embark on an in-region immersion to enhance their LREC skills. In addition to developing FAOs through the Naval Post-graduate School (NPS) and Defense Language Institute (DLI), FAOs are also accessed via the Olmsted Foundation and Mansfield Fellowship programs, as well as foreign language Overseas Developmental Education programs which provide an equivalent education.

2. FAOs serve in demanding and high-visibility positions in complex joint and international environments. In addition, they may serve as the single Air Force or Department of Defense representative to a partner nation or on a Joint/Interagency staff. Therefore, it is essential that these officers have the ability to effectively communicate and engage global partners as representatives of the Air Force, DoD, and the United States. As a result, Development Teams (DTs) must screen potential officers and vector high caliber officers to the FAO program to carry out the responsibilities noted above and ensure that FAOs continue to remain viable for development opportunities in their Core AFSC.

3. Recognizing the importance of FAOs to the USAF and the significant investment in their professional development, this memorandum serves to implement the FAO Fellowship:

a. Effective immediately, AF/A1D and SAF/IAP shall establish an IDE Deliberate Development FAO Fellowship opportunity for officers selected by their development teams in 2018 and beyond for development as a FAO. FAO development includes mastery of a foreign language at the FAO certification standard, a regionally focused advanced academic degree from the Naval Postgraduate School, National Defense University, The George C. Marshall European Center for Security Studies or other accredited Military or Civilian Institutions under the guidance of the Air Force Institute of Technology, completion of the Joint FAO Course (JFAOC) Phase 1, and in-region Strategic Engagement/LREC training of no less than six months. To obtain credit for the FAO Fellowship, FAOs will complete language testing in all three modalities (i.e., listening/reading/speaking) and must receive a minimum of a "2" in any combination of the three. AF/A1D and SAF/IAP strongly encourage accession of officers who possess some/all of the pre-existing FAO skills. Officers vectored for FAO Fellowship who possess some/all of

these requirements at the time of their selection will gain FAO Fellowship credit by attending a minimum of at least six months of rigorous FAO education and training, to include a three-month in-residence regional certification program from NPS (or other accredited program approved by SAF/IAP and AF/A1D), three months intensive in-region Strategic Engagement/LREC training, and JFAOC Phase 1. Officers must meet all qualifications for FAO Certification and complete ACSC by distance learning prior to being awarded FAO Fellowship IDE and JPME I credit.

b. The FAO Fellowship shall also include all foreign language-required Overseas Developmental Education (ODE) programs at the IDE level. These ODE programs will continue to be offered through the Developmental Education Designation Board, however, since officers attending foreign language-required ODE are certified as FAOs upon completion of their IDE programs, SAF/IA International Airmen Division will be closely involved in the selection and assignment process for those officers. SAF/IA will review the Program Description Guide annually and provide mandatory follow-on assignments to A1D for publication. In addition, SAF/IA will participate in the Small Schools Board officer selection process to ensure the best qualified FAO-designates are chosen for ODE programs. This will allow for the synchronization of ODE selectees with an appropriate, mandatory, FAO follow-on assignment to allow for proper utilization of the significant resources invested in the LREC skills of these officers.

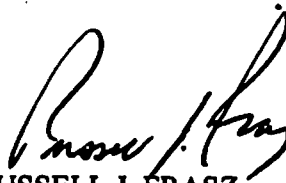
c. Similarly, as part of the FAO Fellowship, officers who successfully complete the Olmsted Foundation or Mansfield Fellowship programs, and complete ACSC by distance learning will receive IDE credit. With coordination of their Core career field and AFPC/CC, these officers will continue to be deliberately developed on the FAO dual track career path when viable.

d. Officers who are not yet in their IDE eligibility window at the time of FAO Fellowship selection will receive FAO Fellowship IDE credit upon successful completion of the program requirements as stated in para 3.a. above when they enter their eligibility window.

4. The parties identified below shall implement the guidance proposed in this memorandum. Changes are effective immediately and will remain in effect until superseded. This MOU will be reviewed every two years.



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