

Greetings from the Department of Systems Engineering!

On behalf of COL Rob Kewley, Department Head for the Department of Systems Engineering, I would like to extend a tremendous opportunity to serve at the United States Military Academy at West Point. We are searching for qualified candidates to teach Systems Engineering or Engineering Management courses as a member of our faculty. We are currently in the process of identifying the cohort of officers who will start graduate school in the summer or fall of **2014**, and then serve at USMA from **2016 to 2019** (PhD will serve from **2017 to 2020**). We want officers that are motivated to coach, teach, and mentor future leaders of character at the Nation's best undergraduate college or university. If you think teaching and inspiring some of America's brightest and our Army's future leaders is something you would like to do, please apply for a teaching position at West Point in the Department of Systems Engineering. I hope you'll consider applying to join the Systems team. All Systems Go!

IF YOU ALREADY HAVE AN APPLICATION ON FILE WITH US:

(1) Please update your availability date in the Web Enabled Selection and Tracking system to indicate whether or not you think you would be available to start grad school in **2014**.

(2) Ensure that your application file is up to date. All applicants must submit their file in the Web Enabled Selection and Tracking (**W.E.S.T.**) system <https://ams-external.usma.edu/apps/dean/inbound/interest/interest.cfm>). If you previously started a hard copy file with us, please contact MAJ Brandon Thompson to transfer to the W.E.S.T. system. The deadline for completion of your application file is **1 December 2012**. If you have any questions about the status of your file, you can contact MAJ Brandon Thompson at brandon.thompson@usma.edu or by phone at 845-938-6493/DSN: 688-6493.

IF YOU HAVE NOT SUBMITTED AN APPLICATION BUT WOULD LIKE TO BE CONSIDERED FOR A ROTATING FACULTY POSITION:

(1) If you think you would be available to start grad school in summer or fall of **2014** you can start a file at any time, but it is imperative to have a complete file by **1 December 2012**.

(2) Please go to <https://ams-external.usma.edu/apps/dean/inbound/interest/interest.cfm>. When you visit the site, you will be prompted to fill out and submit an interest form. MAJ Thompson will accept the interest form and you will automatically be sent a user id and password that you can use to access and complete your e-application. All documents must be uploaded electronically. The e-application software will only accept documents with a jpg, gif, or pdf file extension. You can use Microsoft Paint to change the file extension. Occasionally, there may be some problems with the up-loads. If that happens, you are certainly authorized to forward those electronic submissions on to MAJ Thompson. He will verify that the upload was accepted.

(3) At the bottom of the application form, you'll see the other items that are necessary for you to complete your application. Of these, the most important is your undergraduate transcript. (The transcript you send us does not need to be an "official copy" from your school; a photocopy or scanned image from your personal records is fine.) If the ability to scan is not available, you can

send all of your documents by surface mail or fax to MAJ Thompson. The deadline for completion of your application packet is **1 December 2012**, but sooner is better.

(4) If you are deployed and are having problems with electronic uploads, please set up an application at the link above and establish yourself in the system. You may then send an e-copy of your documents to MAJ Thompson and he will be glad to upload those files for you.

(5) If you will not be available in **2014** but are interested in being considered for a faculty position in the future, please submit an interest form at the web address above. We'll add you to our database as someone to track. Then you can continue updating your file in the months and years ahead. This year the selection window is YG **2006-2008**.

(6) The data that was provided by HRC did not provide a GPA, just a degree. Historically, we have selected officers with a BS GPA of 3.0 or higher. However, we want faculty members who are also strong in military performance. So if you have other strengths to offset undergraduate performance, please go ahead and apply.

Please do not hesitate to ask any questions about the application process. You may also find some answers to your questions in the FAQ on the Department of Systems Engineering website under the Prospective Faculty tab

(<http://www.westpoint.edu/se/SitePages/Prospective%20Faculty.aspx>). If the answer to your question isn't there, please feel free to contact the Department Personnel Officer, [MAJ Brandon Thompson](mailto:brandon.thompson@usma.edu) (brandon.thompson@usma.edu) by email or call 845-938-6493 or the Department Head, [COL Rob Kewley](mailto:Robert.kewley@usma.edu) (Robert.kewley@usma.edu).

FREQUENTLY ASKED QUESTIONS

Q: I'm not a USMA graduate. Can I still apply for a faculty position?

A: Yes! It is very important that our faculty include officers from all commissioning sources.

Q: What are the qualifications for a faculty assignment?

A: To be approved for Advanced Civil Schooling and a subsequent USMA faculty assignment, you must be branch-qualified as a captain. We look for officers with undergraduate degrees in systems engineering, engineering management, operations research, mathematics, traditional engineering (civil, mechanical, environmental, etc.), computer science or a closely related field. Our selection criteria include undergraduate academic performance (based on your transcript), military performance (based on letters of recommendation, OER's, etc.), and professional experience. In order to be approved for Advanced Civil Schooling you must have an undergraduate GPA higher than 2.5.

Q: What is the appropriate point in my career timeline to attend graduate school and teach at USMA?

A: We send officers to grad school in their 6th, 7th, or 8th year of service. This year our target population includes Year Groups **2006, 2007, and 2008**; selected officers will start grad school in **2014**. Due to pressures caused by OPMS 21, it is becoming increasingly difficult for us to get

approval for 8th-year school starts. Thus being available to start school in the 6th or 7th year is strongly preferred.

Q: What are my options for graduate schooling?

A: All of our officers attend grad school for two years, fully funded by the Army. You may attend the school of your choice, subject to two constraints. First, we ask that you attend a highly rated school. Second, we ask that you apply to three different grad schools, two of which must be in the Army's "low cost" category. The good news is that many of the finest engineering graduate programs in the U.S. are low-cost.

Q: Will a USMA faculty assignment damage my career?

A: No. Our officers are promoted to major at a significantly higher rate than the Army as a whole. Many of our faculty alumni are current General Officers. True, a USMA faculty assignment entails five years away from troops; for this reason, serving at the Academy is probably not as career enhancing as, say, a second company command. But compared with the types of assignments you are most likely to have during this period of your career, a USMA assignment will do you no harm. More importantly, the intellectual abilities that you develop, both in grad school and as a teacher in a world-class engineering program, will serve you very well as an adaptable leader in our technology-rich Army.

Q: What if I am deployed and cannot take the GRE?

A: Although it is preferred to have GRE scores included in your application submission, it is not the only indication of your ability to be successful in graduate school. Please continue to apply and annotate in your personal statement letter the reason for not including your GRE scores and the first available date for you to complete the exam. HRC requires all advanced civilian schooling candidates to submit a copy of their GRE scores as an enclosure to the graduate school packet.

Q: What kind of GRE scores do I need to have to be competitive?

A: Higher the better! At a minimum, on the old GRE you have to score over 500 in the Verbal and Quantitative sections and a 4 in the Analytical section of the GRE. Fewer than 500 points require a waiver to HRC with no less than 400 in any section. The selection committee would like to see over 650 points in the quantitative section. On the new GRE you have to score over 145 in the Verbal and Quantitative sections and a 4 in the Analytical section of the GRE.

Q: What if I have a cooperative masters degree from Missouri Science and Technology or another program during my advance course?

A: The selection committee looks for officers that excel in their military career and continue their education. Your masters' degree program reinforces your commitment to excel. However, we still require officers to complete a resident program to qualify as an instructor in the Department of Systems Engineering.

Q: What if I have a deployment and cannot complete a 2 year masters degree program starting in 2014?

A: We prefer that you attend a 2 year resident masters degree program. However, we understand operational constraints. By exception, the Department Head authorizes 18 month masters

programs to officers that need to meet operational requirements. Officers may also communicate directly with the Department Head to defer selection by a year to fulfill operational assignments.

Find us at <http://www.westpoint.edu/se/SitePages/Prospective%20Faculty.aspx>