SEC. ___. AUTHORITY TO EMPLOY CIVILIAN FACULTY MEMBERS AT JOINT SPECIAL OPERATIONS UNIVERSITY.

Section 1595(c) of title 10, United States Code, is amended by adding at the end the following new paragraph:

"(5) The Joint Special Operations University."

[Please note: The "Changes to Existing Law" section below sets out in red-line format how the legislative text above would amend existing law.]

Section-by-Section Analysis

This proposal would provide hiring authority under title 10, United States Code, for the Joint Special Operations University (JSOU) so as to provide JSOU the flexibility to hire select talent that is not always readily accessible via the traditional hiring process under title 5, United States Code. Title 10 hiring authority would ensure JSOU's faculty remain relevant in their area of expertise by enabling JSOU to hire faculty with relevant expertise in an expeditious manner and if necessary, replace faculty that do not maintain currency in their area of expertise.

The Joint Special Operations University is a joint academic institution that serves as the education center of the United States Special Operations Command (USSOCOM) in a role comparable to that of a Geographic Combatant Command-aligned regional center. It is a "corporate style" institution of higher learning, providing special operations-specific operational- and strategic-level education to special operations forces (SOF) and conventional forces personnel who partner with or enable SOF. JSOU supports both United States and international SOF, works with the Department of Defense (DoD) Professional Military Education (PME) system to develop and instruct SOF topics at other institutions, conducts war college-level classes, and authentically portrays SOF in numerous end-of-course "Capstone" wargames. In addition, JSOU conducts a formally recognized Joint SOF Senior Enlisted Academy on par with military service programs that is the only joint Noncommissioned Officer (NCO) Academy within DoD. JSOU engages in routine interaction with all Geographic Combatant Commands to support global partner engagement educational activities and adds a variety of SOF-related subject matter expertise to Service and Joint PME curricula. JSOU was founded to meet joint special operations educational requirements that have not been fulfilled within the DoD PME system or in schools operated by USSOCOM components.

In order to fulfill the future education role of JSOU, DoD requires the same flexibility in hiring JSOU faculty that it has in hiring faculty for the Western Hemisphere Institute for Security Cooperation, the National Defense University, and the Defense Language Institutes. The key to ensuring JSOU's academic success is relevancy to all current pillars of national security strategy with a strong focus on the future global environment in which SOF will play a profound role. Such faculty members must have the requisite specialized education and academic experience equivalent to our national civilian colleges and universities. Due to its structure, the traditional civil service system does not normally provide JSOU the best qualified instructors in a timely

manner. Special title 10 authority to hire and appropriately compensate the best qualified faculty for JSOU will better support JSOU in its mission to ensure that SOF personnel are the most highly educated and effective warrior diplomats that DoD has to offer in support of our Nation's defense priorities. JSOU, with the assistance of USSOCOM, will formalize a program for vetting faculty and maintaining their qualification and security clearances in order to support JSOU. This will posture JSOU to fulfill Commander, USSOCOM's vision of preparing SOF for the future in an increasingly complex world where innovative and critical thinking will create strategic options for national leaders.

Budget Implications: This proposal will not increase the overall budget requirements of the Department of Defense. JSOU will utilize already programmed resources and will not exceed existing salary levels to hire the appropriate mix of highly qualified faculty to fulfill specific educational requirements. JSOU will replace part of its contractor workforce serving in faculty positions on a one-for-one basis with government employees hired under this authority. JSOU currently pays an average of $165,000 per year per person for contractor support in a faculty role. A sampling of university professor salaries from the Florida region in the needed fields of study reflect a salary median of approximately $95,000 per year which is less than JSOU currently pays for contracted faculty. The result is no net additive costs for JSOU or DoD. The resources reflected in the table below are funded within the FY 2017 President's Budget.

RESOURCE REQUIREMENTS ($MILLIONS)									
	FY 2017	**FY 2018**	**FY 2019**	**FY 2020**	**FY 2021**	**Appropriation From**	**Budget Activity**	**Dash-1 Line Item**	**Program Element**
SOCOM	20.3	21.2	21.8	22.2	22.7	Operation and Maintenance, Defense-Wide	03	1PL2	1180487BB
Total	20.3	21.2	21.8	22.2	22.7				

Changes to Existing Law: This proposal would make the following change to section 1595 of title 10, United States Code:

§ 1595. Civilian faculty members at certain Department of Defense schools: employment and compensation

(a) AUTHORITY OF SECRETARY.—The Secretary of Defense may employ as many civilians as professors, instructors, and lecturers at the institutions specified in subsection (c) as the Secretary considers necessary.

(b) COMPENSATION OF FACULTY MEMBERS.—The compensation of persons employed under this section shall be as prescribed by the Secretary.

(c) COVERED INSTITUTIONS.—This section applies with respect to the following institutions of the Department of Defense:

(1) The National Defense University.
(2) The Foreign Language Center of the Defense Language Institute.

(3) The English Language Center of the Defense Language Institute.
(4) The Western Hemisphere Institute for Security Cooperation.
(5) The Joint Special Operations University.

(d) APPLICATION TO FACULTY MEMBERS AT NDU.—In the case of the National Defense University, this section applies with respect to persons selected by the Secretary for employment as professors, instructors, and lecturers at the National Defense University after February 27, 1990.