



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, DC 20350-2000

OPNAVINST 1520.40C
N71
01 Oct 2021

OPNAV INSTRUCTION 1520.40C

From: Chief of Naval Operations

Subj: PERMANENT MILITARY PROFESSOR AND PERMANENT MILITARY
INSTRUCTOR PROGRAMS

Ref: (a) 10 U.S.C.
(b) SECNAVINST 1920.7C
(c) OPNAVINST 1520.23C CH-3
(d) SECNAVINST 1420.3
(e) OPNAVINST 1210.5B

1. Purpose.

a. To issue information, policy and procedural guidance for the management of permanent military professors (PMP) and permanent military instructors (PMI) at the United States Naval Academy (USNA), Naval Postgraduate School (NPS) and Naval War College (NAVWARCOL).

b. This instruction is a complete revision and should be reviewed in its entirety. It provides future authorization targets of PMPs at USNA, NPS and NAVWARCOL; renaming of the Junior Professor Military Program to PMI program; expansion of the PMP and PMI programs to include additional officer communities; removal of year group eligibility; removal of previous enclosure (1); allowance for NPS to use civilian institutions for educating prospective PMPs; and a reduction of the six-year minimum requirement to serve as PMP upon completion of PhD degree down to five years.

2. Cancellation. OPNAVINST 1520.40B.

3. Scope and Applicability. The PMP program applies specifically to active duty and full-time support (FTS) officers in the ranks of commander (O-5) and captain (O-6) who meet the eligibility requirements detailed in this instruction. The billets associated with the PMP program are exclusively located at USNA, NPS and NAVWARCOL. The PMI program applies specifically to active duty officers in the rank of O-4 who meet the eligibility requirements detailed in this instruction. The billets associated with the PMI program are exclusively located at USNA.

4. Background.

a. This instruction addresses the PMP and PMI components. The PMP program was created in 1997 to establish a cadre of career naval officers in the grades of captain (O-6) and commander (O-5), with both doctoral degrees and extensive operational experience, who would instruct at one of the Navy's education institutions until statutory retirement. The program would specifically alleviate military instructor shortfalls at USNA; improve the educational background of military instructors and senior role models; strengthen military instructor presence at the Navy's education institutions; and provide viable opportunities for naval officers with doctoral degrees. Per NAVADMIN 222/09, PMPs transitioned to their own competitive category (1230 designator) on 30 September 2009. PMPs at USNA, NPS and NAVWARCOL, as well as all PMP students, are included as members of the competitive category.

b. The PMI, previously known as junior permanent military professor component was announced in 2010, via NAVADMIN 242/10, to stabilize and strengthen the officer-instructor component of the USNA faculty and to enhance return on the Navy's investment in officer postgraduate education. In March 2012, the Deputy Chief of Naval Operations, Manpower, Personnel, Training and Education (CNO N1) approved the policy for officers selected for the PMI program to remain in their current warfare community designator and receive an additional qualification designator (AQD).

5. Policy.

a. PMP.

(1) PMPs help meet the demands for senior military instructors at USNA, NPS and NAVWARCOL. Those officers are able to instruct and shape both entry level and advanced portions of each respective school's curriculum. PMPs provide a stable source of officers with the appropriate professional experience and academic preparation to teach at both the basic and advanced levels at these institutions. In addition to affording greater staffing stability, PMPs also help provide recruitment, counseling and mentorship for more rotational military instructors. As mature warrior-scholars, they maintain links in their discipline and the rest of the Navy regarding research opportunities, faculty development and curriculum feedback. The end result should be better-educated midshipmen, mid-grade and senior officers.

(2) PMPs must fill authorized billets at USNA, NPS and NAVWARCOL. USNA is limited to no more than 55 PMPs, with a target of 37 commander (O-5) billets and 18 captain (O-6) billets. PMPs selected to instruct at USNA not already possessing a relevant Doctor of Philosophy degree will attend designated civilian institutions, NPS or the Air Force Institute of Technology (AFIT) to obtain a PhD. NPS is limited to no more than 12 PMPs, with a target of eight commander (O-5) billets and four captain (O-6) billets. PMPs selected to instruct at NPS who do not already possess a PhD will attend designated civilian institutions or NPS to obtain a PhD. NAVWARCOL is limited to no more than eight PMPs, with a target of five commander

(O-5) billets and three captain (O-6) billets. PMPs selected to instruct at NAVWARCOL who do not already possess a PhD will attend designated civilian institutions to obtain a PhD. All PMPs will remain at their initially assigned institution until statutory retirement. USNA, NPS and NAVWARCOL must use the manpower change request or program objective memorandum process to manage the PMP billet structure.

(3) As directed in reference (a), section 8470A, authority to continue USNA PMPs beyond statutory retirement limits will be implemented using the guidance in paragraph 5a(7) of this instruction.

(4) Applicants for PMP selection must meet the program requirements as set forth in subparagraphs 5a(4)(a) through 5a(4)(h).

(a) Grade. PMP applicants must be selected for or serving in, the grade of commander (O-5) or captain (O-6). Officers selected for or serving in the grade of captain (O-6) will only be considered if there is a vacancy in the rank of captain (O-6). To ensure the best value for the significant investment the Navy makes in a PMP, applicants must be able to serve at least five years as a PMP upon completion of the PhD degree and prior to statutory retirement.

(b) Active Duty. PMP applicants must be active-duty officers. Selected Reserve officers, officers of other Military Services and retired officers are not eligible. FTS officers are eligible to apply, but selections are dependent on indefinite recall quota availability. No more than one FTS officer will be selected for PMP in a fiscal year.

(c) Warfare Qualified. A PMP applicant must be warfare qualified. Warfare-qualified is defined as being currently eligible to wear a warfare device of the unrestricted line or information warfare communities (i.e., 1110, 1120, 1130, 1140, 1310, 1320 or 18XX). A limited number of waivers for warfare qualification may be offered. Officers otherwise qualified who desire to be considered for waiver of the warfare qualification must document their request for a waiver and its basis in their applications.

(d) Educational Background. If not already possessing a PhD, applicants must be accepted into a Navy sponsored doctoral degree at NPS, AFIT or a Navy-approved civilian institution. If not already accepted into a civilian institution, NPS or AFIT, selection for PMP will be contingent on the officer's gaining acceptance for studies. An applicant must qualify for entry into a doctoral program in one of the fields designated by the institution. The selected PhD program must be completed within 3 years at NPS and AFIT or within 4 years at a civilian institution. Officers with exceptional undergraduate records who lack a relevant master's degree will be considered for a four-year PhD program at NPS on a case by case basis. Officers already enrolled in a PhD program for a required discipline that is not one of the fields designated by the institution for the year in which they are applying may be considered by the PMP selection board on a case-by-case basis. Officers in this circumstance who are petitioning the PMP selection board to continue in their current PhD program vice transferring to a Navy-approved doctoral

program should explain in their application the benefits of this course of action to the Navy and to the institution prospectively gaining the PMP.

(e) Service Obligation.

1. Once designated as a PMP, PMPs are obligated to remain on active duty through statutory retirement which is 28 years of active commissioned service for commanders (O-5) and 30 years for captains (O-6).

2. Officers who do not maintain satisfactory progress in their PhD program and those whose academic or professional performance fails to maintain the exemplary standards required should be reviewed on a case-by-case basis by the gaining institution (USNA, NPS, NAVWARCOL) to determine appropriate actions regarding reassignment. An officer whose PMP AQD is revoked will be subject to re-designation without board action as directed in reference (e) and will be re-assigned based on the needs of the Navy. Officers whose PMP AQD is revoked because of circumstances described in this paragraph, will have his or her educational active-duty service obligation determined under reference (a) as updated by reference (b).

(f) Minimum Service. Applicants must have sufficient service remaining before statutory retirement to complete, if necessary, a 3- or 4-year PhD program and serve at least five years as a PMP upon completion of the PhD degree.

(g) Assignment Availability. Applicants must be released by their current community to be eligible for PMP selection. The applicant's current community will annotate any assignment considerations for the upcoming PMP selection board as part of the screening process. If the member has any personal assignment considerations, those should be included in the member's application.

(h) Teaching Experience. Consideration should be given to applicants with documented teaching experience, preferably at the undergraduate or graduate level.

(5) All designated PMPs fall under the purview of the NAVPERSCOM, Human Resources Detailer (PERS-4421) and Officer Community Management (BUPERS-31) for assignment and community management. Assigned billets are specified by the respective institutions and managed by the human resources officer community manager (OCM).

(6) PMP promotion to captain (O-6) will be achieved through annual selection boards. Statutory promotion for PMPs will be managed to vacancy as per the total PMP captain (O-6) authorizations, with the authorization target of 25. At that level, promotion opportunity to captain (O-6) will be established with the goals of maintaining a target of 18 PMP captains (O-6) at USNA, four PMP captains (O-6) at NPS and three PMP captains (O-6) at NAVWARCOL and ensuring relatively stable promotion opportunity in each of the next 5 years.

(7) Continuation as a PMP at USNA beyond statutory retirement. Reference (a), section 8470a, authorizes the Secretary of the Navy (SECNAV) to defer the retirement of a PMP assigned to USNA and to continue the PMP program on active duty. Reference (b) delineates procedure and policy for continuation on active duty of regular commissioned officers. Continuation for PMPs must be in line with reference (b).

b. PMI.

(1) PMIs help meet the demands for military instructors at USNA. The PMI program provides a stable source of officers in the grade of lieutenant commander (O-4) with the appropriate professional experience and academic preparation to teach at USNA. PMIs offer greater staffing stability, improved return on investment and more experienced classroom instruction to USNA midshipmen. As with PMPs, the goal of the PMI program is better-educated midshipmen and officers.

(2) The PMI component seeks post-department head unrestricted line officers or information warfare lieutenant commanders with relevant master's degrees and preferably with teaching experience to join the faculty of USNA. PMIs provide full-time instructional support and serve as uniformed role models with proven fleet performance. These officers provide continued officer representation among USNA faculty, as well as mentoring and career counseling resources for midshipmen as they prepare to enter the Navy's warfare communities.

(3) PMIs must fill authorized billets at USNA. USNA is authorized up to 40 PMIs, consisting entirely of lieutenant commander (O-4) billets. Subject to individuals account funding, PMIs not already possessing a relevant master's degree may attend designated civilian institutions to obtain a master's degree. Normally, competitive PMIs should already be in possession of a relevant master's degree at the time of application. Competitive officers without a master's degree who are selected for the PMI program will be provided up to 24 months to finish a relevant master's degree with full pay, allowances and tuition.

(4) Applicants for PMI must meet the program requirements as set forth in subparagraphs 5b(4)(a) through 5b(4)(h).

(a) Grade. Applicants must be selected for or serving in, the grade of lieutenant commander (O-4) and can serve at least 6 years as a PMI upon completion of the master's degree and prior to statutory retirement.

(b) Active Duty. PMI applicants must be active-duty unrestricted line officers or officers from the following communities: aerospace engineering duty officer, civil engineer corps, engineering duty officer, foreign area officer, human resources and information warfare and be warfare qualified. Selected Reserve officers, FTS officers, officers of other Military Services and retired officers are not eligible.

(c) Warfare Qualification. A PMI applicant must be warfare qualified. Warfare qualified is defined as being currently eligible to wear a warfare device. A limited number of waivers for warfare qualification may be offered. Officers otherwise qualified who desire to be considered for waiver of the warfare qualification must document their request for a waiver and its basis in their applications.

(d) Educational Background. If not already possessing a relevant master's degree, applicants must be academically eligible to pursue a Navy sponsored master's degree at NPS, AFIT or be accepted to a Navy-approved civilian institution. If not already accepted into a civilian institution, selection for PMI is contingent on the officers gaining acceptance for studies. An applicant must qualify for entry into a master's program in one of the fields designated by USNA. The selected master's program must be completed within 24 months at a civilian institution. Officers already enrolled in a relevant master's program for a required discipline that is not one of the fields designated by USNA for the year in which they are applying will be considered by the PMI selection board on a case-by-case basis. Officers in this circumstance who are petitioning the PMI selection board to continue in their current master's program vice transferring to a Navy-approved master's program should explain in their application the benefits of this course of action to the Navy and to the institution prospectively gaining the PMI.

(e) Service Obligation. Once accepted into the PMI program, PMIs are obligated to remain on active duty through retirement. PMIs who have multiple failures of selection will be considered for continuation per Navy policy. Officers who do not maintain satisfactory progress in their master's program and those whose academic or professional performance at the USNA fails to maintain, in all aspects, the exemplary standards required of a USNA officer instructor will be reviewed on a case-by-case basis by USNA, BUPERS-31 and PERS-44, to determine appropriate actions regarding reassignment. Normally, a PMI who is released from USNA should receive follow-on orders. For those officers released from the PMI program because of circumstances described in this subparagraph, educational active-duty service obligation will be determined under reference (c). PMIs who lose their PMI program AQD by failing to complete their postgraduate studies will be required to reimburse the government for all or a portion of the cost of their education.

(f) Minimum Service. Applicants must have sufficient service remaining before statutory retirement to complete, if necessary, a master's program and serve at least 6 years as a PMI upon completion of the master's degree.

(g) Assignment Availability. Applicants must be deemed eligible by their current community to be considered for PMI selection. The applicant's current community will annotate any assignment considerations for the upcoming PMI selection board as part of the screening process. If the member has any personal assignment considerations, those should be included in the member's application. Officers who have received funded graduate education from their current community must complete the associated obligated service identified in reference (c) prior to transferring to begin full-time instructor duties as a PMI.

(h) Teaching Experience. Consideration should be given to PMI applicants with documented successful teaching experience, preferably at the undergraduate level. The most competitive PMI applicants should have completed a master's degree, had successful USNA tours as an officer-instructor and have successfully completed a department head tour in their warfare community.

(5) PMI Program selectees compete for promotion in their current designator and are subject to the same promotion opportunity as other officers within their respective competitive category.

(a) Unlike their PMP counterparts, PMI selectees remain in their current designator and receive an AQD of 2A3 (PMI select). Upon receiving their master's degree and completing 24 months in an instructor billet at USNA as a PMI select, PMIs will have their AQD of 2A3 replaced with an AQD of 2A4 (PMI qualified). Officers who fail to maintain satisfactory progress in their postgraduate program and those whose academic or professional performance fails to maintain the exemplary standards required by USNA will lose their PMI AQD (2A3 or 2A4). PMIs who lose their PMI AQD will be detailed to orders as determined by their respective designator detailer within Assistant Commander, Navy Personnel Command (PERS-4).

(b) By virtue of PMI selection, selectees are serving outside of their standard career path and will no longer be entitled to special pays or bonuses for which they may have been eligible in their designator. Should an officer leave the PMI program and return to the distribution control of the parent community, they may become eligible for special pays or bonuses in their designator.

(c) PMIs will fall under the purview of their respective designator, NAVPERSCOM detailer and BUPERS-31 OCM. PMIs who maintain their PMI AQD will remain stationed at USNA until satisfying the minimum service requirements identified in subparagraph 5b(4)(f). In certain cases, upon the recommendation of the USNA Superintendent, an officer may serve in an operational or staff billet to renew the officer's operational currency and subsequently be reassigned to USNA. In such circumstance, PERS-4 will issue bundled orders for the PMI to return to USNA upon completion of the operational or staff tour.

(d) PMI program officers selected for promotion to commander (O-5) will lose their PMI AQD and will be available for detailing to another command. The planned rotation date for PMI program officers selected for promotion should be no earlier than 12 months from the release of the NAVADMIN which announced their selection for promotion.

(6) PMI fields of study and approved civilian institutions can be found on the USNA website under Officer Faculty Opportunities.

6. PMP and PMI Selection Process.

a. **Timeline.** Dates specified in subparagraphs 6a(1) through 6a(5) are approximate, counting back from the board convening month, normally August of the year prior to graduate school matriculation for PMPs and October of the year prior to commencing PMI program assignment to USNA. The PMP Portal found under the Restricted Line OCM page on the official MyNavy HR website will announce specific dates, application procedures and formatting guidance.

(1) Board Convening Month Minus 10 Months. USNA, NPS and NAVWARCOL will provide prioritized input to the BUPERS-31 OCM, specifying the fields of study needed for direct entry into a PMP instructing billet for the summer following board convening month (normally, board convening month plus 12 months), for entry into a doctoral program (normally 12 months after board convening) or for entry into a PMI program instructor billet for the summer following the board convening month (normally 10 months after board convening) or for PMI program entry into a master's program (normally 10 months after board convening). In coordination with USNA, NPS and NAVWARCOL, Graduate Education and Training Placement (PERS-440F) must provide input to CNO (N7) and OPNAV (N71) for inclusion in the strategic education and academic plan, indicating the number of doctoral candidates that will be required at NPS, AFIT or civilian institutions for the following year. OPNAV (N71), using USNA, NPS, NAVWARCOL and PERS-440F input and available individuals account funding, will determine the final annual PMP requirement.

(2) Board Convening Month Minus 9 Months. BUPERS-31 in coordination with OPNAV (N71) will advertise the call for PMP and PMI applicants and the fields of study available for the following year. Only those disciplines indicated by the institutions will be filled.

(3) Board Convening Month Minus 3 Months. PMP and PMI applicants must submit applications and other necessary documentation via the applicant's commanding officer to PERS-440F. Applicants must submit the original and two copies of the application package. One copy is for PERS-440F and one copy is for the applicant's OCM.

(4) Board Convening Month Minus 2 Months. PERS-440F will provide the ultimate gaining institution (USNA, NPS or NAVWARCOL) and appropriate OCMs one copy of each application to be considered by the board.

(a) Gaining institutions will evaluate and endorse applications with respect to teaching experience. Endorsements must be provided to PERS-440F no later than board convening month minus 2 weeks.

(b) For the PMP selection board, OCMs will identify designators that are eligible to transfer a limited number of active-duty officers from their current designators to the PMP competitive category (designator 1230). For the PMI selection board, OCMs will identify designators and year groups that are eligible to have a limited number of active-duty officers

compete for selection to fill designated USNA instructor billets. OCMs will provide PERS-440F with a list of the applicants for the PMP and the PMI who meet all eligibility criteria for the respective selection board. For those officers deemed ineligible to compete for selection at their respective board, OCMs will provide PERS-440F with justification for an applicants' ineligible status. OCM input to PERS-440F should be provided no later than board convening month minus 2 weeks.

(5) Board Convening Month. The selection board convenes and, upon completion, notifies selectees and non-selectees via correspondence from PERS-44.

b. PMP Selection Boards. USNA, NAVWARCOL and NPS will execute PMP board functions within their respective institutions. PERS-44 will provide the required administrative board support. The USNA Superintendent, NAVWARCOL President or NPS President should normally serve as the president of the PMP selection board. The selection process for eligible applicants must include a comprehensive fitness report review, confirmation of an applicant's eligibility per this instruction and review of input from the ultimate gaining institution regarding billet fill priorities and endorsement of applicants' teaching experience.

c. PMP Selectees Fields of Study and Approved Educational Institutions. Once selected for the PMP program those requiring a PhD must complete doctoral studies within 3 years at NPS and AFIT or within 4 years at a civilian institution. Selectees for assignment to USNA will attend NPS or a top-tier civilian institution for their PhD education, subject to the needs of the gaining academic department and the approval of the Superintendent, USNA. NPS may be designated as the only option for certain disciplines. Selectees for assignment to NPS will attend NPS or a top-tier civilian institution for their PhD education, subject to approval of the President, NPS. Selectees for assignment to NAVWARCOL will attend a top-tier civilian institution to be determined by President, NAVWARCOL.

d. Career Progression. Career progression to captain (O-6) as a PMP is driven by PMP program requirements. In general, PMPs may face reduced promotion opportunity as compared to their legacy officer competitive category peers.

(1) PMP selectees without PhDs, upon beginning their doctoral studies, will be assigned a designator of 1230 (PMP) and an AQD of 2A1 (PMP select). Upon receiving their doctoral degrees, PMPs will have their AQD of 2A1 replaced with an AQD of 2A2 (PMP qualified) and should be assigned to an instructor billet in their respective disciplines at the institution to which they were selected.

(2) Officers who fail to maintain satisfactory progress in their PhD program and those whose academic or professional performance fails to maintain the exemplary standards required by the gaining institution (USNA, NPS or NAVWARCOL) will lose their PMP AQD (2A1 or 2A2). PMPs who lose their PMP AQD will be subject to re-designation without board action as directed in reference (e) and will be assigned based on the needs of the Navy. PMPs who lose

their PMP AQD are not required to serve until statutory retirement. PMPs who lose their PMP AQD by failing to complete their doctoral studies may be required to reimburse the government for all or a portion of the cost of their education. If recommended by the respective gaining institution (USNA, NPS or NAVWARCOL), a show cause board should be convened for PMPs who lose their PMP AQD.

(3) Selectees with PhDs should be assigned directly to teaching billets at the institution to which they were selected, transferred to the PMP competitive category (designator 1230) and assigned the AQD 2A2.

(4) Acceptance as a PMP will obligate officers with PMP AQDs to serve on active duty up to their statutory retirement date or until released from active duty.

(5) By virtue of transfer to PMP, the officer will no longer be entitled to special pays or bonuses for which he or she may have been eligible in his or her previous designator.

7. Responsibilities.

a. CNO N7 will:

(1) Serve as the requirements sponsor for the PMP program, which consists of PMP and PMI components.

(2) Issue policy guidance and directives as required.

(3) Coordinate with USNA, NPS and NAVWARCOL to determine annual PMP community and PMI program requirements.

(4) Ensure the individuals account is sufficiently funded to support PMP candidate education at NPS, AFIT or civilian institutions.

(5) Evaluate whether PMP community or PMI program officers who fail to complete their postgraduate studies are required to reimburse to the government all or a portion of the cost of their education.

(6) Serve as policy waiver authority, delegated to OPNAV N71, for PMP and PMI program issues.

b. BUPERS-31 will:

(1) Coordinate with USNA, NPS, NAVWARCOL and PERS-44 to manage the PMPs and PMIs and ensure optimum development and use. This includes supporting annual

announcement of disciplines, gaining institutions, timelines and application deadlines for each PMP community and PMI program administrative selection board cycle.

(2) Assign a BUPERS-31 PMP OCM for all PMP officer assignment and career development functions.

(3) Using USNA, NAVWARCOL and NPS billet designator requirements, identify officers within designators and year groups that are eligible to compete at the PMP and PMI selection boards.

(4) Evaluate the eligibility of applicants to compete at the PMP and PMI selection boards and provide this evaluation to PERS-44.

(5) Execute PMP continuation functions with the assistance of USNA, NAVWARCOL and NPS and maintain records of actions concerning continuation on active duty and provide notifications to selectees.

c. PERS-44 will:

(1) Receive PMP and PMI applications, conduct initial screening of applications for completeness and forward applications via USNA, NPS or NAVWARCOL cognizant OCM, as appropriate, for selection board action.

(2) Execute the annual PMP and PMI selection boards with assistance as necessary from USNA, NPS and NAVWARCOL. Maintain records of selection board actions and provide notifications to selectees.

(3) Announce results of the PMP and PMI selection boards via the official MyNavy HR website.

(4) Receive PMP selection board actions and assign appropriate PMP AQD codes to selected officers.

(5) Receive PMI selection board actions and assign appropriate PMI AQD codes to officers selected for the PMI program.

(6) Establish policy for conducting a PMP qualification review board, which is to be convened by USNA, NPS or NAVWARCOL to determine if it is appropriate to remove an officer's PMP AQD for reasons of performance, professional aptitude or failure to complete required education (doctoral degree for PMP; or graduate degree for PMI) in a timely manner.

d. Superintendent, USNA will:

- (1) Coordinate with PERS-44 and BUPERS-31 regarding the PMP selection board process and PMP management.
- (2) Coordinate with PERS-44 and BUPERS-31 regarding the PMI selection board process and PMI management.
- (3) Review PMP and PMI applications as necessary for suitability against the requirements of this instruction.
- (4) Fund tuition, books and appropriate fees for PMP and PMI selectees for USNA who attend a Navy-funded postgraduate program (master's for PMI; PhD for senior PMP) at NPS or civilian institutions.
- (5) Coordinate with CNO (N1) to ensure sufficient individuals account funding exists in the individuals account UIC to support USNA PMP and PMI education at NPS, AFIT or civilian institutions.
- (6) Endorse, positively or negatively, PMP requests for continuation beyond statutory retirement and forward the package to SECNAV, via BUPERS-31, Chief of Naval Personnel and CNO.
- (7) Establish policy and convene and chair a PMI qualification review board as directed in reference (d) and NAVPERSCOM policy to determine if it is appropriate to remove an officer's PMI AQD for reasons of performance, professional aptitude or failure to complete a master's degree in a timely manner. Notify Commander, Navy Personnel Command (COMNAVPERSCOM) via BUPERS-31 and PERS-44 in instances in which the PMI qualification review board determines an officer has lost the PMI AQD and is subject to being detailed to an assignment outside of USNA.
- (8) When necessary, convene and chair a PMP qualification review board for PMPs serving at USNA whose performance, professional attitude or failure to complete required graduate education requirements limits their continued service as a PMP. USNA will conduct the PMP qualification review board as directed in reference (d) and NAVPERSCOM policy to determine if it is appropriate to remove an officer's PMP community AQD. In unique situations, the PMP qualification review board may conclude an officer's performance or conduct is so beneath that expected of a Navy officer as to warrant a recommendation for the officer to show cause for retention. In those circumstances, the PMP qualification review board will forward such recommendation to COMNAVPERSCOM, as the Navy show cause authority, for consideration. Should COMNAVPERSCOM concur with the recommendation, the PMP qualification review board will forward COMNAVPERSCOM's decision along with supporting documentation to NAVPERSCOM Career Progression (PERS-8) for commencement of show cause proceedings.

e. President, NAVWARCOL will:

(1) Coordinate with PERS-44 and BUPERS-31 regarding the PMP selection board process and officer management.

(2) Review PMP applications as necessary for suitability against the requirements of this instruction.

(3) Coordinate with CNO (N1) to ensure sufficient individuals account funding exists in the individuals account UIC to support NAVWARCOL PMP education at civilian institutions.

(4) Fund tuition, books and appropriate fees for PMP selectees for NAVWARCOL who will attend a Navy-funded PhD program at a civilian institution.

(5) When necessary, convene and chair PMP qualification review board as directed in reference (d) and NAVPERSCOM policy for PMPs serving at NAVWARCOL whose performance, professional attitude or failure to complete required graduate education requirements limits their continued service as a PMP. NAVWARCOL will conduct the PMP qualification review board per NAVPERSCOM policy to determine if it is appropriate to remove an officer's PMP community AQD. In unique situations, the PMP qualification review board may conclude an officer's performance or conduct is so beneath that expected of a Navy officer as to warrant a recommendation for the officer to show cause for retention. In those circumstances, the PMP qualification review board will forward such recommendation to COMNAVPERSCOM, as the Navy show cause authority, for consideration. Should COMNAVPERSCOM concur with the recommendation, the PMP qualification review board will forward COMNAVPERSCOM's decision along with supporting documentation to PERS-8 for commencement of show cause proceedings.

f. President, NPS will:

(1) Coordinate with PERS-44 and BUPERS-31 regarding the PMP selection board process and officer management.

(2) Review PMP applications as necessary for suitability against the requirements of this instruction.

(3) Conduct PhD education program for PMPs selected for NPS.

(4) Fund tuition, books and appropriate fees for PMP selectees for NPS who will attend a Navy-funded PhD program at a civilian institution.

(5) When necessary, convene and chair a PMP qualification review board as directed in reference (d) and NAVPERSCOM policy for PMPs serving at NPS whose performance,

professional attitude or failure to complete required graduate education requirements limits their continued service as a PMP. NPS will conduct the PMP qualification review board per NAVPERSCOM policy to determine if appropriate to remove an officer's PMP community AQD. In unique situations, the PMP qualification review board may conclude an officer's performance or conduct is so beneath that expected of a Navy officer as to warrant a recommendation for the officer to show cause for retention. In those circumstances, the PMP qualification review board will forward such recommendation to COMNAVPERSCOM, as the Navy show cause authority, for consideration. Should COMNAVPERSCOM concur with the recommendation, the PMP qualification review board will forward COMNAVPERSCOM's decision along with supporting documentation to PERS-8 for commencement of show cause proceedings.

8. Records Management.

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the Department of the Navy Assistant for Administration, Directives and Records Management Division portal page at <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>.

b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact the local records manager or the OPNAV Records Management Program (DNS-16).

9. Review and Effective Date. Per OPNAVINST 5215.17A, OPNAV N71 will review this instruction annually around the anniversary of its issuance date to ensure applicability, currency and consistency with Federal, Department of Defense, SECNAV and Navy policy and statutory authority using OPNAV 5215/40 Review of Instruction. This instruction will be in effect for 10 years, unless revised or cancelled in the interim and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the exceptions in OPNAVINST 5215.17A, paragraph 9. Otherwise, if the instruction is no longer required, it will be processed for cancellation as soon as the need for cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.



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Deputy Chief of Naval Operations
(Warfighting Development)

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