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OPNAV INSTRUCTION 1520.40B

From: Chief of Naval Operations

Subj: PERMANENT MILITARY PROFESSOR PROGRAM

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(g) SECNAVINST 1420.1B

Encl: (1) Permanent Military Professor (PMP) Fields of Study
and Approved Educational Institutions
(2) Junior Permanent Military Professor (JPMP)
Application Procedures
(3) Application Format for Junior Permanent Military
Professor (JPMP) Applications
(4) Permanent Military Professor (PMP) Application
Procedures
(5) Application Format for Permanent Military Professor
(PMP) Applications

1. Purpose. To issue information, policy, and procedural guidance for the management of permanent military professors (PMP) and junior permanent military professors (JPMP) at the United States Naval Academy (USNA), Naval Postgraduate School (NAVPGSCOL), and Naval War College (NAVWARCOL).

2. Cancellation. OPNAVINST 1520.40A.

3. Background

a. This instruction addresses the PMP and JPMP components. The PMP program was created in 1997 to establish a cadre of career naval officers in the grades of captain and commander, 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 reference (a), PMPs transitioned to their own competitive category (1230 designator) on 30 September 2009. PMP officers at the USNA, NAVPGSCOL, and NAVWARCOL, as well as all PMP students, are included as members of the competitive category.

b. The JPMP component was announced in 2010 (reference (b)) to stabilize and strengthen the officer-instructor component of the USNA faculty, and 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 JPMP program to remain in their current unrestricted line (URL) or Information Dominance Corps (IDC) designator and receive an additional qualification designator (AQD).

4. Policy

a. PMP

(1) PMP officers help meet the demands for senior military instructors at USNA, NAVPGSCOL, 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 and officers.

(2) PMPs shall fill authorized billets at USNA, NAVPGSCOL, and NAVWARCOL. USNA is authorized up to 50 PMPs, consisting of at least 34 commander (O-5) billets and up to 16 captain (O-6) billets. PMPs selected to instruct at USNA not

already possessing a relevant Doctor of Philosophy (PhD) degree shall attend designated civilian institutions, NAVPGSCOL, or Air Force Institute of Technology (AFIT) to obtain a PhD. NAVPGSCOL is authorized up to four O-5 PMPs. PMPs selected to instruct at NAVPGSCOL who do not already possess a PhD shall obtain a PhD while assigned to NAVPGSCOL. NAVWARCOL is authorized up to three O-5 PMPs. PMPs selected to instruct at NAVWARCOL who do not already possess a PhD shall obtain a PhD at one of several civilian institutions within the local commuting area.

(3) Per reference (c), section 523(b), up to 50 PMPs assigned to USNA shall be exempt from Navy officer control grade limitations. Per reference (c), section 6970A, authority to continue USNA PMPs beyond statutory retirement limits shall be implemented using the guidance in paragraph 8 of this instruction.

(4) As noted in paragraph 4a(2), PMP O-6 billets are only authorized at the USNA. By default, all O-6 PMPs shall be assigned to the USNA, without exception. Only O-5s shall be considered for PMP assignment to NAVWARCOL and NAVPGSCOL. A captain select can expect to be contacted by his or her detailer for orders to USNA. PMP acceptance of promotion to O-6 connotes assignment to 1 of 16 O-6 billets at USNA. USNA shall be given the option of accepting selectees onto the USNA faculty, and if accepted, the PMP detailer shall reassign the officer to USNA. If USNA does not desire the PMP O-6 selectee to join their faculty, the officer shall remain on board his or her current institution (NAVWARCOL or NAVPGSCOL). The annual PMP promotion board precept to O-6 shall reflect the requirements and clearly articulate the community's needs.

(5) Applicants for PMP program selection will meet the following criteria:

(a) Grade. PMP applicants must be selected for or serving in the grade of O-5 or O-6. Officers selected for or serving in the grade of O-6 should apply only if already in possession of a completed doctorate in the discipline they propose to teach and if the annual naval administrative message (NAVADMIN) announces a vacancy in the rank of O-6. In order to ensure the best value for the significant investment the Navy makes in a PMP officer, an annual NAVADMIN shall also announce eligible year groups an officer must be in to apply. The

designated year group shall ensure a return on the Navy's educational investment. Year group eligibility and pay grade requirements should only be waived for those applicants who can serve at least 6 years as a PMP upon completion of the PhD degree and prior to statutory retirement.

(b) Requirements. If an O-5 selected in the Fall PMP board for a position at either NAVPGSCOL or NAVWARCOL is subsequently selected in the January statutory O-6 board for captain prior to beginning their doctoral studies, that officer will no longer be eligible for PMP. As there is no requirement for a captain PMP at NAVPGSCOL or NAVWARCOL, the PMP offer shall be rescinded and their current community detailer shall contact them for new orders.

(c) Active Duty. PMP applicants must be an active-duty URL or IDC naval officer. Selected Reserve officers, officers of other Military Services, and retired officers are not eligible. Full-time support (FTS) officers are eligible to apply, but selections are dependent on indefinite recall quota availability. No more than one FTS officer shall be selected for PMP in a fiscal year.

(d) Warfare Qualified. A PMP applicant must be warfare qualified. Warfare-qualified is defined as being currently eligible to wear the warfare pin of a URL or IDC community (1110, 1120, 1130, 1140, 1310, 1320, and 18XX). A limited number of waivers for warfare qualification may be offered. Officers otherwise qualified desiring to be considered for waiver of the warfare qualification must document their request for a waiver and its basis in their applications.

(e) Educational Background. If not already possessing a PhD, applicants must be accepted into a Navy sponsored doctoral degree at NAVPGSCOL, AFIT, or a Navy-approved civilian institution. If not already accepted into a civilian institution, NAVPGSCOL, or AFIT, selection for PMP should 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 listed in the most current PMP NAVADMIN. The selected PhD program must be completed within 3 years at NAVPGSCOL and AFIT, or within 4 years at a civilian institution. Officers already enrolled in a PhD program for a required discipline that is not listed in either enclosure (1) of this

instruction or in the applicable NAVADMIN 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.

(f) Service Obligation. Once designated as a PMP, PMP officers are obligated to remain on active duty through statutory retirement: 28 years of active commissioned service for O-5s and 30 years for O-6s. 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, NAVPGSCOL, NAVWARCOL), Bureau of Naval Personnel (BUPERS), Officer Military Community Manager (BUPERS-31), Navy Personnel Command (NAVPERSCOM), Director Restricted Line and Staff Corps Officer Distribution and Special Placement (PERS-44), and NAVPGSCOL or AFIT, if educated at either institution, to determine appropriate actions regarding reassignment. An officer whose PMP AQD is revoked shall remain in the PMP competitive category and shall be assigned based on the needs of the Navy. Officers whose PMP AQD is revoked because of circumstances described in this paragraph, shall have his or her educational active-duty service obligation determined under reference (c) as updated by reference (d).

(g) 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 6 years as a PMP upon completion of the PhD degree.

(h) Assignment Availability. Applicants must complete at least 1 year at their current command prior to transferring to commence a PhD program or begin full time teaching as a PMP. Officers serving in a joint command must be within 1 year of completion of a minimum of 34 months in their joint command tour. Officers who are committed to a specific community through a continuous pay agreement (i.e., nuclear

officer incentive pay, aviation career continuation pay) or a similar service agreement must be within 1 year of completion of the agreed upon service obligation.

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

(6) All designated PMP officers shall fall under the purview of the NAVPERSCOM, Human Resources Detailer (PERS-4421) and BUPERS-31 for assignment and community management. Assigned billets shall be specified by the respective institutions and managed by the human resources officer community manager (OCM).

(7) PMP promotion to O-6 shall be achieved through annual selection boards. Statutory promotion for PMPs shall be managed per the total PMP O-6 end-strength at USNA. Promotion opportunity to O-6 shall be established with the dual goals of maintaining up to 16 PMP O-6s, and ensuring relatively stable promotion opportunity in each of the next 5 years. Per reference (e), Office of the Chief of Naval Operations, Director, Information, Analysis and Development (OPNAV (N15)) and USNA shall coordinate with BUPERS-31 and OPNAV, Director, Military Personnel Plans and Policy (OPNAV (N13)) in the timely submission of annual promotion board plans for PMPs.

(8) Continuation as a PMP at USNA beyond statutory retirement. Reference (c), section 6970A, authorizes the Secretary of the Navy (SECNAV) to defer the retirement of a PMP assigned to USNA and to continue the PMP on active duty. Reference (d) delineates procedure and policy for continuation on active duty of regular commissioned officers. Continuation for PMPs shall be per reference (d).

b. JPMP

(1) JPMP officers help meet the demands for military instructors at the USNA. The JPMP program provides a stable source of officers in the grade of lieutenant commander with the appropriate professional experience and academic preparation to teach at the USNA. JPMPs offer greater staffing stability, improved return on investment, and more experienced classroom

instruction to USNA midshipmen. As with senior PMPs, the goal of the JPMP program is better-educated midshipmen and officers.

(2) The JPMP component seeks post-department head URL or IDC lieutenant commanders with relevant master's degrees and preferably with teaching experience to join the faculty of USNA. JPMPs shall provide full-time instructional support and serve as uniformed role models with proven fleet performance. These officers shall 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) JPMPs shall fill authorized billets at the USNA. USNA is authorized up to 40 JPMPs, consisting entirely of lieutenant commander (O-4) billets. Subject to individuals account funding, JPMPs not already possessing a relevant master's degree may attend designated civilian institutions to obtain a master's degree. Normally, competitive JPMPs 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 JPMP program shall be provided up to 24 months to finish a relevant master's degree with full pay, allowances and tuition.

(4) Applicants for JPMP program selection will meet the following criteria:

(a) Grade. Applicants must be selected for or serving in the grade of lieutenant commander (O-4). In order to ensure the best value for the significant investment the Navy makes in a PMP officer, an annual NAVADMIN shall also announce year groups eligible to apply. The designated year groups should ensure a return on the Navy's educational investment. Year group eligibility and pay grade requirements shall only be waived for those applicants who can serve at least 6 years as a JPMP upon completion of the master's degree and prior to statutory retirement.

(b) Active Duty. JPMP applicants must be an active-duty URL or IDC naval officer. Selected Reserve officers, FTS officers, officers of other Military Services, and retired officers are not eligible.

(c) Warfare Qualified. A JPMP applicant must be warfare qualified. Warfare-qualified is defined as being currently eligible to wear the warfare pin of a URL community or IDC community (1110, 1120, 1130, 1140, 1310, 1320, 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 relevant master's degree, applicants must be academically eligible to pursue a Navy sponsored master's degree at NAVPGSCOL, AFIT, or be accepted to a Navy-approved civilian institution. If not already accepted into a civilian institution, selection for JPMP shall be contingent on the officers gaining acceptance for studies. An applicant must qualify for entry into a master's program in one of the fields listed in the most current JPMP NAVADMIN. 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 listed in either enclosure (1) of this instruction or in the applicable NAVADMIN for the year in which they are applying shall be considered by the JPMP selection board on a case-by-case basis. Officers in this circumstance who are petitioning the JPMP 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 PMP.

(e) Service Obligation. Once accepted into the JPMP program, JPMP officers are obligated to remain on active duty through retirement. JPMP officers who have multiple failures of selection shall 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 shall be reviewed on a case-by-case basis by USNA, BUPERS-31, and PERS-44, to determine appropriate actions regarding reassignment. Normally, a JPMP officer who is released from USNA should receive follow-on orders. For those officers released from the JPMP program because of circumstances described in this paragraph, educational active-duty service obligation shall be

determined under reference (e) as updated by reference (f). JPMP officers who lose their JPMP program AQD by failing to complete their postgraduate studies should 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 JPMP upon completion of the master's degree.

(g) Assignment Availability. Applicants must complete at least 1 year at their current command prior to transferring to commence a master's program or begin full time teaching as a JPMP. Officers serving in a joint command must be within 1 year of completion of a minimum of 34 months in their joint command tour. Officers who are committed to a specific community through a continuous pay agreement (i.e., nuclear officer incentive pay, aviation career continuation pay) or a similar service agreement must be within 1 year of completion of the agreed upon service obligation. Officers who have received funded graduate education from their current community must complete the associated obligated service identified in reference (f) prior to transferring to begin full-time instructor duties as a JPMP.

(h) Teaching Experience. Consideration should be given to JPMP applicants with documented successful teaching experience, preferably at the undergraduate level. The most competitive JPMP 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) JPMP 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. Because JPMPs shall have served at USNA for an extended period of time prior to their in-zone look for promotion to O-5, JPMPs may promote at lower rates when compared to other officers in their designator who stayed in the standard competitive category career path.

(a) Unlike their PMP counterparts, JPMP selectees remain in their current URL or IDC designator and receive an AQD of 2A3 (JPMP select). Upon receiving their master's degree and completing 24 months in an instructor billet at USNA as a JPMP select, JPMPs shall have their AQD of 2A3 replaced with an AQD of 2A4 (JPMP 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 shall lose their JPMP AQD (2A3 or 2A4). JPMP officers who lose their JPMP AQD shall be detailed to orders as determined by their respective designator detailee within Deputy Commander, Navy Personnel Command (PERS-4).

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

(c) JPMPs shall fall under the purview of their respective designator NAVPERSCOM detailee and BUPERS-31 OCM. JPMPs who maintain their JPMP AQD shall remain stationed at USNA until satisfying the minimum service requirements identified in previous section (paragraph 4b(4)(f)). In certain cases, upon the recommendation of the USNA Superintendent, an officer could 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 JPMP officer to return to USNA upon completion of the operational or staff tour.

(d) JPMP program officers selected for promotion to O-5 shall lose their JPMP AQD and should be available for detailing to another command. The planned rotation date for JPMP 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) JPMP applicants shall refer to enclosures (2) and (3) for application procedures and application format.

(7) JPMP fields of study and approved civilian institutions can be found at: <http://www.usna.edu/AcDean/offpos/get.html>. This list of schools is coterminous with the academic disciplines and institutions available for the USNA's Graduate Education and Teaching program.

5. PMP and JPMP Selection Process

a. PMP Timeline. Dates below 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 JPMP program assignment to USNA. Specific dates shall be announced via annual NAVADMIN.

(1) Board Convening Month Minus 10 Months. USNA, NAVPGSCOL, and NAVWARCOL, shall provide prioritized input to 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 JPMP program instructor billet for the summer following the board convening month (normally, 10 months after board convening), or for JPMP program entry into a master's program (normally, 10 months after board convening). In coordination with USNA, NAVPGSCOL, and NAVWARCOL, Graduate Education and Training Placement (PERS-440F) should provide input to CNO (N1) and OPNAV (N15) for inclusion in the Advanced Education Quota Plan, indicating the number of doctoral candidates that shall be required at NAVPGSCOL, AFIT, or civilian institutions for the following year. OPNAV (N15), using USNA, NAVPGSCOL, NAVWARCOL, and PERS-440F input and available individuals account funding, shall determine the final annual PMP requirement.

(2) Board Convening Month Minus 9 Months. BUPERS-31 shall publish via NAVADMIN through OPNAV (N15) the call for PMP and JPMP applicants, the fields of study available, and year group eligibility for the following year. Only those disciplines indicated in the NAVADMINs shall be filled.

(3) Board Convening Month Minus 3 Months. Per enclosure (4), PMP applicants shall submit enclosure (5) and other necessary documentation via the applicant's commanding officer

(CO) to PERS-440F. Per enclosure (2), JPMP applicants shall submit enclosure (3) and other necessary documentation via the applicant's CO 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 shall provide the ultimate gaining institution (USNA, NAVPGSCOL, or NAVWARCOL) and appropriate OCMs one copy of each application to be considered by the board.

(a) Gaining institutions shall 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 shall identify designators and year groups 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 JPMP selection board, OCMs shall 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 shall provide PERS-440F with a list of the applicants for the PMP and the JPMP who meet all eligibility criteria for the respective selection board. For those officers deemed ineligible to compete for selection at their respective board, OCMs shall provide PERS-440F with justification for the 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, selectees and non-selectees shall be notified via correspondence from PERS-44 and NAVADMIN.

b. PMP Selection Boards. PERS-44 shall execute all PMP board functions. The USNA Superintendent, NAVWARCOL President, or NAVPGSCOL President should normally serve as the president of the PMP selection board. The selection process for eligible applicants shall 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. Career Progression. Career progression to O-6 as a PMP is driven by PMP 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, shall be assigned a designator of 1230 (PMP) and an AQD of 2A1 (PMP select). Upon receiving their doctoral degrees, PMPs shall 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. 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, NAVPGSCOL, NAVWARCOL) shall lose their PMP AQD (2A1 or 2A2). PMP officers who lose their PMP AQD remain in the competitive category, but are eligible to apply for transfer or redesignation. If not subsequently approved for transfer or redesignation to another competitive category, they are eligible to be detailed to orders as determined by PERS-4 for the remainder of their career. PMP officers who lose their PMP AQD are not required to serve until statutory retirement. PMP officers 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, NAVPGSCOL, NAVWARCOL), a show cause board should be convened for PMP officers who lose their PMP AQD.

(2) 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.

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

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

6. Responsibilities

a. CNO (N1) shall:

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

(2) Issue policy guidance and directives as required.

(3) Approve changes to the sizes of the PMP and JPMP components.

(4) Liaise with Superintendent, USNA to ensure sufficient individuals account funding exists in the individuals account unit identification code (UIC) for the PMP program to support PMP program student education at NAVPGSCOL, AFIT, or civilian institutions.

(5) Publish annual PMP community and JPMP program requirements by NAVADMIN.

(6) Evaluate whether PMP community or JPMP 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.

b. BUPERS-31 shall:

(1) Coordinate with USNA, NAVPGSCOL, NAVWARCOL, and PERS-44 to manage the PMPs and JPMPs, and ensure optimum development and use. This includes initiating annual NAVADMIN messages announcing disciplines, gaining institutions, timelines, and application deadlines for each PMP community and JPMP program administrative selection board cycle.

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

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

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

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

c. PERS-44 shall:

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

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

(3) Draft NAVADMIN announcing results of the PMP and JPMP selection boards, and submit to CNO (N1) via OPNAV (N15) for release.

(4) Receive PMP selection board actions and assign appropriate PMP AQD codes to selected officers. AQD 2A1 is assigned to the PMP when transferred to a university to begin doctoral studies. Upon receiving a PhD and transferring to an institution to teach, AQD 2A2 is assigned to the PMP and AQD 2A1 is removed. For officers who are in possession of a PhD when selected for the PMP community, AQD 2A2 is assigned to PMP when transferred to an institution to begin teaching. PMP AQDs shall be removed for 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, NAVPGSCOL or NAVWARCOL).

(5) Receive JPMP selection board actions and assign appropriate JPMP AQD codes to officers selected for the JPMP program. 2A3 is assigned to JPMP program selects who have not yet completed 24 months in an instructor billet at USNA. Upon completing 24 months in an instructor billet at USNA as a JPMP select, JPMPs should have their AQD of 2A3 replaced with an AQD of 2A4. JPMP AQDs shall be removed for officers who fail to maintain satisfactory progress in their postgraduate program and for those whose academic or professional performance fails to maintain the exemplary standards required by USNA.

(6) Establish policy for conducting a PMP qualification review board, which is to be convened by USNA, NAVPGSCOL, 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 - PMP or graduate degree - JPMP) in a timely manner.

d. Superintendent, USNA shall:

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

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

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

(4) Fund tuition, books, and appropriate fees for PMP and JPMP selectees for USNA who shall attend a Navy-funded postgraduate program (master's for JPMP; PhD for senior PMP) at NAVPGSCOL or civilian institutions.

(5) Liaise with CNO (N1) to ensure sufficient individuals account funding exists in the individuals account UIC to support USNA PMP and JPMP education at NAVPGSCOL, 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, convene and chair a JPMP qualification review board per reference (g) and NAVPERSCOM policy to determine if appropriate to remove an officer's JPMP AOD 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 JQRB determines an officer has lost the JPMP AOD and is subject to being detailed to an assignment outside of USNA.

(8) When necessary, convene and chair a PMP qualification review board for PMP officers serving at USNA whose performance, professional attitude, or failure to complete required graduate education requirements limits their continued service as a PMP. USNA shall conduct the PMP qualification review board per reference (g) and NAVPERSCOM policy to determine if it is appropriate to remove an officer's PMP community AOD. 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 shall forward such recommendation to COMNAVPERSCOM, as the Navy show cause authority, for consideration. Should COMNAVPERSCOM concur with the recommendation, the PMP qualification review board shall forward COMNAVPERSCOM's decision along with supporting documentation to NAVPERSCOM Career Progression (PERS-8) for commencement of show cause proceedings.

e. President, NAVWARCOL shall:

(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) Arrange and fund PhD education program at a college or university within the local commuting area for senior PMPs selected to instruct at NAVWARCOL.

(4) When necessary, convene and chair PMP qualification review board per reference (g) and NAVPERSCOM policy for PMP officers serving at NAVWARCOL whose performance, professional

attitude, or failure to complete required graduate education requirements limits their continued service as a PMP. NAVWARCOL shall 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 shall forward such recommendation to COMNAVPERSCOM, as the Navy show cause authority, for consideration. Should COMNAVPERSCOM concur with the recommendation, the PMP qualification review board shall forward COMNAVPERSCOM's decision along with supporting documentation to PERS-8 for commencement of show cause proceedings.

f. President, NAVPGSCOL shall:

(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.

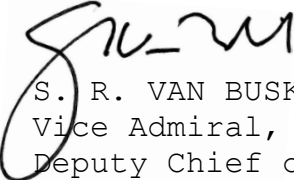
(3) Conduct PhD education program for PMPs selected for NAVPGSCOL.

(4) When necessary, convene and chair a PMP qualification review board per reference (g) and NAVPERSCOM policy for PMP officers serving at NAVPGSCOL whose performance, professional attitude, or failure to complete required graduate education requirements limits their continued service as a PMP. NAVPGSCOL shall 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 shall forward such recommendation to COMNAVPERSCOM, as the Navy show cause authority, for consideration. Should COMNAVPERSCOM concur with the recommendation, the PMP

OPNAVINST 1520.40B
16 May 2013

qualification review board will forward COMNAVPERSCOM's decision along with supporting documentation to PERS-8 for commencement of show cause proceedings.

7. Records Management. Records created as a result of this instruction, regardless of media and format, shall be managed per SECNAV Manual 5210.1 of January 2012.



S. R. VAN BUSKIRK
Vice Admiral, U.S. Navy
Deputy Chief of Naval Operations
(Manpower, Personnel, Training
and Education)

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PERMANENT MILITARY PROFESSOR (PMP) FIELDS OF STUDY AND APPROVED
EDUCATIONAL INSTITUTIONS

1. The following lists all PMP academic disciplines and the associated approved education institutions for PhD studies in these areas. An annual PMP NAVADMIN shall add or delete universities and graduate departments from these lists. Doctoral studies must be completed within 3 years at NAVPGSCOL and AFIT and within 4 years at a civilian institution.

- a. Aeronautical Engineering
 - (1) AFIT
 - (2) University of Maryland (Rotorcraft Engineering)
- b. Astronautical Engineering: NAVPGSCOL
- c. Chemistry
 - (1) University of California-Berkeley
 - (2) Massachusetts Institute of Technology
 - (3) Stanford University
 - (4) Harvard University
 - (5) University of Texas-Austin
- d. Computer Science
 - (1) NAVPGSCOL
 - (2) University of Maryland
 - (3) Massachusetts Institute of Technology
 - (4) Carnegie-Mellon University
 - (5) University of Texas-Austin

- (6) Stanford University
- (7) University of California-Berkeley
- e. Computer Engineering
 - (1) Carnegie-Mellon University
 - (2) Massachusetts Institute of Technology
 - (3) Stanford University
 - (4) University of Texas-Austin
- f. Economics
 - (1) Princeton University
 - (2) Stanford University
 - (3) University of Chicago
 - (4) University of North Carolina
 - (5) University of Pennsylvania
 - (6) University of Virginia
- g. Electrical Engineering: NAVPGSCOL
- h. English
 - (1) Yale University
 - (2) University of Washington-Seattle
 - (3) University of Texas-Austin
 - (4) University of Illinois-Urbana
 - (5) University of Michigan-Ann Arbor

(6) Princeton University

(7) Pennsylvania State University-State College

i. History (sub-disciplines, such as naval and military history, or Middle Eastern history and Islamic studies, may be prescribed in NAVADMIN)

(1) University of California (any campus)

(2) Yale University

(3) University of Chicago

(4) Duke University

(5) Harvard University

(6) University of Wisconsin

(7) Princeton University

j. Language Studies

(1) Spanish: Georgetown University

(2) Arabic

(a) Georgetown University

(b) University of Texas-Austin

(3) Chinese

(a) Ohio State University

(b) University of Delaware

k. Leadership

(1) Philosophy and Applied Ethics:

(a) Bowling Green State University

- (b) Catholic University
- (c) Georgetown University
- (d) Texas A&M University
- (e) University of Texas-Austin

(2) Sociology

- (a) University of Iowa (Sociology and Social Psychology)
- (b) University of Maryland (Sociology and Military Sociology)
- (c) George Mason University (Industrial and Organizational Psychology)
- (d) Duke University
- (e) Princeton University
- (f) University of California-Irvine

(3) Organizational Behavior

- (a) Stanford
- (b) Texas Tech University
- (c) University of Maryland (Organizational Behavior and Public Policy)

(4) Industrial and Organizational Psychology:

- (a) Bowling Green State University
- (b) Pennsylvania State University
- (c) University of Maryland
- (d) University of Nebraska-Lincoln

(e) George Mason University

(f) University of Illinois, Urbana-Champaign

l. Mathematics - Operations Research and Operations
Analysis: NAVPGSCOL

m. Mathematics - Applied

(1) NAVPGSCOL

(2) University of Maryland-College Park

(3) University of Texas-Austin

(4) Georgia Institute of Technology

(5) Pennsylvania State University

(6) Johns Hopkins University

n. Mathematics - Statistics

(1) Florida State University

(2) North Carolina State University

(3) University of Florida

(4) Iowa State University

(5) University of Pittsburgh

o. Mechanical Engineering (sub-disciplines, such as
materials science, fluids, or propulsion systems, may be
prescribed in NAVADMIN)

(1) NAVPGSCOL

(2) Massachusetts Institute of Technology

(3) Georgia Institute of Technology

- (4) University of Virginia
- (5) Rensselaer Polytechnical Institute
- p. Meteorology: NAVPGSCOL
- q. Naval Architecture
 - (1) Massachusetts Institute of Technology
 - (2) University of California-Berkeley
 - (3) University of Michigan-Ann Arbor
- r. Oceanography: NAVPGSCOL
- s. Physics (sub-disciplines, such as atomic, molecular and optical, may be prescribed in NAVADMIN)
 - (1) NAVPGSCOL
 - (2) Harvard University
 - (3) Massachusetts Institute of Technology
 - (4) Rice University
 - (5) University of Maryland-College Park
- t. Ocean Engineering
 - (1) Florida Atlantic University
 - (2) Massachusetts Institute of Technology
 - (3) Oregon State University
 - (4) Texas A&M University
 - (5) University of Delaware
 - (6) University of Florida
 - (7) University of Hawaii

u. Political Science

- (1) Harvard University - Department of Government
- (2) Princeton University - Department of Politics
- (3) Stanford University
- (4) Yale University
- (5) University of California-Berkeley
- (6) University of Michigan-Ann Arbor
- (7) University of Rochester

v. Weapons and Systems Engineering (specific concentrations, such as electrical engineering or mechanical engineering will be prescribed in NAVADMIN): NAVPGSCOL

2. Specific discipline needs that must be addressed during a particular selection cycle will be announced annually via a PMP NAVADMIN.

JUNIOR PERMANENT MILITARY PROFESSOR (JPMP) APPLICATION
PROCEDURES

1. Applicants with Master's. Submit application (enclosure 5) and two copies via the applicant's CO to PERS-440F. One copy is for PERS-440F, and one copy is for the applicant's OCM. CO's endorsement shall comment on the motivation and potential of the applicant and provide a specific recommendation concerning the request.

2. Applicants without Master's

a. Submit application (enclosure (5)) and two copies via the applicant's CO to PERS-440F. One copy is for PERS-440F and one copy is for the applicant's OCM. Application package must include all associated acceptance documentation from the appropriate civilian institution, if available. CO's endorsement shall comment on the motivation and potential of the applicant and provide a specific recommendation concerning the request.

b. If an applicant has been accepted into more than one Master's program, the gaining Navy institution shall determine which program the applicant shall attend.

OPNAVINST 1520.40B
16 May 2013

APPLICATION FORMAT FOR JUNIOR PERMANENT MILITARY PROFESSOR
(JPMP) APPLICATIONS

1. Purpose. To request designation as a JPMP by letter to PERS-440F (as delineated below) via the applicant's CO. COs should comment on motivation and potential of applicant and provide a specific recommendation concerning the request.

2. Format

From: Grade, Full Name, and Designator
To: Navy Personnel Command (PERS-440F)
Via: Commanding Officer

Subj: REQUEST FOR SELECTION AS A JUNIOR PERMANENT MILITARY PROFESSOR (JPMP)

Ref: (a) NAVADMIN xxx/xx (Current applicable NAVADMIN)
(b) OPNAVINST 1520.40B

Encl: (1) Undergraduate and Graduate School Transcripts
(2) Civilian Institution-Taught Disciplines Only:
Graduate School Admissions Documentation
(3) Other relevant material documenting qualifications

1. I, (Applicant's Name), request selection as a junior permanent military professor (JPMP) at U.S. Naval Academy (USNA). I, (Applicant's Name), meet all the eligibility requirements as specified in references (a) and (b). The following information is provided:

a. Date of commission, date of current rank, projected rotation date, and years of active-duty service remaining after projected assignment to the USNA as a JPMP until statutory retirement at current rank.

b. Command name, command mailing address, UIC, phone number, e-mail, and postal address where I can be contacted at time of convening of selection board. If selected, I shall have XX months on board my current command when are scheduled to begin or upon transfer to USNA.

Enclosure (3)

Subj: REQUEST FOR SELECTION AS A JUNIOR PERMANENT MILITARY
PROFESSOR (JPMP)

c. Using the list of fields in enclosure (1) and the current NAVADMIN (eligible academic disciplines determined annually) indicate:

(1) The specific field or fields of graduate study qualifying for master's work. Name, position, title, and phone number of a reference who can comment on applicant's performance as a graduate student.

(2) The academic discipline(s) for which the applicant is applying for master's study and subsequent duty as a JPMP at the gaining institution.

d. For applicants not possessing a master's degree, provide letters of admission as enclosure (2) to this application, if already accepted; otherwise provide Graduate Record Examination score and date as enclosure (2).

e. Undergraduate, graduate, or other teaching experience. Cite years of experience, courses, institutions, supervisor's name, and phone number. (Include any letters of recommendation as enclosure (3)).

f. Applicant's reason for requesting designation as a JPMP.

g. Waiver

(1) If not warfare qualified, document request and rationale for a waiver of this criterion.

(2) If seeking to continue a master's program not approved by this instruction or the applicable NAVADMIN for the year in which the officer is applying for admission to the JPMP program; summarize benefit of this course of action to the Navy and to the USNA gaining the JPMP at the conclusion of their studies.

h. Acknowledgments (use subparagraph 1h(1) or subparagraph 1h(2) below, as appropriate):

Subj: REQUEST FOR SELECTION AS A JUNIOR PERMANENT MILITARY
PROFESSOR (JPMP)

(1) For applicants without a master's degree. I understand that upon acceptance to the JPMP program, I will attend the NAVPGSCOL, Air Force Institute of Technology (AFIT) or a Navy-approved civilian institution full-time and that I am expected to complete a program within 24 months for NAVPGSCHOL or AFIT or within 15 months for civilian institutions. Upon completion of a master's program, I will be assigned as an instructor at the USNA. I understand that, upon accepting JPMP status, I may be assigned to instruct at the USNA until my statutory retirement date, even if that date is later than obligated service derived from educational benefit programs or any other obligated service I have incurred. I acknowledge that accepting JPMP status is the equivalent of setting my end of obligated service to my statutory retirement date. Consideration of early release from that obligation will be processed by the Navy in the same manner as a request to be released from any active service obligation. I understand this means that my release from active duty prior to my statutory retirement date or from any other aspect of JPMP service obligation will only be as dictated by the needs of the Navy or as a result of demonstrated, substantial, and unforeseen personal hardship. I understand that JPMP program selectees compete for promotion in their current designator and that because JPMPs may have served at USNA for an extended period of time prior to their in-zone look for promotion to O-5, JPMPs may promote at lower rates when compared to other officers in their designator who stayed in the standard competitive category career path.

(2) For applicants with a master's degree. I understand that, upon selection as a JPMP, I will be assigned to the USNA. I understand that, upon accepting JPMP status, I may be assigned to instruct at the USNA until my statutory retirement date, even if that date is later than any other obligated service I have incurred. I acknowledge that accepting JPMP status is the equivalent of setting my end of obligated service to my statutory retirement date. Consideration of early release from that obligation will be processed by the Navy in the same manner as a request to be released from any active service obligation. I understand this means that my release from active duty prior

OPNAVINST 1520.40B
16 May 2013

Subj: REQUEST FOR SELECTION AS A JUNIOR PERMANENT MILITARY
PROFESSOR (JPMP)

to my statutory retirement date or from any other aspect of JPMP service obligation will only be as dictated by the needs of the Navy or as a result of demonstrated, substantial and unforeseen personal hardship. I understand that JPMP program selectees compete for promotion in their current designator and that because JPMPs may have served at USNA for an extended period of time prior to their in-zone look for promotion to O-5, JPMPs may promote at lower rates when compared to other officers in their designator who stayed in the standard competitive category career path.

2. I understand that, upon my selection and acceptance into the JPMP program, my designator will not be changed, I will remain in my parent competitive category community, and I will not be entitled to special pays or bonuses for which I may have previously been eligible.

Applicant's signature

PERMANENT MILITARY PROFESSOR (PMP) APPLICATION PROCEDURES

1. Applicants with PhD. Submit application (enclosure (5)) and two copies via the applicant's CO to PERS-440F. One copy is for PERS-440F, and one copy is for the applicant's OCM. CO's endorsement should comment on the motivation and potential of the applicant and provide a specific recommendation concerning the request.

2. Applicants without PhD

a. Submit application (enclosure (5)) and two copies via the applicant's CO to PERS-440F. One copy is for PERS-440F and one copy is for the applicant's OCM. Application package must include all associated acceptance documentation from the appropriate civilian institution, if available. CO's endorsement should comment on the motivation and potential of the applicant and provide a specific recommendation concerning the request.

b. If an applicant has been accepted into more than one graduate program, the gaining institution shall determine which doctoral program the applicant shall attend.

OPNAVINST 1520.40B
16 May 2013

APPLICATION FORMAT FOR PERMANENT MILITARY PROFESSOR (PMP)
APPLICATIONS

1. Purpose. To request designation as a PMP by letter to PERS-440F (as delineated below) via the applicant's CO. COs should comment on motivation and potential of applicant and provide a specific recommendation concerning the request.

2. Format

From: Grade, Full Name and Designator
To: Navy Personnel Command (PERS-440F)
Via: Commanding Officer

Subj: REQUEST FOR SELECTION AS A PERMANENT MILITARY PROFESSOR
(PMP)

Ref: (a) NAVADMIN xxx/xx (Current applicable NAVADMIN)
(b) OPNAVINST 1520.40B

Encl: (1) Undergraduate and Graduate School Transcripts
(2) Civilian Institution-Taught Disciplines Only:
Graduate School Admissions Documentation
(3) Other relevant material documenting qualifications

1. I, (Applicant's Name), request selection as a permanent military professor (PMP) at U.S. Naval Academy (USNA) (or Naval Postgraduate School (NAVPGSCOL) or Naval War College (NAVWARCOL)). I, (Applicant's Name), meet all the eligibility requirements as specified in references (a) and (b). The following information is provided:

a. Date of commission, date of current rank, projected rotation date, and years of active-duty service remaining after projected assignment to the gaining institution as a PMP until statutory retirement at current rank (28 years active commissioned service for O-5 and 30 years for O-6).

b. Command name, command mailing address, UIC, phone number, e-mail, and postal address where I can be contacted at time of convening of selection board. If selected, I will have XX

Enclosure (5)

SUBJ: REQUEST FOR SELECTION AS A PERMANENT MILITARY PROFESSOR
(PMP)

months on board my current command when PhD studies are scheduled to begin or upon transfer to USNA, NAVPGSCOL, or NAVWARCOL (if already in possession of a PhD).

c. Using the list of fields in enclosure (1) and the current NAVADMIN (eligible academic disciplines determined annually) indicate:

(1) The specific field or fields of postgraduate study qualifying for doctoral work. Name, position, title, and phone number of a reference who can comment on applicant's performance as a graduate student.

(2) The academic discipline(s) for which the applicant is applying for doctoral study and subsequent duty as a PMP at the gaining institution.

d. For applicants not possessing a PhD, provide letters of admission as enclosure (2) to this application, if already accepted; otherwise provide Graduate Record Examination score and date as enclosure (2).

e. Undergraduate, graduate, or other teaching experience. Cite years of experience, courses, institutions, supervisor's name, and phone number. (Include any letters of recommendation as enclosure (3)).

f. Applicant's reason for requesting designation as a PMP.

g. Waiver

(1) If not warfare qualified, document request and rationale for a waiver of this criterion.

(2) If seeking to continue a doctoral program not approved by this instruction or the applicable NAVADMIN for the year in which the officer is applying for admission to the PMP program, summarize benefit of this course of action to the Navy and to the institution gaining the PMP at the conclusion of their studies.

SUBJ: REQUEST FOR SELECTION AS A PERMANENT MILITARY PROFESSOR
(PMP)

h. Acknowledgments (use subparagraph 1h(1) or subparagraph 1h(2) below, as appropriate):

(1) For applicants without a PhD degree. I understand that upon acceptance to the PMP program, I will attend the NAVPGSCOL, Air Force Institute of Technology (AFIT) or a Navy-approved civilian institution full-time and that I am expected to complete a PhD program within 3 years for NAVPGSCHOL or AFIT or within 4 years for civilian institutions. Upon completion of a PhD program, I will be assigned as an instructor at (list gaining institution cited in PMP application). I understand that, upon accepting PMP status, I will be obligated to continue instructing at (list the above-cited gaining institution) until my statutory retirement date, even if that date is later than obligated service derived from educational benefit programs or any other obligated service I have incurred. I acknowledge that accepting PMP status is the equivalent of setting my end of obligated service to my statutory retirement date. Consideration of early release from that obligation will be processed by the Navy in the same manner as a request to be released from any active service obligation. I understand this means that my release from active duty prior to my statutory retirement date or from any other aspect of PMP service obligation will only be as dictated by the needs of the Navy or as a result of demonstrated, substantial, and unforeseen personal hardship. I understand that career progression to O-6 as a PMP is driven by PMP requirements. In general, PMPs may face reduced promotion opportunity as compared to their legacy officer competitive category peers.

(2) For applicants with a PhD. I understand that, upon selection as a PMP, I will be assigned to (list gaining institution). I understand that, upon accepting PMP status, I will be obligated to continue instructing at (list gaining institution) until my statutory retirement date, even if that date is later than any other obligated service I have incurred. I acknowledge that accepting PMP status is the equivalent of setting my end of obligated service to my statutory retirement date. Consideration of early release from that obligation will be processed by the Navy in the same manner as a request to be

SUBJ: REQUEST FOR SELECTION AS A PERMANENT MILITARY PROFESSOR
(PMP)

released from any active service obligation. I understand this means that my release from active duty prior to my statutory retirement date or from any other aspect of PMP service obligation will only be as dictated by the needs of the Navy or as a result of demonstrated, substantial and unforeseen personal hardship. I understand that career progression to O-6 as a PMP is driven by PMP requirements. In general, PMPs may face reduced promotion opportunity as compared to their legacy officer competitive category peers.

2. I understand that, upon my selection and acceptance into the PMP program, my designator will be changed to the Permanent Military Professor (1230) and that I will no longer be entitled to special pays or bonuses for which I may have been eligible in my previous designator.

Applicant's signature