



DEPARTMENT OF THE NAVY  
OFFICE OF THE CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON, D.C. 20350-2000

OPNAVINST 1120.5A  
BUPERS-3

**AUG 17 2009**

OPNAV INSTRUCTION 1120.5A

From: Chief of Naval Operations

Subj: APPOINTMENT OF ACTIVE AND RESERVE OFFICERS IN THE DENTAL  
CORPS OF THE UNITED STATES NAVY

Ref: (a) DoD Instruction 1310.02 of 8 May 07  
(b) SECNAVINST 1000.7F  
(c) DoD Instruction 1300.04 of 27 Dec 06  
(d) Title 10, United States Code  
(e) DoD Instruction 6000.13 of 30 Jun 97  
(f) DoD Instruction 1312.03 of 6 Oct 06  
(g) SECNAVINST 1420.1B  
(h) SECNAV M-5510.30  
(i) SECNAVINST 5300.28D  
(j) NAVMED P-117, Manual of the Medical Department  
(k) SECNAVINST 1920.6C  
(l) Program Authorization 114  
(m) BUMEDINST 6320.66E  
(n) DoD Directive 6025.13 of 4 May 2004  
(o) NAVPERS 15839I, Manual of Navy Officer Manpower and  
Personnel Classifications, Volume I  
(p) DoD Instruction 1320.08 of 14 Mar 2007  
(q) OPNAVINST 1427.2

Encl: (1) Credit for Special Experience/Advanced Education  
(2) Navy General Practice Residency and Advanced  
Education in General Dentistry (PGY-1) Programs

1. Purpose. To revise regulations governing:

a. Appointment of officers in the Dental Corps (DC), including appointment in the Active and Reserve Components under reference (a), and in either component through inter-service transfer from another uniformed service under references (b) and (c).

b. Voluntary recall of officers of the DC to the Active Duty List (ADL).

c. Award of entry grade credit on appointment in the DC under reference (d), section 533, and under references (e) and (f).

2. Cancellation. OPNAVINST 1120.5.

3. Applicability. This instruction applies to all individuals appointed as Active and Reserve officers in the DC, including officers transferred from another uniformed service, Reserve officers transferred into the Active Component, officers recalled voluntarily to the ADL, and officers transferred from the line community or another staff corps into the DC.

a. Additional guidance on the transfer of Active and Reserve officers from other uniformed services into the DC is found in reference (b).

b. Additional guidance on the transfer of Reserve DC officers into the Active Component of the DC and the transfer of Active and Reserve officers between the line and the DC or between another staff corps and the DC is found in reference (c).

4. Policy. The Department of the Navy will maintain authorized strength and grade levels in the DC and its approved specialties by recruiting the personnel required to support the annual 5-year promotion plan approved under reference (g), to provide a base for an all Active career force, and to attain authorized strength in the Reserve Component to meet approved requirements for mobilization.

a. Requirements for newly appointed officers on the ADL will be filled from diverse programs, which include: direct procurement of qualified civilians, Armed Forces Health Professions Scholarship Program (AFHPSP), Health Services Collegiate Program, Financial Assistance Program (FAP), and Health Professions Loan Repayment Program. Any other request for active duty commission will be handled on a case-by-case basis. All initial appointments, other than AFHPSP and FAP, shall be in the Active Navy.

b. Requirements for the Selected Reserve (SELRES) and Individual Ready Reserve will be filled primarily through transfer of officers from the ADL. Requirements that cannot be

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met from this source will be met through direct procurement of former military officers and other civilians qualified in the approved specialties.

#### 5. Accessions Plans

a. Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (CNO (N1)) will establish an annual accession plan for the Active and Reserve Components which, together with retention incentives, will strive to attain authorized strength in each of the specialties in the DC. There must be sufficient accessions to support the annual 5-year promotion plans for the active duty force and inactive duty Reserve Component and ensure that the promotion opportunity and flow points necessary to meet authorized strength requirements are maintained.

b. In determining the proportions of accession programs used to attain and maintain specialty authorizations, both the current and projected supply and demand for officers in each of the approved specialties shall be considered. Maximum use of the most effective program, relative to cost and time to attain DC officers, taking account of continuation rates, will be used in preference to more expensive programs. Plans will ensure flexibility in adjusting to changes in the civilian market and in specialty requirements. Reasonable career progression opportunities for the authorized strength of entry-level applicants shall be maintained.

6. Basic Qualifications. To be eligible for appointment as a DC officer in either the Active or Reserve Components, the applicant must meet the following requirements:

a. Citizenship. Must be a citizen of the United States and pass a personnel Security Investigation as identified in reference (h).

b. Entry Age. Entry age eligibility criteria are established to meet the goal of maintaining an officer corps to meet arduous duty requirements, such as duty at sea and in hostile locations. The entry age standard for appointment in the Active and Reserve Component is that the applicant be able to attain 20 years of active commissioned service by age 68. However, in order to ensure that there is a recruiting pool

large enough to meet accession requirements, the entry age may be waived for all DC specialties with the following requirements:

(1) Applicant Acknowledgement of Age Limitations

(a) Before appointment, applicants who will be unable to complete 20 years of active commissioned service by age 68 will be required to complete a statement of understanding that they are ineligible for Regular appointment.

(b) Before appointment, applicants who may be unable to complete 20 years of creditable service for retirement will be required to acknowledge the same in writing.

(2) Record of Age Waivers Authorized. The Commander, Navy Recruiting Command (COMNAVCRUITCOM), acting for CNO (N1), shall maintain on file written justification for each waiver granted.

c. Moral Character. Must be of good moral character and of unquestioned loyalty to the United States as determined by interview and investigation. As prescribed in reference (i), individuals who are chemically dependent, who abuse drugs or alcohol, whose pre-service abuse of drugs or alcohol indicates a proclivity for continued abuse, or who have a record of any drug trafficking offenses, shall not be permitted to enter the DC.

d. Physical Standards. Must meet the physical standards for service on active duty as recommended by Chief, Bureau of Medicine and Surgery (BUMED) and approved by the Chief of Naval Operations (CNO). CNO (N1), upon recommendation of BUMED, may waive physical defects that will not interfere with performance of active duty within the guidelines of reference (j).

e. Availability for Mobilization. Appointments in the Reserve Component, not on the ADL, are predicated upon mobilization requirements and the applicant's availability for mobilization. Members of Congress, Federal Political Appointees, elected State and local government officials and Federal Career Senior Executive Service (SES) employees may not be tendered an original direct appointment without prior approval of the Secretary of the Navy (SECNAV).

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f. Indoctrination Requirements. Officers appointed directly to the ADL or the Reserve Active Status List (RASL) must complete an officer development training course prior to reporting to their first duty station. Optimally, this requirement should be met by the Officer Development School (ODS). On a case-by-case basis, the Direct Commission Officer Indoctrination Course (DCOIC) may meet this requirement. The alternative for DCOIC will be based upon a recommendation from Chief, BUMED with final approval from CNO (N1), or their delegated authority.

g. Failure to Complete Initial Training Requirements. Officers who fail to complete officer indoctrination requirements shall be separated for cause under reference (k). Officers who fail to satisfactorily complete their General Practice Residency (GPR) or Advanced Education in General Dentistry (AEGD) program may be reappointed in a different competitive category to complete any incurred active duty obligation. Assistant Secretary of the Navy (Manpower and Reserve Affairs) (ASN (M&RA)), considering the recommendations and supporting justifications of CNO (N1), may waive the service obligation when such action would be in the best interest of the Navy. Officers with no incurred active duty obligation and officers for whom active duty obligation has been waived shall be separated for cause under reference (k).

7. Professional Qualifications. To be eligible for appointment in the DC or for voluntary recall from the Reserve Component to the ADL, the applicant must meet the following professional requirements:

a. Be a graduate of a dental school in the United States, Canada, or Puerto Rico approved by the Commission on Accreditation of Dental and Auxiliary Educational Programs of the American Dental Association and be licensed to practice dentistry in a state or the District of Columbia, except as noted in reference (1). Recent graduates of dental schools (within 6 months) may be appointed before licensing; however, they must obtain a valid, current license within 1 year of graduation from dental school. Those dentists from states that require a fifth year (Post Graduate Year (PGY-1)) of training prior to licensure will be allowed an additional 6 months to obtain their license. DC officers who fail to obtain a current, valid state license, at their own expense, shall be reappointed

in another competitive category to complete any incurred active duty obligation. ASN (M&RA) may relieve an officer of incurred active duty obligation, considering the recommendation and supporting justification by CNO (N1), when such action would be in the best interest of the Navy. Officers with no incurred active duty obligation and officers for whom active duty obligation has been waived shall be separated for cause under reference (k).

b. Be actively engaged in the practice of dentistry except in those cases where the Chief, Navy Dental Corps verifies significant past clinical experience of a dentist licensed per subparagraph 7a. A recent graduate is exempt if date of application is within 6 months of date of graduation.

c. Be in possession of current clinical privileges to practice in Navy dental clinics if a dental officer in the SELRES desires voluntary recall.

d. Be in possession of valid credentials necessary to be granted clinical privileges, as indicated in reference (m), if a Reserve dental officer, in other than a SELRES status, desires voluntary recall.

e. Be in possession of current clinical privileges granted by their present service if an officer in the DC of another service desires an interservice transfer.

8. Examination of Professional Qualifications. The Chief, Navy Dental Corps shall review the credentials and examine the professional qualifications of all applicants for appointment in the DC or for voluntary recall of a Reserve officer to active duty.

a. Direct Appointments. The Chief, Navy Dental Corps shall examine and certify the professional qualifications of all applicants, and the completeness and authenticity of the entering individual credentials file.

b. Voluntary Recall. Reserve and retired officers must be dentists in good standing, currently engaged in dental practice, have current board certification in the dental specialty for which recalled, and provide documentation necessary to recertify professional qualifications, as indicated in reference (n), in

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order to be recalled. The Chief, Navy Dental Corps, or their designee, shall recertify professional qualifications specified for appointment in subparagraph 8c below. Recalled officers will be recalled in the rank held as a Reserve officer and will not have entry grade recomputed.

c. Professional Review Procedure (PRB)

(1) The Chief, Navy Dental Corps shall appoint a DC PRB to examine the professional qualifications of all applicants. The PRB shall be composed of senior DC officers on the ADL. At least three, but not more than five, PRB members shall review applicant's records. The senior member of the PRB shall be in the grade of captain or above. When considering applicants for classification in one of the specialties, the PRB shall confer with the applicable Navy Surgeon General's designated specialty leader, when readily available. When the specialty leader is not readily available, the PRB shall confer with another dentist certified to practice in the specialty being considered.

(2) The PRB may require an applicant to demonstrate their professional qualifications by written, oral, or practical examination. The PRB will review the applicant's credentials, including academic performance, post-graduate dental training, professional and managerial experience, professional recognition, such as membership in professional societies, and authorship of professional publications, professional reputation, current experience in a primary specialty, and level of certification/licensure.

(3) The PRB shall recommend to the Chief, Navy Dental Corps which specific qualifications of the table in paragraph 9 are met; recommend entry grade credit for those qualifications; state the degree to which documented supervisory and managerial experience qualifies applicants for appointment in grades O5 and above for assignment to specific executive and administrative billets in those grades; provide an evaluation of the quality and desirability of the candidate based on their professional qualifications and experience in the dental specialty for which being considered; and confirm the authenticity of the documents comprising the entering professional credentials file. The Board shall make its report directly to the Chief, Navy Dental Corps, or delegated authority, without intervening endorsements or clearances.

(4) The Chief, Navy Dental Corps, or their designee, shall make the certification directly to CNO (N1), or their delegee, without intervening endorsements or clearances.

(5) Once the Chief, Navy Dental Corps has certified the applicant's professional qualifications, CNO (N1) shall determine whether the applicant is qualified for a commission as a dental officer in the primary dental specialty for which designated. CNO (N1) may delegate this authority to COMNAVCRUITCOM with appropriate guidelines. Except as provided in paragraph 14, no applicant shall be appointed as a DC officer without these determinations.

9. Entry Grade Credit. A prospective DC officer's entry grade and rank within grade shall be determined by the number of years of entry grade credit awarded on original appointment, designation, or assignment as a DC officer. The entry grade credit to be awarded shall equal the sum of constructive service credit and prior commissioned service credit (other than as a commissioned warrant officer), except in cases where the total exceeds the maximum credit allowed, and as stated in the below table. A period of time shall be counted only once when computing entry grade credit. Prior commissioned service credit includes commissioned service on active duty or in an active status as a commissioned officer as required by references (e) and (f). Constructive service credit includes credit for advanced education and training and may also include credit for professional experience. Entry grade credit will be subject to the computation and maximum credit criteria in paragraphs 10 and 11 and as specified in the following table.



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## ENTRY GRADE CREDIT TABLE

	QUALIFICATION	CREDIT
1.	Commissioned service on active duty in an active status as a DC officer in any of the uniformed services in the specialty being appointed including commissioned service in the public health service.	1 year for each year.
2.	Commissioned service on active duty or in an active status in any of the uniformed services other than as a DC officer or dental officer candidate.	1/2 year for each year.
3.	Initial Doctor of Dental Surgery (DDS) or Doctor of Dental Medicine (DMD) degree awarded under criteria in paragraph 7 of this instruction.	4 years.
4.	Successful completion of civilian GPR or AEGD (1 or more years).	1-year maximum credit.
5.	Successful completion of advanced education approved by the Commission on Accreditation of Dental Auxiliary Educational Programs of the American Dental Association. To be credited, the education must be in a dental specialty authorized by the CNO in reference (o), part E and to which the applicant will be appointed. Such education must be creditable toward a specialty board certification or certification equivalence awarded by the Chief, Navy Dental Corps.	1 year for each year (or school year).
6.	Advanced degrees, in addition to specialty and subspecialty training in qualification 3 through 5. The degree must be in a field listed in enclosure (1) that contributes directly to performance in the dental specialty to which the applicant will be appointed. Credit may be given for only one degree in a single field. Credit for the degree shall be based on full-time equivalent education but not more than	1 year for each year (or school year) limited by level of degree earned.

	<b>QUALIFICATION</b>	<b>CREDIT</b>
	<p>2 years for a master's degree and 3 years for a doctorate degree. Credit for a master's degree may not be added to credit for a doctorate degree. Credit shall not be awarded for a degree earned concurrently with the primary credential (i.e., DDS or DMD). A period of time shall be counted only once.</p>	
7.	<p>Experience as a practicing dentist after graduation from dental school. No credit may be given for practice outside the United States, Puerto Rico, or Canada except when the Chief, Navy Dental Corps certifies the level of clinical practice in a given dental specialty to be equivalent to practice in the United States.</p>	<p>1/2 year for each year of experience up to a maximum of 3 years.</p>
8.	<p>In unusual cases, additional credit may be granted for special professional experience or advanced education related to the dental specialty in which appointed when that experience is accrued after obtaining the qualifying degree (as listed in enclosure (1)). This additional credit applies only to individuals who have an experience level that uniquely distinguishes that the applicant's qualifications from the normal qualifications required for appointment as a commissioned officer fully trained and board eligible in that specialty. Maximum credit for experience as a practicing dentist under qualification 7 must be earned before earning any experience credit under this paragraph. Credit under this provision will not be given to health professionals solely on the basis of special experience that is unassociated with advanced education or an advanced degree.</p>	<p>1 year for each year of special professional experience (if 6 months or less no credit will be granted).</p>

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10. Limits and Computation of Entry Grade Credit. Entry grade credit shall be computed as follows:

a. A period of time or special qualification shall be counted only once.

b. Qualifying period of less than 1 full year shall be credited proportionately to the nearest day except where noted otherwise.

c. Credit will not be awarded for service as an enlisted member, warrant officer, or commissioned warrant officer.

d. Credit will not be granted for work experience prior to the qualifying degree.

e. Graduates of the Service academies will not be awarded credit for service performed or education, training or experience obtained before graduation from the academy.

f. Credit will not be awarded for graduate education under paragraphs 4 through 6 of the Entry Grade Credit Table for periods during which the applicant served as a commissioned officer. Credit for such service shall be awarded under paragraph 1 or 2 of the Entry Grade Credit Table.

g. The recall of a DC officer in the Reserve Component not on the ADL is not an original appointment; therefore, such officers are not entitled to additional entry grade credit.

11. Maximum Entry Grade Credit. Total entry grade credit granted shall normally be limited to 14 years. After considering the recommendations of CNO (N1), ASN (M&RA) may waive the 14-year limit on a case-by-case basis in the following circumstances:

a. For Appointment as a Regular Officer for Service on the ADL. When there is a shortage against authorized strength in the DC specialty for which the appointee is nominated which cannot be met by:

(1) Direct and in-service procurement of qualified health professionals in the grades of lieutenant commander and below.

(2) Voluntary recall to active duty of qualified Reserve officers.

(3) Continuation of officers subject to mandatory retirement for service under reference (p).

(4) In-zone promotion under the 5-year promotion plan approved by SECNAV.

(5) A gross inequity to the applicant would otherwise result.

b. For Appointment in the Active Duty Reserve Component. When there is a shortage against authorized strength in the DC specialty for which the appointee is nominated which cannot be met by:

(1) Transfer of officers from the ADL.

(2) Direct procurement of qualified health professionals in the grades of lieutenant commander and below.

(3) In-zone promotion under the 5-year promotion plan approved by SECNAV.

(4) A gross inequity to the applicant would otherwise result.

12. Appointments. Appointments in the DC shall be made subject to the following guidance:

a. Entry Grade. A prospective DC officer who is not awarded entry grade credit under the Service Credit Table shall be appointed in the grade of lieutenant with the date of rank coinciding with the date of appointment. A prospective DC officer who is awarded entry grade credit under the Service Credit Table shall be appointed in a grade based on total entry grade credit awarded under reference (e). The minimum entry grade credit required for each grade is equal to the promotion flow points prescribed in the approved annual 5-year promotion plan in effect at the time of appointment. Under references (b) and (c), officers transferred from other uniformed services into

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the DC of the Navy shall continue to hold the same grade and date of rank held in the losing uniformed service except as provided in reference (c).

b. Date of Rank. When the minimum entry grade credit required for appointment in a given grade is granted, the date of rank shall be the date of appointment. When entry grade credit is granted in excess of the minimum years required for appointment in a given grade, but less than the amount necessary to justify the next higher grade, the excess credit shall be used to adjust the date of rank within grade.

c. Assignment of Precedence. Each appointee will be placed on the ADL as follows:

(1) Appointees ordered to active duty or retained on active duty (other than Reserve officers on Active Duty for Special Work (ADSW) as described in reference (d), section 641), incident to appointment, shall be placed on the ADL under reference (q).

(2) Officers in the grades of lieutenant, lieutenant commander, and commander, in-zone and above-zone eligible officers whose placement on the ADL is within 1 year of the convening dates of selection boards, are automatically deferred unless they specifically request to be considered. Under reference (g), the officer may waive this deferment and request consideration for promotion, in writing, to Navy Personnel Command (NAVPERSCOM) (PERS-802), 5720 Integrity Drive, Millington, TN 38055. The waiver request must be received by NAVPERSCOM Officer Career Progression (PERS-802) not later one day prior to the convening date of board. If NAVPERSCOM (PERS-802) receives a timely written waiver request from an officer otherwise eligible for consideration, that officer's record shall be placed before the selection board for consideration. Once waived, deferment will not be reinstated.

(3) Appointees on the RASL not concurrently ordered to or retained on active duty other than ADSW described in reference (d), section 641, shall be placed on the inactive duty precedence list in an active status.

13. Application Processing

a. To facilitate rapid application processing, CNO (N1) will establish requirements for all military and professional documentation required for the application.

b. Completed applications for appointment on the ADL shall be submitted to COMNAVCRUITCOM, 5722 Integrity Drive, Building 784, Millington, TN 38054-5057 expeditiously, not to exceed 45 days from the date the applicant signs the application for commission.

c. The professional credentialing documents must be obtained from the issuing source or validated for authenticity through contact with the issuing source or a secondary source approved by the Surgeon General to meet the requirements of reference (n).

d. COMNAVCRUITCOM shall notify CNO (N1) and ASN (M&RA) when "high visibility" candidates are being considered for direct appointment in the inactive duty Reserve Component. Such candidates include high-name-recognition individuals not connected with the government and non-SES government officials who occupy positions of significant responsibility.

14. Responsibilities

a. CNO (N1) is responsible for:

(1) Procurement and appointment of DC officers per this instruction;

(2) Establishing the annual accession plan for the active duty force and the inactive duty Reserve Component;

(3) Approving entry grade credit, establish entry grades and dates of rank of DC officers per the guidelines in this instruction;

(4) Ensuring that all direct accession applications are processed within the maximum time standard in this instruction; and

(5) Proposing changes in the policies governed by reference (g) for submission by ASN (M&RA) to the Assistant Secretary of Defense (Health Affairs) (ASD (HA)).

b. BUMED shall:

(1) Certify professional qualifications and provide the calculation of entry grade credit to CNO (N1); and

(2) Establish the DC PRB and review qualifications under reference (1).

c. COMNAVCRUITCOM shall:

(1) Determine grade and date of rank based on calculations provided by the Chief, Navy Dental Corps, subject to approval of CNO (N1), per the guidelines in this instruction; and

(2) Maintain statistical data required for preparation of summary reports for ASN (M&RA) and for special reports when required by ASD (HA).

15. Records Management. Records created by this instruction, regardless of media and format, shall be managed in accordance with SECNAV Manual (M)-5210.1.

16. Reports Control. The PRB reports required by subparagraph 8c(3) are exempt from reports control per SECNAV M-5214.1.



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**CREDIT FOR SPECIAL EXPERIENCE/ADVANCED EDUCATION**

1. Credit may be awarded for advanced education or special experience, which uniquely distinguishes the applicant's qualifications from the normal level of qualification required for appointment as a fully trained and licensed entry-level DC officer.

a. Types of advanced education that may be considered include:

(1) Post-graduate education in a dental specialty addressed in qualification 5 of paragraph 9 of the Entry Grade Credit Table.

(2) As provided in reference (f), a master's degree or doctorate degree in the following fields, when the degree contributes directly to performance in the dental specialty to which the applicant will be appointed as addressed in qualification 6 of paragraph 9 of the Entry Grade Credit Table:

Anatomy  
Bacteriology  
Biochemistry  
Clinical Laboratory Science  
Environmental Health  
Immunology  
Medical Entomology  
Medical Laboratory Sciences  
Microbiology  
Parasitology  
Physiology  
Public Health  
Virology

(3) Advanced education fields not listed above may be credited when the degree contributes directly toward meeting a requirement approved by the CNO and identified by a dental subspecialty classification code in reference (o), part E, based on the recommendations of CNO (N1), and is approved, on a case-by-case basis, by ASN (M&RA).



b. Types of special experience addressed in qualification 8 of paragraph 9 of the Entry Grade Credit Table that may be considered include:

(1) Full-time teaching experience in dentistry.

(2) Extensive clinical experience as a practicing dentist after board certification in the primary specialty to which the applicant will be appointed and after any creditable commissioned service as a DC officer. Such experience may be credited as special experience only when the applicant is not credited with any other special experience or education.

2. The maximum credit which may be granted as extensive experience practicing the subspecialty is that amount which would qualify the applicant for appointment in the grade next above that grade supported by credit awarded under qualifications 1 through 7 of the Entry Grade Credit Table in paragraph 9, but not to qualify the applicant for appointment in grade of O6.

3. Credit for special experience/advanced education may be awarded on a case-by-case basis with the approval of ASN (M&RA), based on the recommendations and supporting justification of CNO (N1).

**NAVY GENERAL PRACTICE RESIDENCY AND ADVANCED EDUCATION IN  
GENERAL DENTISTRY (PGY-1) PROGRAMS**

1. Purpose. To provide a 1-year Navy GPR or AEGD to selected senior dental students immediately following their graduation from an accredited dental school.
2. Eligibility. Candidates must meet the qualifications in paragraph 7 of the basic instruction, except no age waivers may be granted, and must be a senior dental student, either civilian or prospective DC officer (1925), in an accredited program of professional study in dentistry qualifying under subparagraph 7a.
3. Appointment. The Chief, Navy Dental Corps will convene a GPR/AEGD selection committee to recommend qualified graduates for these PGY-1 programs. Candidates selected for the GPR/AEGD, after approval by the Chief, Navy Dental Corps, will begin the program after graduation from dental school under the following conditions:
  - a. Accept an appointment in the DC (2200) on the ADL.
  - b. Complete ODS.
  - c. Obtain a current, valid State license.
  - d. Total service obligation is 8 years. Active duty obligation is neither incurred nor is it fulfilled during this year of training. Active duty obligation remains at original obligation incurred for scholarship or accession program after completion of the GPR/AEGD program.
4. Disenrollment. Officers disenrolled from GPR/AEGD program for unsatisfactory performance shall be retained or processed for separation.