



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

OPNAVINST 1520.40A
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OPNAV INSTRUCTION 1520.40A

From: Chief of Naval Operations

Subj: PERMANENT MILITARY PROFESSOR PROGRAM

Ref: (a) 10 U.S.C.
(b) SECNAVINST 1920.7B
(c) OPNAVINST 1520.23B
(d) CNO WASHINGTON DC 061710Z AUG 07 (NAVADMIN 195/07)
(e) 37 U.S.C. 203(b)

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

1. Purpose. To issue information, policy, and procedural guidance for the management of the Permanent Military Professor (PMP) program at the United States Naval Academy (USNA), Naval Postgraduate School (NAVPGSCOL), and Naval War College (NAVWARCOL).

2. Cancellation. OPNAVINST 1520.40.

3. Background. The PMP program was created in 1997 to establish a cadre of career naval officers with both doctoral degrees and extensive operational experience who would instruct at one of the Navy's education institutions until statutory retirement or until released from active duty. 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.

4. Policy

a. The PMP program prepares officers to help meet the demands for military instructors at USNA, NAVPGSCOL, and

NAVWARCOL. The PMP program provides 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 rotating military instructors. They maintain links in their discipline with the rest of the Navy regarding research opportunities, faculty development, and curriculum feedback. The end result will be better-educated midshipmen and officers.

b. PMPs will fill authorized billets at USNA, NAVPGSCOL, and NAVWARCOL. USNA is authorized up to 50 PMPs, consisting of at least 34 commander (O5) and up to 16 captain (O6) billets. PMPs selected to instruct at USNA not already possessing a Doctor of Philosophy (PhD) will attend designated civilian institutions (CIVINS), NAVPGSCOL, or Air Force Institute of Technology (AFIT) to obtain a PhD. NAVPGSCOL is authorized up to four PMPs. PMPs selected to instruct at NAVPGSCOL who do not already possess a PhD will obtain a PhD while assigned to NAVPGSCOL. NAVWARCOL is authorized up to three PMPs. PMPs selected to instruct at NAVWARCOL who do not already possess a PhD will obtain a PhD at Salve Regina University while assigned to NAVWARCOL.

c. Per reference (a), section 523(b), up to 50 PMPs assigned to USNA may be exempt from Navy officer control grade limitations. Per reference (a), sections 633 and 634, authority to continue USNA PMPs beyond statutory retirement limits will be implemented using the guidance in paragraph 8 of this instruction in accordance with policies and procedures established in reference (b).

5. Eligibility

a. Grade. Applicants must be selected for or serving in the grade of O5 or selected for or serving in the grade of O6. Officers selected for or serving in the grade of O6 may apply only if already in possession of a completed doctorate in the discipline they propose to teach. In order to ensure the best value for the significant investment the Navy makes in a PMP officer, an annual Naval Administrative Message (NAVADMIN) will also announce eligible year groups an officer must be in to

apply. The designated year group will ensure a return on the Navy's educational investment. Year group eligibility and paygrade requirements may not be waived.

b. Active duty. A PMP applicant must be an active duty naval officer in any designator. 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 may be selected for the PMP program in a fiscal year.

c. Warfare Qualified. A PMP applicant must be warfare qualified. Warfare-qualified is defined as being currently eligible to wear the warfare pin of an unrestricted line community. 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.

d. Educational background. If not already possessing a PhD, applicants must be academically eligible to pursue a Navy sponsored doctoral degree at NAVPGSCOL, AFIT, or be accepted to a Navy-approved CIVINS. If not already accepted into a CIVINS, NAVPGSCOL, 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 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 CIVINS. 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 will 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. Once accepted into the PMP program, PMP officers are obligated to remain on active duty through

statutory retirement: 28 years of commissioned service for O5s and 30 years for O6s. 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 will be reviewed on a case-by-case basis by the gaining institution (USNA/NAVPGSCOL/NAVWARCOL) and Naval 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. Normally, an officer released from the PMP program will return to his/her parent community. For those officers released from the PMP program because of circumstances described in this paragraph, educational active duty service obligation will be determined under reference (c) as updated by reference (d).

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

g. 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.

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

6. Selection Process

a. PMP Timeline. Dates below are approximate, counting back from the board convening month (BCM), normally August of the year prior to graduate school matriculation. Specific dates will be announced via the annual PMP NAVADMIN.

(1) BCM minus 11 months. USNA, NAVPGSCOL, and NAVWARCOL will provide prioritized input to NAVPERSCOM, Shore Station Placement (PERS-440F), specifying the fields of study needed for direct entry into a PMP instructing billet for the summer following BCM (normally, BCM plus 12 months), or for entry into a doctoral program (normally, BCM plus 12 months). In coordination with USNA, NAVPGSCOL, and NAVWARCOL, PERS-440F will provide input to the Office of the Chief of Naval Operations, Director, Total Force Training and Education Division (OPNAV (N15)) for inclusion in the Advanced Education Quota Plan, indicating how many doctoral candidates will be required at NAVPGSCOL, AFIT, or CIVINS for the following year. OPNAV (N15), using USNA, NAVPGSCOL, NAVWARCOL, and PERS-440F input and available Individuals Account (IA) funding, will determine the final annual PMP requirement.

(2) BCM minus 10 months. PERS-440F will promulgate via NAVADMIN through OPNAV (N15) the call for PMP applicants, the fields of study available, and year group eligibility for the following year. Only those disciplines indicated in the NAVADMIN will be filled.

(3) BCM minus 3 months. Per enclosure (2), PMP applicants will submit enclosure (3) and other necessary documentation via the applicant's commanding officer (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 officer community manager (OCM).

(4) BCM minus 2 months. PERS-440F will 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 will evaluate and endorse applications with respect to teaching experience. Endorsements must be provided to PERS-440F no later than BCM minus 2 weeks.

(b) OCMs will provide PERS-440F a summary community impact assessment concerning all applicants within their respective community no later than BCM minus 2 weeks.

(5) BCM. The selection board convenes, and, upon completion, selectees and non-selectees will be notified via correspondence from PERS-44 and NAVADMIN.

b. PMP Selection Board. PERS-44 will execute all board functions. The USNA Superintendent, NAVWARCOL President, or NAVPGSCOL President will normally serve as the president of the selection board. The selection process will include a comprehensive fitness report review, confirmation of an applicant's eligibility per this instruction, and review of OCM summary community impact assessment and review of input from the ultimate gaining institution regarding billet fill priorities and endorsement of applicants' teaching experience.

7. Career Progression. Career progression is driven by PMP billet vacancies. In general, PMPs may face reduced promotion opportunity as compared to their legacy officer community.

a. PMP selectees without PhDs, upon beginning their doctoral studies, will be assigned a designator of 1200 (human resources officer) and an additional qualification designation (AQD) of 2A1. Upon receiving their doctoral degrees, PMPs will have their AQD of 2A1 replaced with an AQD of 2A2 and will be assigned to an instructor billet in their respective disciplines at the institution to which they were selected.

b. Selectees with PhDs will be assigned directly to teaching billets at the institution to which they were selected, transferred to the designator of 1200, and assigned the AQD 2A2.

c. Acceptance into the PMP program will obligate an officer to serve on active duty up to their statutory retirement date or until released from active duty.

d. By virtue of transfer to the 1200 community, the officer may no longer be entitled to special pays or bonuses for which they may have been eligible in their previous designator.

e. The PMP community and all designated PMP officers enrolled in their doctoral education programs will fall under the purview of the NAVPERSCOM, Human Resources Detailer (PERS-4421)/Bureau of Naval Personnel (BUPERS), Officer Community

Manager (BUPERS-31), for assignment and community management. Assigned billets will be specified by the respective institutions and managed by the Human Resources OCM.

f. PMP promotion to O6 will be managed through annual selection board precepts. Statutory promotion will be managed in accordance with the total PMP O6 end-strength at USNA. Annual statutory promotion opportunity to O6 will be commensurate with the dual goals of maintaining up to 16 PMP O6s and ensuring relatively stable promotion opportunity year-to-year. OPNAV (N15) and USNA will coordinate with Assistant Commander, Naval Personnel Command for Career Progression (PERS-8) in the timely submission of annual promotion board precepts for PMPs.

8. Continuation as a PMP at USNA beyond statutory retirement. Reference (a), sections 633 and 634, 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 (b) delineates procedure and policy for continuation on active duty of regular commissioned officers. Continuation for PMPs will be in accordance with reference (b) as implemented by annual NAVADMIN. PMPs desiring to continue on active duty beyond statutory limits should request a favorable endorsement from the Superintendent, USNA. The endorsement should be included in a letter to the president of the continuation board between 12 and 24 months prior to their statutory retirement date. The Superintendent will positively or negatively endorse the request, and return to the member for delivery to the board president. Officers may apply for extensions of their service on active duty for periods of up to 3 years each, or until age 64, whichever occurs first. PMPs at USNA with over 36 years of service computed per reference (e) are entitled to additional pay in the amount of \$250 per month.

9. Responsibility

a. Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (CNO (N1)) will:

- (1) Serve as the PMP program sponsor.
- (2) Issue policy guidance and directives as required.

(3) Approve changes to the size of the PMP program.

(4) Liaise with Superintendent, USNA to ensure sufficient IA funding exists in USNA PMP IA unit identification code (UIC) to support USNA PMP education at NAVPGSCOL, AFIT, or CIVINS.

(5) Publish annual PMP requirements via a NAVADMIN.

b. PERS-44/BUPERS-31 will:

(1) Coordinate with USNA, NAVPGSCOL, and NAVWARCOL in managing the PMP program to ensure optimum PMP development and use. This includes initiating an annual NAVADMIN announcing disciplines, gaining institutions, timelines, and application deadlines for each PMP administrative selection board cycle.

(2) Assign a NAVPERSCOM/BUPERS PMP detailer/OCM for all PMP officer assignment and career development functions.

(3) Receive PMP program applications, conduct initial screening of applications for completeness, and forward applications via USNA/NAVPGSCOL/NAVWARCOL/cognizant OCM, as appropriate, for selection board action.

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

(5) Draft NAVADMIN announcing results of the PMP selection board and submit to CNO (N1) via OPNAV (N15) for release.

(6) Receive PMP selection board action and assign appropriate PMP AQD codes to officers selected for the PMP program. 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 program, AQD 2A2 is assigned to PMP when transferred to an institution to begin teaching.

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

(8) Track each PMP's completion of doctoral studies, if applicable, and make appropriate AQD/data entries to properly reflect each PMP's status in the officer master file and officer assignment information system.

c. Superintendent, USNA will:

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

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

(3) Fund tuition, books, and appropriate fees for PMPs selected for USNA who will attend a doctoral program at CIVINS.

(4) Liaise with CNO (N1) to ensure sufficient IA funding exists in USNA PMP IA UIC to support USNA PMP education at NAVPGSCOL, AFIT, or CIVINS.

(5) Endorse, positively or negatively, PMP requests for continuation beyond statutory retirement and forward the package to SECNAV, via Chief of Naval Personnel and CNO.

d. President, NAVWARCOL will:

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

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

(3) Arrange for and fund PhD education program at Salve Regina for PMPs selected for NAVWARCOL.

e. President, NAVPGSCOL will:

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

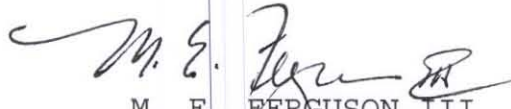
14 Dec 09

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

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

10. Action. PMP applicants shall refer to enclosures (1) through (3) for application procedures.

11. Records Management. Records created as a result of this instruction, regardless of format and media, shall be managed in accordance with SECNAV M-5210.1.



M. E. FERGUSON III
Vice Admiral, U.S. Navy
Deputy Chief of Naval Operations
(Manpower, Personal, 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. Annual NAVADMIN may add or delete universities and graduate departments from these lists. Doctoral studies must be completed within 3 years at NAVPGSCOL/AFIT and within 4 years at a CIVINS.

- a. Aeronautical Engineering: AFIT
- 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 at Austin
- (3) Chinese:
 - (a) Ohio State University
 - (b) University of Delaware

k. Leadership:

- (1) Philosophy/Applied Ethics:
 - (a) Bowling Green State University
 - (b) Georgetown University
 - (c) University of Texas at Austin

- (2) Sociology:
 - (a) University of Iowa (Sociology/Social Psychology)
 - (b) University of Maryland (Sociology/Military Sociology)
- (3) Organizational Behavior:
 - (a) Stanford
 - (b) Texas Tech University
 - (c) University of Maryland (Organizational Behavior/Public Policy)
- (4) Industrial/Organizational Psychology:
 - (a) Bowling Green State University
 - (b) Pennsylvania State University
 - (c) University of Maryland
 - (d) University of Nebraska at Lincoln
- 1. Mathematics-Operations Research/Operations Analysis:
NAVPGSCOL
 - m. Mathematics - Applied:
 - (1) University of Maryland-College Park
 - (2) University of Texas-Austin
 - (3) Georgia Institute of Technology
 - (4) Pennsylvania State University
 - (5) 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 - Dept of Government
- (2) Princeton University - Dept of Politics
- (2) Stanford University
- (3) Yale University
- (4) University of California Berkeley
- (5) University of Michigan, Ann Arbor
- (6) 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 to be addressed during a particular selection cycle will be announced annually via a PMP NAVADMIN.

14 Dec 09

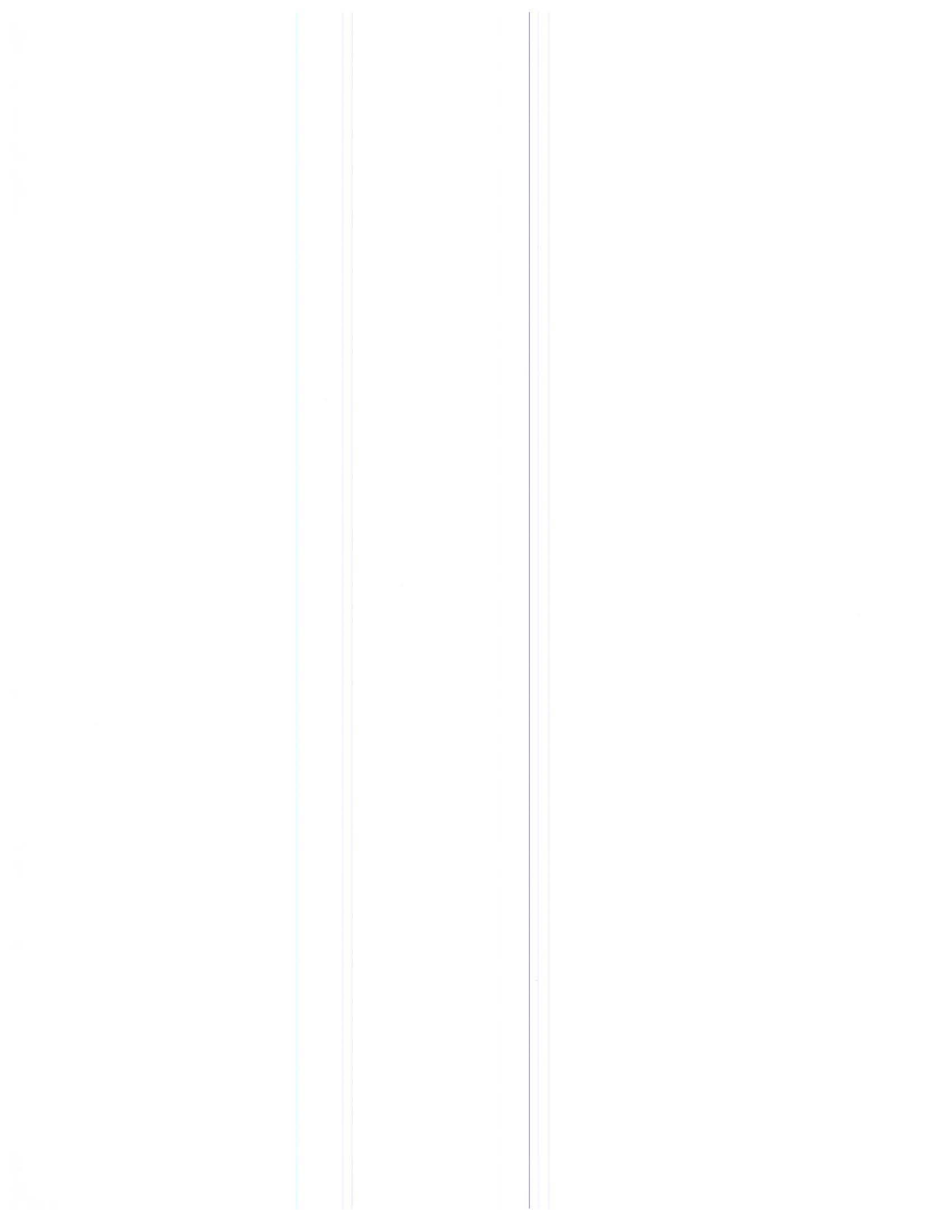
PERMANENT MILITARY PROFESSOR (PMP) APPLICATION PROCEDURES

1. Applicants with PhD - Submit application (enclosure (3)) 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 (3)) 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 CIVINS, 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 will determine which doctoral program the applicant will attend.



**APPLICATION FORMAT FOR PERMANENT MILITARY PROFESSOR (PMP)
APPLICANTS**

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

2. Use this format:

From: Grade, Full Name, SSN (last four digits/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 1520.40A

Encl: (1) Undergraduate and Graduate School Transcripts
(2) CIVINS-taught disciplines only: Graduate School
Admissions Documentation
(3) Other relevant material documenting qualifications

1. I (Applicant) 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) 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 for O5 and 30 years for O6).

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 months on board my current command when PhD studies are

Enclosure (3)

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

scheduled to begin or upon transfer to USNA/NAVPGSCOL/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 (1) or subparagraph (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 (CIVINS) full-time and that I am expected to complete a PhD program within 3 years for NAVPGSCHOL or AFIT or within 4 years for CIVINS. 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.

(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 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

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

obligation will only be as dictated by the needs of the Navy or as a result of demonstrated, substantial and unforeseen personal hardship.

2. I understand that, upon my selection and acceptance into the PMP program, my designator will be changed to the Human Resources Community (1200) and that I may no longer be entitled to special pays or bonuses for which I may have been eligible in my previous designator.

Applicant's signature