

## MILPERSMAN 1301-904

### SERVICE COLLEGES

<b>Responsible Office</b>	OPNAV (N15)	Phone:	DSN	664-4101
			COM	(703) 604-1156
			FAX	(703) 604-3469
	NAVPERSCOM (PERS-440)	Phone:	DSN	882-4100
			COM	(901) 874-4100
			FAX	(901) 874-2676
	NAVPERSCOM (PERS-45J)	Phone:	DSN	882-4217
			COM	(901) 874-4217
			FAX	(901) 874-2696
NAVPERSCOM CUSTOMER SERVICE CENTER		Phone: Toll Free	1-866-U ASK NPC	

<b>References</b>	(a) DoDI 1300.19 (b) CJCS1 1800.01D (c) 10 U.S.C.
-------------------	---

#### 1. General Information

a. Service and joint colleges include the Naval War College (NWC), National Defense University (NDU) (comprised of the National War College, the Dwight D. Eisenhower School for National Security and Resource Strategy (ES), and the Joint Forces Staff College (JFSC)), the service colleges of the other armed services, and the international service colleges. The list of service and joint colleges (which is subject to change) is provided in Exhibit 1. Those institutions that have been accredited by the Chairman, Joint Chiefs of Staff (CJCS), satisfy an officer's requirement for joint professional military education (JPME), a prerequisite for designation as a joint qualified officer (JQO). See references (a), (b), and (c).

b. These colleges have historically played a major role in the professional development of the leadership of the Armed Forces of the United States (U.S.) by providing broadening education to prepare officers for greater responsibility.

c. The individual service and joint colleges and their varying curricula emphasize different aspects and levels of

service and joint functions, resource management, and national strategy and policy.

d. Attendance at a service or joint college is considered a significant milestone in the professional development of a naval officer. This opportunity is designed to enhance the competence of officers with high promotion potential who are selected for attendance through advanced professional military education. This improves their capability to provide intellectual leadership and to exercise sound judgment in defense matters.

## 2. Policy

a. Chief of Naval Personnel is committed to filling service and joint college quotas with quality officers.

b. Any officer proposed and accepted by Navy Personnel Command (NAVPERSCOM), Officer Education Placement Branch (PERS-440) for a Service and Joint College student quota is not to be detailed elsewhere, unless a fully qualified replacement is identified and specifically approved by NAVPERSCOM (PERS-440).

3. Assignment Policy for JPME. Reference (c), §661 directs the Navy to ensure that approximately one-half of O-5 and above joint duty assignment list (JDAL) billets are filled by officers who have the appropriate level of joint qualification.

a. To the maximum extent that career timing may allow, JPME Phase I and Phase II should be viewed as en route preparation for a joint tour. To most effectively use the Navy's limited Phase I and Phase II quotas, and meet expectations of joint commanders, a concerted effort is needed to identify officers for joint follow-on duty as early as possible in the professional military education process.

(1) Navy personnel policy mandates that all unrestricted line (URL) commanding officers will complete JPME I prior to assuming command. Navy officers, whose career timing does not support in-residence attendance, or for whom no in-residence quota is available, have several options for completion of JPME I, including non-resident fleet seminar programs and other distance learning programs which contain JPME I embedded in certain curricula at the Naval Postgraduate School.

(2) Reference (c), §619A mandates all active duty list officers must be JQO prior to promotion to flag rank. Secretary

of Defense (SECDEF) waivers are available for officers whose promotion is based primarily upon scientific and technical qualifications for which joint requirements do not exist and in the case of medical, dental, nurse, medical service corps, chaplain, and judge advocate officers. JPME II is only offered via in-resident service colleges or at JFSC. Logical candidates for JPME II at JFSC are officers with a projected rotation date within 1 month of the start of the JPME II class who completed JPME I, but have not completed JPME II.

b. NAVPERSCOM, Special Assistant for Joint Officer Management Branch (PERS-45J) will assign Phase II quotas at JFSC and provide class date information to assignment and placement officers.

4. **Assignment Policy for NDU.** Reference (c), §663 directs the assignment of all JQOs, and greater than 50 percent (defined as 50 percent plus one) of all other officers graduating from NDU (ES, NWC, and JFSC) to joint duty as their next assignment. The joint duty assignment requirement for JQOs may be waived by SECDEF on a case-by-case basis. Of the 50 percent plus one NDU outplacement requirement, at least one-half of the officers are required to report directly to a joint duty assignment. However, for NWC and ES, a maximum of one-half of that 50 percent plus one requirement can be deferred by one tour to accommodate career milestone and timing requirements as allowed by SECDEF procedures. For officers graduating from the Joint Advanced Warfighting School (JAWS), 100% must be assigned to JAWS graduate coded joint duty as their next assignment. Director of the Joint Staff-level waivers may be considered on a case-by-case basis.

**Example:** With an ES graduating class of 100 Navy officers, a minimum of 51 officers from that graduating class is required to go to a joint duty assignment following graduation. Of those 51 officers, no more than 25 may be deferred by one tour.

a. A joint duty assignment is defined as one that provides significant experience in joint matters. SECDEF publishes a JDAL of qualifying billets. Joint billets are identified with a billet additional qualification designation of JD1 (non-critical joint billet). A JD2 billet requires fill by a JQO.

b. Prior to assignment to NDU, detailers shall indicate to NAVPERSCOM (PERS-45J) the joint follow-on assignment expectation

for each proposed student to aid in tracking and planning follow-on assignments per statutory requirements.

c. At least 6 months prior to graduation, detailers will provide inputs to NAVPERSCOM (PERS-45J) for a follow-on assignment for each student to comply with statutory requirements.

## 5. Eligibility

a. Service college programs are for selected active duty, Selected Reserve, Inactive Reserve, and full time support officers in grades of O-5 and O-6 for senior level colleges (SLC) and in the grade of O-4 for intermediate level colleges (ILC).

b. Resident attendance at an ILC is not a prerequisite to selection for a SLC, nor should it preclude resident attendance at an SLC. However, JPME I is a prerequisite for SLC attendance.

c. Normally, an officer is assigned to only one service college at a given level; however, a very limited number of officers may attend more than one course at the senior level.

6. Service College Quotas. Office of the Chief of Naval Operations (OPNAV), Information, Analysis, and Development Division (N15) promulgates the JPME quota plan which directs the necessary distribution of Navy officers to the various service and joint colleges. The CJCS mandates the level of participation of naval officers at other military service and joint colleges according to statutory requirements for those institutions to maintain joint accreditation.

a. Quotas to service and joint colleges are distributed among various detailing communities per community inventory and representation on the JDAL.

b. Officers shall be assigned to service and joint colleges per the JPME quota plan and community inventory.

## 7. Service College Selection

a. Chief of Naval Operations (CNO) strongly supports the importance of service college attendance as a significant milestone in the professional development of a naval officer.

The overall objective is to develop a cadre of professional naval officers who are able to lead, plan for, and employ naval, joint and combined forces in support of national objectives. In the long term, CNO desires that only our top performing officers, primarily post-command officers, attend SLC programs.

b. Service and joint college selection is made in conjunction with selection for promotion to the ranks of lieutenant commander (LCDR) and commander (CDR).

c. **Selection Period.** Officers remain selected for a service or joint college until they fail to select to the next higher rank, with the exception of a selection failure to the rank of captain (CAPT) after the maximum number of eligible looks.

d. Officers will be screened in conjunction with milestone screen boards for ILC and SLC respectively. Officers who have screened for, or who have remaining looks for the next community milestone, are considered due-course and are eligible for service and joint college assignments. Exhibit 2 provides eligibility requirements for all officers. Exceptions to these requirements will be adjudicated on a case basis by NAVPERSCOM (PERS-440).

e. All officers selected for promotion to CAPT are considered to be selected for SLC, unless they have previously attended while holding the rank of CDR.

f. To ensure officers attending service and joint colleges demonstrate the potential to provide intellectual leadership and sound judgment at the highest levels of defense, all nominations for service and joint colleges shall be administratively screened within NAVPERSCOM to ensure continued eligibility before final assignment. Nominees for these programs must be the highest quality officers.

g. The following minimum qualifications must be met before an officer is assigned to a service or joint college:

(1) All O-5 officers must have no more than 23 years of commissioned service at class convening date. All O-6 officers must have no more than 24 years of commissioned service at class convening date. There is no maximum age for an O-6 provided the officer has sufficient time on active duty remaining to complete the required obligated service (OBLISERV).

(2) Minimum rank of O-4 select for ILC course and minimum rank of O-5 select for SLC. Rank waiver approval rests with NAVPERSCOM, Career Management Department (PERS-4). Detailers will initiate waiver requests and route to NAVPERSCOM (PERS-4) for approval via NAVPERSCOM (PERS-440C) and NAVPERSCOM, Staff/RL Officer Career Management Division (PERS-44). Rank waivers are only considered for officers attending the Navy ILC and SLC. Education waiver approval guidelines are listed in Exhibit 2. Any exceptions to these guidelines will be vetted through NWC. The waiver package will consist of an endorsement by the detailing division director and the officer's performance summary record.

(3) Undergraduate degree from an accredited institution;

(4) Personal desire to attend;

(5) Ability to perform and contribute at the graduate level;

(6) Community recommendation;

(7) Potential for continued leadership and management growth;

(8) Potential to promote to CDR (failure of selection disqualifies an officer from attending). Failure of selection to O-6 is allowable.

(9) Follow-on joint duty potential;

(10) Must have passed or been excused from the most recent physical fitness assessment;

(11) SLC to include NDU, JFSC, and the service colleges will exclusively teach JPME Phase II and completion of JPME Phase I credit will be a prerequisite. Direct entry waiver (DEW) approval for officers who do not have JPME I and who are proposed for SLC rests with the joint staff and are limited by law to no more than 10 percent of the convening class. DEW for Navy personnel will be routed via NAVPERSCOM (PERS-440) for forwarding by NAVPERSCOM (PERS-45J) to the joint staff for approval;

(12) Officers attending an international college must be sufficiently fluent in the language of the host country to undertake the course of instruction. Preparatory language training may be provided (if necessary);

(13) Sufficient time for service obligation must be considered in the assignment process.

#### 8. **NDU and Service College Descriptions**

a. **NWC.** The mission of the NWC is to enhance the professional capabilities of its students to make sound decisions in both command and management positions and to conduct research leading to the development of advanced strategic and tactical concepts for the future employment of naval forces. Courses available include the College of Naval Warfare Course for CDRs and CAPTs, and the Command and Staff Course for LCDRs.

b. **NDU:**

(1) NDU is involved with the development of officers for the exercise of joint high-level policy and staff functions. Focus is placed on the study of interdependence of the factors of national power, as well as the economic and industrial aspects of national security and resource management.

(2) Officers may attend the National War College or the ES only if their effective date of promotion to the grade of O-5 falls on or before 1 August of each respective academic year. This policy ensures the desired level of seniority for students attending these institutions, thereby enhancing the overall educational experience.

c. **JFSC:**

(1) The mission of the Joint and Combined Warfighting School (JCWS) is to produce graduates capable of creatively and effectively planning operational level warfighting for joint and combined military forces while integrating the effects of the U.S. Government, nongovernmental organizations, and international organizations to ensure the success of combatant and joint task force commanders operating within an uncertain operating environment.

(2) The mission of JAWS is to populate the joint staff and combatant commands with officers expert in the joint planning processes and capable of critical analysis in the application of all aspects of national power across the full range of military operations. Students must be capable of synergistically combining existing and emerging capabilities in time, space, and purpose to accomplish operational or strategic objectives.

**d. Other Service Colleges:**

(1) Assignment of naval officers to other service colleges is critical to promote understanding of Navy capabilities and achieving the joint diversity required for each institution to maintain its JPME accreditation status.

(a) As the institution authorized to grant JPME accreditation, CJCS has directed that the seminar mix for both ILC and SLC institutions should include at least one officer from each of the two non-host military departments.

(b) Per reference (c), §2155, the percentage of students enrolled in any joint professional military education who are officers of the host service, may not exceed 60 percent with the remaining services proportionally represented. The JPME quota plan promulgated by OPNAV (N15) is based on annual CJCS direction that distributes quotas among the various sea service components, Navy, Marine Corps, and Coast Guard.

(2) Navy officers shall be assigned to the Air Force, Army, and Marine Corps service colleges per JPME quota plan.

(3) Unrestricted line officers shall be assigned to various international military colleges where PME is provided.

(4) Exchange and country-to-country agreements have been established. Quotas for international military colleges shall be incorporated into the JPME quota plan.

**9. OBLISERV for Service Colleges**

a. Officers accepting orders to the U.S. or international service colleges incur an active duty obligation of 2 years, commencing upon completion of the course of instruction. The obligation is served concurrently with any other service obligation. While completing JPME requirements at an ILC or

SLC, officers may earn a master's degree if offered by the institution. There is no additional service obligation for a master's degree obtained as a result of pursuing JPME (i.e., a master's degree from a war college obtained while attending JPME I or JPME II).

b. A member will incur a 2-month obligation for each month of language training provided in preparation for assignment to an international military college. This obligation as a result of language training commences upon completion of the language training and is served concurrently with any other service obligation.

c. No OBLISERV is incurred by attendance at JCWS.

10. **Fellowship Programs.** JPME credit for participation in certain fellowship programs such as the Federal Execution Fellowship, White House Fellowship, SECDEF Corporate Fellowship, and the Legislative Fellowship do not satisfy joint matters learning areas specified by reference (c), §107 for award of JPME credit.

**EXHIBIT 1**  
**SERVICE COLLEGE LIST**

**DOMESTIC SERVICE COLLEGES:**

<b>Senior</b>	<b>Intermediate</b>
College of Naval Warfare (CNW) at Naval War College (NWC)	College of Naval Command and Staff (CNCS) at Naval War College
Air War College (AWC)	Air Command and Staff College (ACSC)
Army War College (USAWC)	Army Command and General Staff College (ACGSC)
USMC Top Level School (MCWAR)	Marine Corps Command and Staff College (MCCSC)

**JOINT JPME INSTITUTIONS:**

<b>Senior</b>	<b>Intermediate</b>
National War College	
Dwight D. Eisenhower School for National Security and Resource Strategy (ES)	
Joint Advanced Warfighting School (JAWS)	
Joint Combined Warfighting School (JCWS)	

**INTERNATIONAL MILITARY COLLEGES:**

<b>Senior</b>	<b>Intermediate</b>
Argentine National Defense School	Argentine Naval War College in Command
Australian Defense College	Australian Joint Staff College
Indian National Defense College	Brazilian Naval War College
Inter-American Defense College	Canadian Forces Command and Staff College
Israeli Defense Force National Defense College	Baltic Defense College
Japanese National Institute for Defense Studies	Belgian Defense College Advanced Staff College
NATO Defense College	Brazilian Naval War College
Pakistan National Defense College	Canadian Forces Joint Command and Staff College

<b>Senior</b>	<b>Intermediate</b>
Peruvian Naval War College	Chilean NWC
South African Navy Command and Staff College	French Joint Defense College
Turkish National Security College	German General/Admiral Staff College
	Indian Defense Service Staff College
	Indonesia Naval Command and Staff College
	Italian Joint Services College
	Japanese Maritime Self Defense Force Staff College
	Korean Naval Command and Staff College
	Singapore Command and Staff College
	Spanish Armed Forces Joint Staff and Command Course
	Western Hemisphere Institute for Security Cooperation
	Uruguayan Naval War College

**EXHIBIT 2**  
**WAR COLLEGE ELIGIBILITY GUIDELINES**

<b>SENIOR WAR COLLEGE</b>		
<b>Rank</b>	<b>Candidate Pool</b>	<b>Eligibility Requirement</b>
CAPT	All CAPT	Must have no more than 24 years of commissioned service at class convening date.
CDR	All CDR	Due course officers who have screened for or still have looks remaining, competitive for next career milestone at the O-5/O-6 pay grade, and have no more than 23 years of commissioned service at class convening date.

<b>INTERMEDIATE WAR COLLEGE</b>		
<b>Rank</b>	<b>Candidate Pool</b>	<b>Eligibility Requirement</b>
LCDR	URL RL and Staff Corps	Due course officers who have screened for or still have looks remaining and are competitive for next career milestone at the O-4 pay grade.

**EXHIBIT 3**  
**NAVPERSCOM (PERS-4) RANK WAIVER GUIDELINES**

<b>SENIOR WAR COLLEGE</b>		
<b>Rank</b>	<b>Candidate Pool</b>	<b>Eligibility Requirement</b>
LCDR	Post Department Heads	Clear contenders for CDR command (must be in-zone for next O-5 board, competitive hard break out with a #1 or 2 ranking)
LCDR	RL and Staff Corps	Clear contenders for O-5 Milestone (must be in-zone for next O-5 board, competitive hard break out with a #1 or 2 ranking)
<p>** NWC is the only service college that will accept LCDRs into senior course. Waiver authority is at NAVPERSCOM (PERS-4). Exceptions adjudicated by NAVPERSCOM (PERS-4) on a case basis. No more than 25 percent of the rolling class can be waived.</p>		

<b>INTERMEDIATE WAR COLLEGE</b>		
<b>Rank</b>	<b>Candidate Pool</b>	<b>Eligibility Requirement</b>
LT	Post Second Sea Tour (Aviation)	Competitive hard break out with an early promotion (EP) recommendation (if possible) and at least 8 years of commissioned service
LT	Post Division Officer (Surface, Subs)	Competitive hard break out with an EP recommendation (if possible) and at least 8 years of commissioned service
<p>** Naval War College is the only service college that will accept LTs into an intermediate course. Waiver authority is at NAVPERSCOM (PERS-4). Exceptions will be adjudicated by NAVPERSCOM (PERS-4) on a case basis. No more than 12 percent of the rolling class can be waived.</p>		