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JOINT APPLIED PROJECT REPORT

DEVELOPMENT OF NAVY ACQUISITION PROFESSIONALS IN COLLABORATION WITH THE NAVY JUNIOR OFFICER COUNCIL

June 2022

By:	**Kathryn E. Frese**
Advisor:	**Michael R. Schilling**
Second Reader:	**Christina C. Hart**
Co-Advisor:	**Sean Toole,** **Naval Reactors (NAVSEA 08)**

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In coordination with the Navy Junior Officer Council (NJOC), this project examines implementation of a pilot program that U.S. Navy Supply Corps Junior Officers (JOs) attend the distance learning Master of Science in Contract Management (MSCM) program as part of their two-year Navy Acquisition Contracting Officer internship. Attending the MSCM program provides JOs with the opportunity to meet two crucial career milestones, earning both a master's degree and achieving a Defense Acquisition University (DAU) certification in contracting. JO attendance in the MSCM program would be in place of attending the DAU residency courses necessary for the current DAU Level I/II contracting certification.

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DEVELOPMENT OF NAVY ACQUISITION PROFESSIONALS IN COLLABORATION WITH THE NAVY JUNIOR OFFICER COUNCIL

Kathryn E. Frese, Lieutenant, United States Navy

Submitted in partial fulfillment of the
requirements for the degree of

MASTER OF SCIENCE IN CONTRACT MANAGEMENT

from the

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June 2022

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ABSTRACT

In coordination with the Navy Junior Officer Council (NJOC), this project examines implementation of a pilot program that U.S. Navy Supply Corps Junior Officers (JOs) attend the distance learning Master of Science in Contract Management (MSCM) program as part of their two-year Navy Acquisition Contracting Officer internship. Attending the MSCM program provides JOs with the opportunity to meet two crucial career milestones, earning both a master’s degree and achieving a Defense Acquisition University (DAU) certification in contracting. JO attendance in the MSCM program would be in place of attending the DAU residency courses necessary for the current DAU Level I/II contracting certification.

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LIST OF ACRONYMS AND ABBREVIATIONS

ASN	Assistant Secretary of the Navy
AQD	Additional qualification designator
BOL	Bupers Online
BFM	Business Financial Management
CG	Cruiser
CIVINS	Civilian Institutions
CLC	Continuous Learning Class
CNO	Chief of Naval Operations
CVN	Nuclear Powered Aircraft Carrier
DAC	Defense Acquisition Corps
DAWIA	Defense Acquisition Workforce Improvement Act
DAU	Defense Acquisition University
DCMA	Defense Contracting Management Agency
DDG	Destroyer
DH	Department Head
DLA	Defense Logistics Agency
DTS	Defense Travel System
eDACM	Department of the Navy Acquisition Career Management System
GSDM	Graduate School of Defense Management
HBS	Harvard Business School
ILS	Integrated Logistics Support
JO	Junior Officer
MSCM	Master of Science in Contract Management
NACO	Navy Acquisition Contracting Officer
NPC	Naval Personnel Command
NAVSEA	Naval Sea Systems Command
NAVSUP	Naval Supply Systems Command
NJOC	Navy Junior Officer Council
NOBC	Navy Operational Billet Classification
NR	Naval Reactors

OP	Office of Personnel
OPT	Operational Planning Team
POC	Point of Contact
POL	Petroleum Management
SC	Supply Corps
SECNAV	Secretary of the Navy
SSN	Submarine (Nuclear)
USN	United States Navy

EXECUTIVE SUMMARY

Project Breakdown

Project Topic/Subject: The project's objective is to study the U.S. Navy's (USN) Supply Corps (SC) Internship Program and determine how a pipeline can be implemented for SC Junior Officers (JOs) to receive both a master's degree and the necessary course equivalencies for a Defense Acquisition University (DAU) Level III Contracting certification. The Navy Junior Officer Council (NJOC) would, in turn, present the project to senior USN leadership and receive the necessary buy-in at multiple levels.

Project Objectives:

1. Identify how the Distance Learning (DL) Master of Science in Contract Management (MSCM) can be integrated into the USN SC JO career progression.
2. Outline process before and after implementation.
3. Determine the effectiveness of the Program post-implementation.
4. Conduct a cost-benefit analysis of implementing the NPS Graduate School of Defense Management (GSDM) DL MSCM Program into the SC JO internship period.
5. Identify potential advantages/disadvantages.

What is NJOC: NJOC is a formal board of Navy Junior Officers (JOs), O-3 and below, gathering in order to solicit input/data from fellow JOs and then providing real-time information to the Chief of Naval Operations (CNO) and other senior U.S. Navy leadership.

Problem: The USN and SC Officer community has developed a long-standing internship pipeline for top-performing JOs. However, upon completion of the two-year program, JOs are still required to complete their master's and DAU Contracting Level III course equivalencies to advance their careers within the SC Community.

Potential Advantages for the DL MSCM Program:

- Career Time used for a follow-on Graduate School tour could instead be spent on more Operational Tours
- Significant Cost Savings and Decreased Time Off of Work/Internship
- Early Receipt of Contracting-related Sub-Specialties/Acquisition Qualification Designators (AQDs)
- No GMAT/APC Requirement for Admissions into the Program
- Receipt of the DAU Contracting Course Equivalencies Up to Level III
- No Online DAU Courses required for MSCM Graduates to receive their DAU Level III in Contracting

Potential Disadvantages:

- Would require Coordination from Multiple Stakeholders
- Challenges (Administrative, Logistics, Personnel) Associated with the Development of New Programs

Desired Output: The desired output of this project would be development of a Program proposal to Navy leadership designed to improve Acquisition SC intern development and overall retention rates. The program would be for Navy Acquisition Contracting Officer (NACO) interns to have a set pipeline for attendance in the DL MSCM program through Naval Postgraduate School.

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CDR Sean Toole (Ret.)
CDR Krysten Ellis
LCDR Cindy Frese (Ret.)
John LeVering
Wes Singer
Garrett Snoeyenbos
John Maslin and NJOC
Piper and Oz

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I. INTRODUCTION

The U.S. Navy (USN) Supply Corps (SC) is an important component of the operational readiness of the USN Fleet. Members of the USN SC have become highly skilled professionals who are capable of operating in a variety of conditions while providing crucial services/support to members of the Fleet. In order to foster these professionals, the SC developed its two-year internship program as a developmental pipeline for its top-performing Junior Officers (JO) from the Fleet. The SC offers different internships across diverse fields:

- Business Financial Management (BFM)
- Petroleum Management (POL)
- Naval Reactors (NR)
- Integrated Logistics Support (ILS)
- Navy Acquisition Contracting Officer (NACO)

These internships offer JOs the opportunity to experience different fields and be able to specialize in those areas. For the purpose of this Project, the focus will be on the NACO interns operating in the field of acquisitions and Government contracting. There are several commands dispersed across CONUS/OCONUS where contracting interns are stationed, including NAVSUP, DLA, NAVSEA, and DCMA. **Table 1** shows the USN SC Internship Billets for Spring 2020 (Naval Personnel Command [NPC], 2020), where there is a total of 12 available.

Table 1. USN Supply Corps NACO Internship Billets. Adapted from Spring Internships (2020).

#	Internship	Command	Location
1	NACO	DLA AVIATION	RICHMD
2	NACO	NAVSUP WSS MMPN	MECH
3	NACO	NAVSUP WSS SCIPX	PAX
4	NACO	DCMA RAYTHEON-T	TUCSON
5	NACO	NAVSUP FLC PHD	PEARL
6	NACO	NAVSUP WSS SCIDC	WASHDC
7	NACO	NAVSUP WSS SCIDC	WASHDC
8	NACO	NAVSUP WSS SCIPX	PAX
9	NACO	NAVSUP FLC SD ND	SDGO
10	NACO	DCMA BOSTON	HAMAFB
11	NACO	NAVSUP WSS PHIL	PHILA
12	NACO	DCMA LHM	MOORES

However, there are also NACO interns who are assigned to Naval Sea Systems Command (NAVSEA). As a major command, under the leadership of ADM Thomas Moore, NAVSEA is divided into different components, shown in **Figure 1**, including 00L (Legal), 04 (Shipyard Management), 08 (Naval Reactors), and 02 (Contracting).

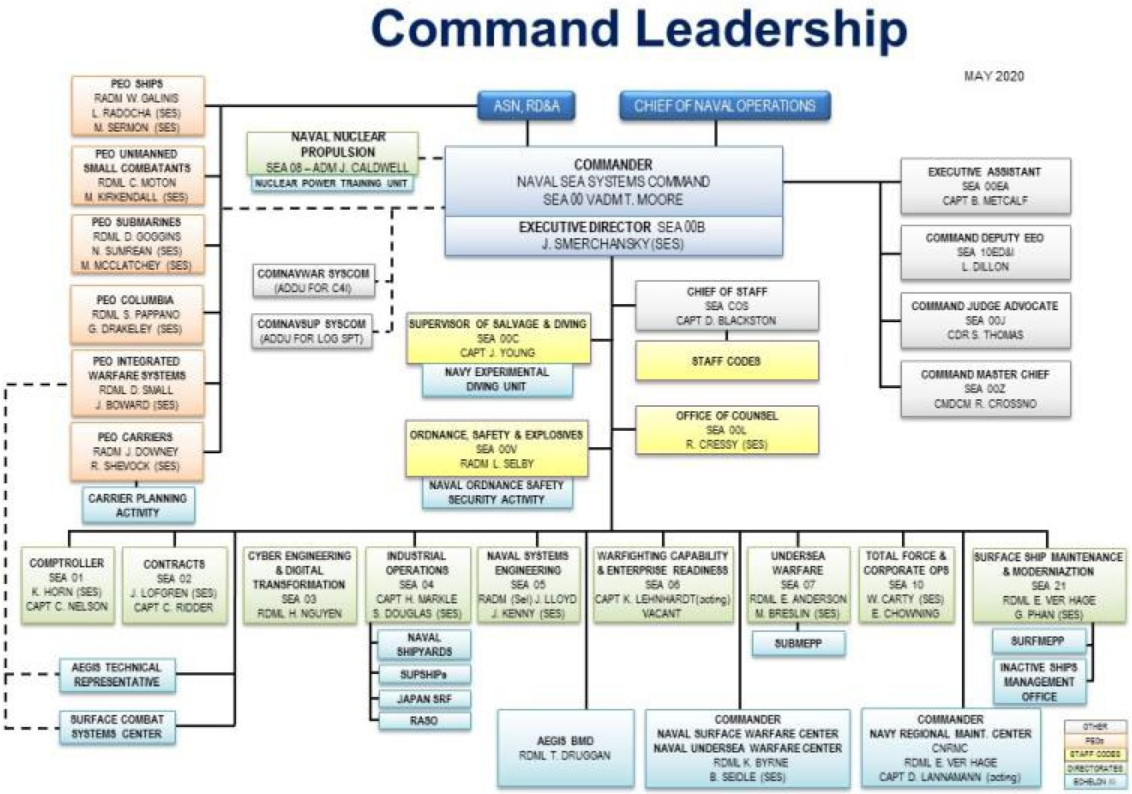

Command Leadership
MAY 2020
ASN, RD&A
CHIEF OF NAVAL OPERATIONS
PEO SHIPS
RADM W. GALINIS
L. RADOCHA (SES)
M. SERMON (SES)
PEO UNMANNED SMALL COMBATANTS
RDML C. MOTON
M. KIRKENDALL (SES)
PEO SUBMARINES
RDML D. GOGGINS
N. SUNREAN (SES)
M. MCCLATCHEY (SES)
PEO COLUMBIA
RDML S. PAPPANO
G. DRAKELEY (SES)
PEO INTEGRATED WARFARE SYSTEMS
RDML D. SMALL
J. BOWARD (SES)
PEO CARRIERS
RADM J. DOWNEY
R. SHEVOCK (SES)
CARRIER PLANNING ACTIVITY
NAVAL NUCLEAR PROPULSION
SEA 08 – ADM J. CALDWELL
NUCLEAR POWER TRAINING UNIT
COMMANDER
NAVAL SEA SYSTEMS COMMAND
SEA 00 VADM T. MOORE
EXECUTIVE DIRECTOR SEA 00B
J. SMERCHANSKY (SES)
COMNAVWAR SYSCOM
(ADDU FOR C4I)
COMNAVSUP SYSCOM
(ADDU FOR LOG SPT)
SUPERVISOR OF SALVAGE & DIVING
SEA 00C
CAPT J. YOUNG
NAVY EXPERIMENTAL DIVING UNIT
ORDNANCE, SAFETY & EXPLOSIVES
SEA 00V
RADM L. SELBY
NAVAL ORDNANCE SAFETY SECURITY ACTIVITY
CHIEF OF STAFF
SEA COS
CAPT D. BLACKSTON
STAFF CODES
OFFICE OF COUNSEL
SEA 00L
R. CRESSY (SES)
EXECUTIVE ASSISTANT
SEA 00EA
CAPT B. METCALF
COMMAND DEPUTY EEO
SEA 10ED&I
L. DILLON
COMMAND JUDGE ADVOCATE
SEA 00J
CDR S. THOMAS
COMMAND MASTER CHIEF
SEA 00Z
CMDCM R. CROSSNO
COMPTROLLER
SEA 01
K. HORN (SES)
CAPT C. NELSON
CONTRACTS
SEA 02
J. LOFGREN (SES)
CAPT C. RIDDER
CYBER ENGINEERING & DIGITAL TRANSFORMATION
SEA 03
RDML H. NGUYEN
INDUSTRIAL OPERATIONS
SEA 04
CAPT H. MARKLE
S. DOUGLAS (SES)
NAVAL SYSTEMS ENGINEERING
SEA 05
RADM (Sel) J. LLOYD
J. KENNY (SES)
WARFIGHTING CAPABILITY & ENTERPRISE READINESS
SEA 06
CAPT K. LEHNHARDT(acting)
VACANT
UNDERSEA WARFARE
SEA 07
RDML E. ANDERSON
M. BRESLIN (SES)
TOTAL FORCE & CORPORATE OPS
SEA 10
W. CARTY (SES)
E. CHOWNING
SURFACE SHIP MAINTENANCE & MODERNIAZTION
SEA 21
RDML E. VER HAGE
G. PHAN (SES)
AEGIS TECHNICAL REPRESENTATIVE
SURFACE COMBAT SYSTEMS CENTER
NAVAL SHIPYARDS
SUPSHIPs
JAPAN SRF
RASO
SUBMEPP
SURFMEPP
INACTIVE SHIPS MANAGEMENT OFFICE
AEGIS BMD
RDML T. DRUGGAN
COMMANDER
NAVAL SURFACE WARFARE CENTER
NAVAL UNDERSEA WARFARE CENTER
RDML K. BYRNE
B. SEIDLE (SES)
COMMANDER
NAVY REGIONAL MAINT. CENTER
CNRMC
RDML E. VER HAGE
CAPT D. LANNAMANN (acting)
OTHER
PEOs
STAFF CODES
DIRECTORATES
ECHELON III

Figure 1. Naval Sea Systems Organization Chart.
Source: Naval Sea Systems Command (n.d.).

NACO interns are assigned to NAVSEA 02 where they will spend their two-year tour being rotated through the various subdivisions and be able to have acquisition experience in diverse areas such as weapons systems, new construction of nuclear-powered submarines (SSNs) and aircraft carriers (CVN) and surface ships. While these interns are working in these areas, they are expected to attain their DAU levels I and II in Contracting. As the DAU coursework involved requires both online and in-person/residency type courses, this represents a significant investment of both time and resources by the Command for the intern/JO to meet these requirements within a two-year period (Defense Acquistion University, 2020). With the Distance Learning (DL) Master of Science in Contract Management (MSCM) Program offered by NPS, this same pool of interns would have the ability to earn a master’s degree and Contracting DAU Level II simultaneously.

I am a USN Supply Corps Intern at Naval Reactors (NR) stationed at the Washington Navy Yard. I have been in the part-time DL MSCM Program for two years while maintaining a full-time day job as the Acquisition Manager for all VIRGINIA Class Submarine New Construction and In-Service Submarine Repair Availabilities. This Program offered the flexibility and benefits that the resident-type curriculums I reviewed, did not. I have been able to balance working on over 11 different Programs simultaneously while attending classes and doing homework daily. The ability to log into a lecture through an app on my iPhone while commuting home on the metro that allows me to earn both a master's degree and DAU Certification is something I don't think I would have gotten from any other program. Another NR Intern, having seen the benefits offered by the DL MSCM Program through NPS, has also been accepted into the Program and will be starting in July 2020.

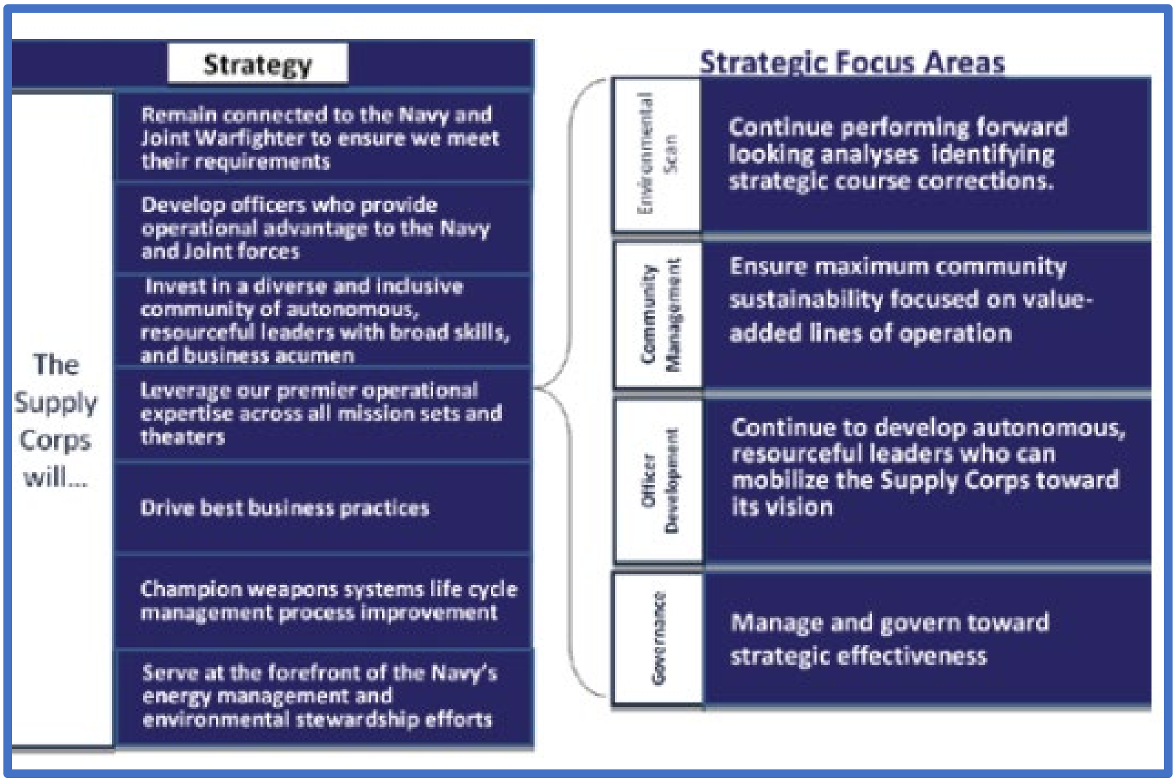
II. BACKGROUND

The U.S. Navy (USN) Supply Corps (SC) fills a variety of roles within the USN, including supply management/logistics, food service, hazardous material control, retail services, postal operations, and disbursing. The Navy Supply Systems Command (NAVSUP) describes the SC Community as consisting of, "Supply Corps Officers and Supply Enlisted Personnel stationed around the world in a variety of shipboard and ashore stations. In addition to active-duty personnel, there is a vast network of Supply Corps Officer and Supply Enlisted Reservists around the world supporting our active-duty forces" (Naval Supply Systems Command, 2010). There are over "2,685 active duty Supply Corps officers worldwide" (NAVSUP, 2010) working in these different fields. The community's mission is to be, "Delivering sustained global logistics capabilities to the Navy and Joint Warfighter" (NAVSUP, 2010). This mission then translates into the overall NAVSUP vision, "To produce autonomous, resourceful military logisticians with broad skills who deliver operational logistics, supply chain management, and acquisition and business capabilities to provide mission readiness" (NAVSUP, 2020).

NAVSUP's 2040 Strategic Study identifies the USN SC strategic areas in which to focus and benefit the Fleet. The current years' strategy is broken down into the following four areas:

- Environmental Landscape – Continue performing forward-looking analyses identifying strategic course corrections.
- Community Management – Ensure maximum community sustainability focused on value-added lines of operation.
- Officer Development – Continue to develop autonomous, resourceful leaders who can mobilize the Supply Corps toward its vision.
- Governance – Manage and govern to achieve strategic effectiveness. (NAVSUP, 2010)

NAVSUP's 2040 study illustrates in **Figure 2** these four focus areas developed from the overall strategy.



Remain connected to the Navy and Joint Warfighter to ensure we meet their requirements

Develop officers who provide operational advantage to the Navy and Joint forces

Invest in a diverse and inclusive community of autonomous, resourceful leaders with broad skills, and business acumen

Leverage our premier operational expertise across all mission sets and theaters

Drive best business practices

Champion weapons systems life cycle management process improvement

Serve at the forefront of the Navy's energy management and environmental stewardship efforts

Continue performing forward looking analyses identifying strategic course corrections.

Ensure maximum community sustainability focused on value-added lines of operation

Continue to develop autonomous, resourceful leaders who can mobilize the Supply Corps toward its vision

Manage and govern toward strategic effectiveness

Figure 2. NAVSU7P's Four Strategic Focus Areas.
Source: NAVSUP (2020).

A. UNITED STATES NAVY SUPPLY CORPS INTERNSHIP PROGRAM

Per the Naval Personnel Command (NPC) SC page, the SC internship selection board selects approximately 40 officers on a biannual basis for its respective programs (NPC, 2020). Across the various types of internships, there are about 75 total billets available that allow JOs to experience different fields that they otherwise would not have been exposed to (NPC, 2020). As a result, the internship program is very competitive and functions as a career highlight during the LCDR (O4) boards. The application process represents a significant investment of both time and administrative requirements by the JO and the package must include the following documents:

- “Cover letter, Commanding Officer endorsement
- Warfare qualified (by the start of the internship)
- Fitness Reports
- Undergraduate degree transcript” (NPC, 2020)

The value that the SC places on the internship program is demonstrated by the fact that there is a dedicated internship coordinator working at NPC in Millington, TN. Navy Acquisition Contracting Officer (NACO) interns have the opportunity to work within one of the fastest growing and highly prioritized fields (NPC, 2020). The NPC Supply Corps page describes Navy Acquisition Contracting as,

> One of the Supply Corps’ leading core competencies and Contracting is one of the functional disciplines which Acquisition encompasses...Contracting is represented in every facet of support that Supply Corps officers provide to the Navy to keep ships, aircraft, and personnel ready to execute the three focus areas included in our Maritime Strategy -- build the future force, maintain readiness, and develop and support personnel. The role of contracts in the Supply Corps is to provide the means or path for every Supply Officer to ensure that warfighter requirements and support are met. In its purest form, it is the development of an agreement between one or more commercial or governmental parties to provide services, material, or information to one or more persons or groups in the Navy. Even when a Supply Corps officer is not directly involved in the development of a contract or agreement, they are either using the product of a contract or agreement to meet mission requirements. (NPC, 2011)

B. SUPPLY OFFICERS GOING TO NAVY POSTGRADUATE SCHOOL

The conventional career timeline for a SC JO has them taking a pay-back tour subsequent to their internship (shore tour). This pay-back tour could directly relate to their contracting experience but would more likely be as a Department Head (DH) aboard a surface ship; i.e., Cruiser (CG), Destroyer (DDG), or a nuclear-powered submarine (SSN). Currently, following this DH tour, SC Officers have the opportunity to apply for different programs:

- Shore tour at Naval Postgraduate School in order to pursue a master's degree.
- The 810 Program – where SC Officers are able to "attend a BusinessWeek "Top 30" full-time master's degree program in Business Administration (MBA) ("It's Your Education", 2014)."
- The 811 Program – SC Officers who are selected for "811 attend the University of Kansas Graduate School of Business full time. Graduates earn an MBA (petroleum management concentration) and a 1307P subspecialty that allows them to fill billets in the Petroleum community in either the Navy or Defense Logistics Agency ("It's Your Education", 2014)."

The January 2020 Supply Corps Office of Personnel (OP) Monthly reported that:

> A Supply Corps Operational Planning Team (OPT) was formed to study the process by which the Supply Corps screens officers for postgraduate education and how to best align PG detailing to officers' career progression. In order to meet the increasing demand for Supply Corps officers while providing the fleet with a talented pool of expertise, the team is working to establish a formal process to identify officers to commence their postgraduate education between eight and nine years of commissioned service. (Office of Personnel Monthly, 2020)

The OP Monthly also reminded officers that they should update their records if they were considering NPS as a follow-on shore tour and that the next annual PG board would occur in May 2020 ("OP Monthly," 2020). **Figure 3** from the Supply Corps Career Handbook shows where internship and Postgraduate School tours could potentially occur within a Supply Officer's career timeline.

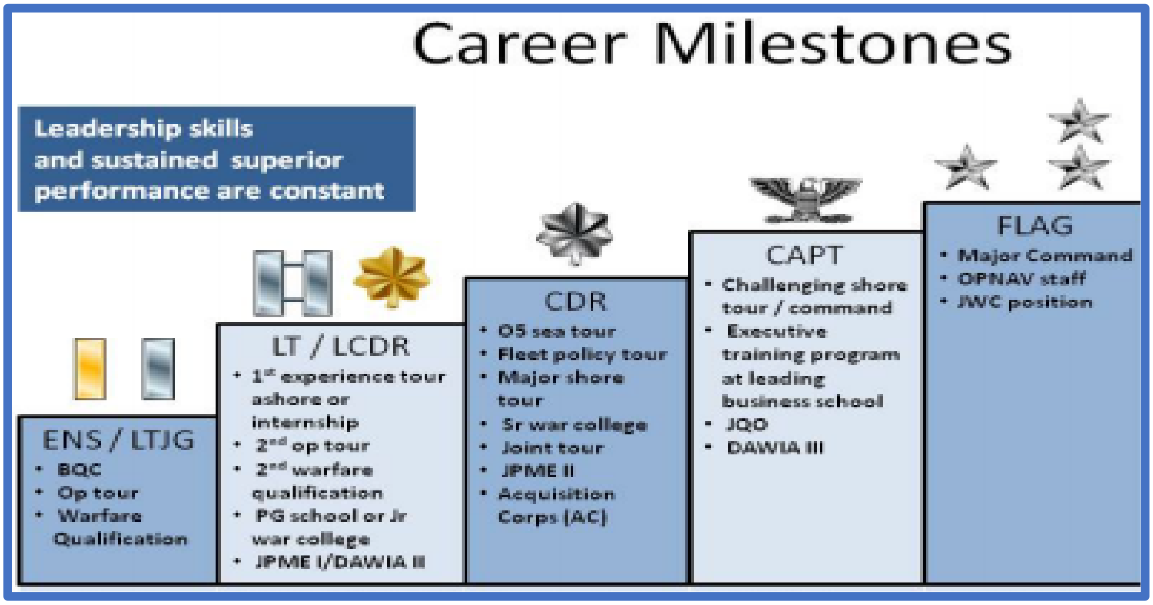

Career Milestones
Leadership skills and sustained superior performance are constant
ENS / LTJG
• BQC
• Op tour
• Warfare Qualification
LT / LCDR
• 1st experience tour ashore or internship
• 2nd op tour
• 2nd warfare qualification
• PG school or Jr war college
• JPME I/DAWIA II
CDR
• O5 sea tour
• Fleet policy tour
• Major shore tour
• Sr war college
• Joint tour
• JPME II
• Acquisition Corps (AC)
CAPT
• Challenging shore tour / command
• Executive training program at leading business school
• JQO
• DAWIA III
FLAG
• Major Command
• OPNAV staff
• JWC position

Figure 3. USN Supply Corps Career Milestones.
Source: NPC (2011).

However, the SC OP Monthly also reported that there has been a strong push to accelerate the timeline in which Supply Corps Officers attend Naval Postgraduate School for their Master's ("OP Monthly," 2020). The January 2020 OP stated that the:

> Recently approved SECNAV Supply Corps Career Progression timeline accelerates the point at which Supply Corps Officers will screen for, and if selected, attend PG School. This will enable Junior Officers to serve in more observed tours as a Lieutenant Commander prior to their Commander promotion board. These tours will consist of an operational or overseas tour and a utilization tour, in no specific order, as depicted in the illustration below (**Figure 4**). ("OP Monthly," 2020)

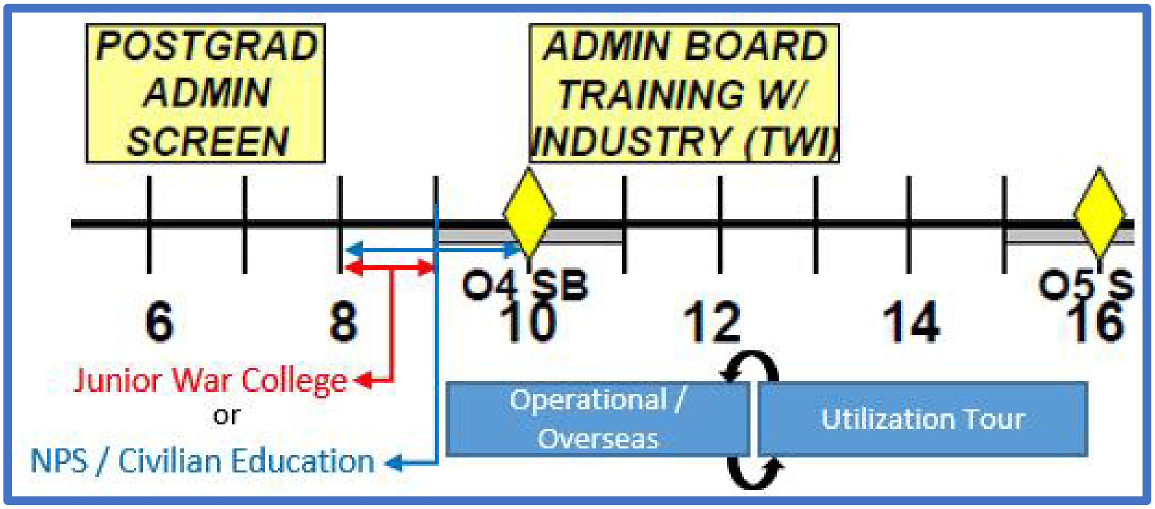

POSTGRAD ADMIN SCREEN
ADMIN BOARD TRAINING W/ INDUSTRY (TWI)
6
8
O4 SB
10
12
14
O5 S
16
Junior War College
or
NPS / Civilian Education
Operational / Overseas
Utilization Tour

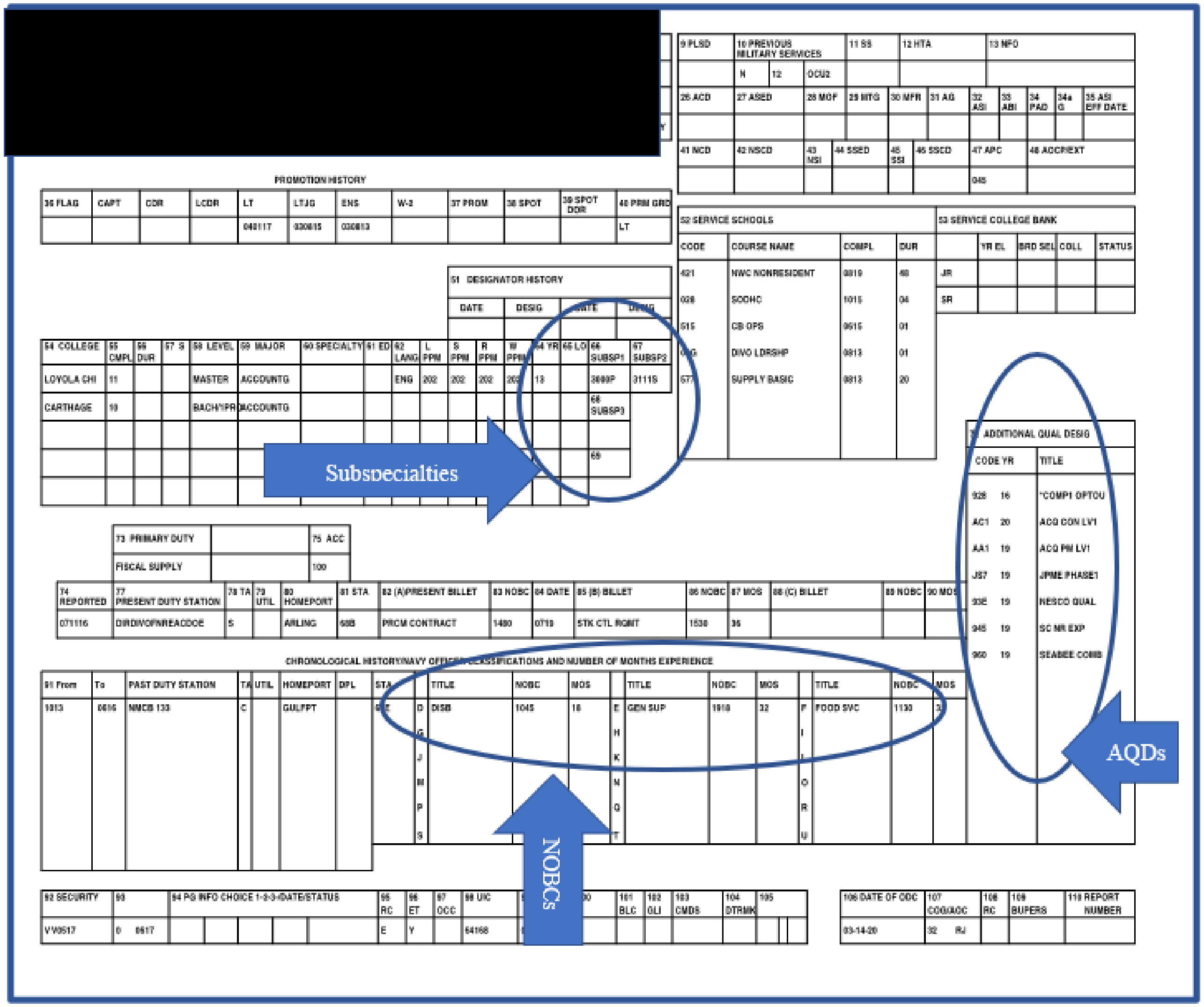
Figure 4. Postgraduate School Timeline for Supply Corps Officers. Source: OP Monthly (2020).

C. RECORDS MANAGEMENT

Pushing up the timeline for JOs to enter into NPS sooner in their careers requires that they update their records in a timely fashion. A promotion board, composed of Senior SC Officers, reviewing officers' records, will pull the Officer Data Card (ODC), which is located as a pdf file on BUPERS Online (BOL). The board looks at three areas on the ODC to see where acquisition experience is reflected:

- Additional Qualification Designators
- NOBCs – Navy Occupational Billet Classifications
- Sub-specialties

These specific areas are shown in the Officer Data Card (ODC) (Bureau of Personnel Online, 2020b), **Figure 5**.


Subspecialties
AQDs
NOBCs

[redacted]

9 PLSD	10 PREVIOUS MILITARY SERVICES			11 SS	12 HTA	13 NFO
	N	12	OCU2			

26 ACD	27 ASED	28 MOF	29 MTG	30 MFR	31 AG	32 ASI	33 ABI	34 PAD	34a G	35 ASI EFF DATE

41 NCD	42 NSCD	43 MSI	44 SSED	45 SSI	46 SSCD	47 APC	48 ADCR/EXT
						045	

PROMOTION HISTORY

36 FLAG	CAPT	CDR	LCDR	LT	LTJG	ENS	W-2	37 PROM	38 SPOT	39 SPOT DOR	40 PRM GRD
				040117	030815	030813					LT

51 DESIGNATOR HISTORY

DATE	DESIG	DATE	DESIG

54 COLLEGE	55 CMPL	56 DUR	57 S	58 LEVEL	59 MAJOR	60 SPECIALTY	61 ED	62 LANG	L PPM	S PPM	R PPM	W PPM	64 YR	65 LO	66 SUBSP1	67 SUBSP2
LOYOLA CHI	11			MASTER	ACCOUNTG			ENG	202	202	202	202	13		3000P	3111S
CARTHAGE	10			BACH/1PR	ACCOUNTG										68 SUBSP3	
															69	

52 SERVICE SCHOOLS

CODE	COURSE NAME	COMPL	DUR
421	NWC NONRESIDENT	0819	48
028	SOOHC	1015	04
515	CB OPS	0615	01
[illegible]	DIVO LDRSHP	0813	01
677	SUPPLY BASIC	0813	20

53 SERVICE COLLEGE BANK

	YR EL	BRD SEL	COLL	STATUS
JR				
SR				

ADDITIONAL QUAL DESIG

CODE	YR	TITLE
928	16	*COMP1 OPTOU
AC1	20	ACQ CON LV1
AA1	19	ACQ PM LV1
JS7	19	JPME PHASE1
93E	19	NESCO QUAL
945	19	SC NR EXP
960	19	SEABEE COMB

73 PRIMARY DUTY		75 ACC
FISCAL SUPPLY		100

74 REPORTED	77 PRESENT DUTY STATION	78 TA	79 UTIL	80 HOMEPORT	81 STA	82 (A)PRESENT BILLET	83 NOBC	84 DATE	85 (B) BILLET	86 NOBC	87 MOS	88 (C) BILLET	89 NOBC	90 MOS
071116	DIRDIVOFNREACDOE	S		ARLING	58B	PRCM CONTRACT	1480	0719	STK CTL RGMT	1530	36			

CHRONOLOGICAL HISTORY/NAVY OFFICER CLASSIFICATIONS AND NUMBER OF MONTHS EXPERIENCE

91 From	To	PAST DUTY STATION	TA	UTIL	HOMEPORT	DPL	STA		TITLE	NOBC	MOS		TITLE	NOBC	MOS		TITLE	NOBC	MOS
1013	0616	NMCB 133	C		GULFPT		[illegible]	D G J M P S	DISB	1045	18	E H K N Q T	GEN SUP	1918	32	F I L O R U	FOOD SVC	1130	[illegible]

92 SECURITY	93	94 PG INFO CHOICE 1-2-3-/DATE/STATUS					95 RC	96 ET	97 OCC	98 UIC	101 BLC	102 GLI	103 CMDS	104 DTRMK	105
VW0517	0 0617						E	Y		64168					

106 DATE OF ODC	107 COG/AOC	108 RC	109 BUPERS	110 REPORT NUMBER
03-14-20	32 RJ			

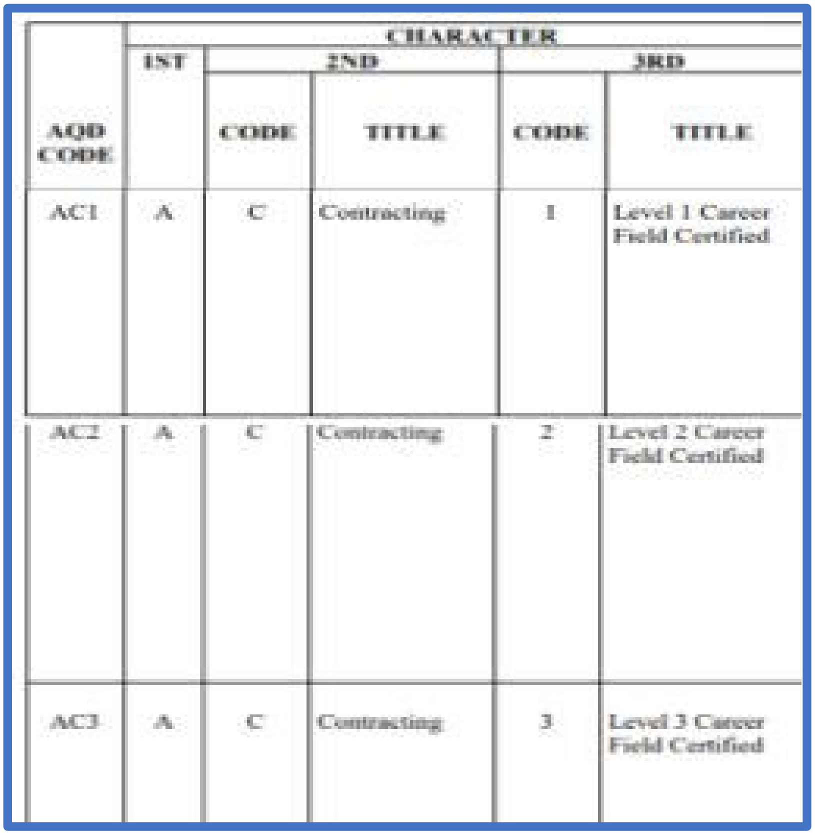
Figure 5. US Navy Officer Data Card

1. What is an Acquisition Qualification Designator (AQD)?

BUPERS states that AQDs:

> Enhance billet and officer designator codes by identifying more specifically the qualifications required by a billet or a unique qualification awarded to an incumbent through service in the coded billet. The AQD structure: (1) Identifies additional qualifications, skills, and knowledge required to perform the duties and/or functions of a billet beyond those implicit in the billet designator, grade, NOBC, or subspecialty; (2) Where specifically noted, identifies billets that provide unique qualifications for the billet incumbent; and (3) Facilitates retrieval of management information required to support more precise officer personnel planning. (NPC, 2020)

The following AQDs (**Figure 6**) are those associated with acquisition and illustrate on a person's record if they are DAWIA Contracting qualified; i.e., Level I (AC1), II (AC2), and III (AC3).



AQD CODE	CHARACTER				
	1ST	2ND		3RD	
		CODE	TITLE	CODE	TITLE
AC1	A	C	Contracting	1	Level 1 Career Field Certified
AC2	A	C	Contracting	2	Level 2 Career Field Certified
AC3	A	C	Contracting	3	Level 3 Career Field Certified

Figure 6. List of DAWIA Contracting Certification AQDs. Source: NAVPERS 15839I (2020c).

These individual qualifications are awarded by the Defense Acquisition University (DAU), and the onus is placed on the individual to apply for the AQD through BUPERS. A USN SC JO must follow the instructions provided by Navy Personnel Command (BUPERS) to update their record accordingly. Currently, all requests for acquisition AQD updates are submitted to PERS-447, and currently it can take several weeks for the record to be updated (NPC, 2020).

2. Navy Officer Billet Classification (NOBC) Codes

What is an NOBC?

A Navy Officer Billet Classification or NOBC is exactly what it sounds like. It provides a unique identifier to each billet describing what duties and responsibilities an officer has within that position. There may even be several NOBCs used to describe a single U.S. Navy billet, and there is a limit of three NOBCs for each respective billet. For example, an Assistant Supply Officer operating at a Naval Mobile Construction Battalion (NMCB) may receive NOBCs stating that they worked in General Supply (1918), Disbursing (1045), and Food Service (1130).

What instruction covers NOBCs?

The list of all NOBCs can be found in Part C of The Manual of Navy Officer (NAVPERS 15839I) and breaks them out according to type (NAVPERS 15839I, 2020). The instruction bundles all of the DAWIA certifications into fiscal group: "1000-1099 Classifications in this group identify primary duties associated with determination of fiscal requirements, accounting, disbursing, and budgeting" (NPC, 2020). A USN SC Lieutenant coming out of two-year NACO internship should have the following code within their record:

> 1492 CONTRACTING OFFICER (DAWIA LEVEL II) [ACQ CONT LVL II] [Job Code: 003500] Contracts for all types of systems, equipment, supplies and services. DOD Directive 5000.52, "Defense Acquisition Education, Training and Career Development Program" applies. This NOBC will be earned upon meeting the DAWIA Level II in Contracts. Specific education, experience and training requirements are promulgated in the Defense Acquisition University (DAU) Catalog. (NPC, 2020)

Receipt of this NOBC is predicated upon an officer receiving their Level II DAU certification in Contracting through DAU.

3. Sub-specialty Designators

What is a Sub-Specialty?

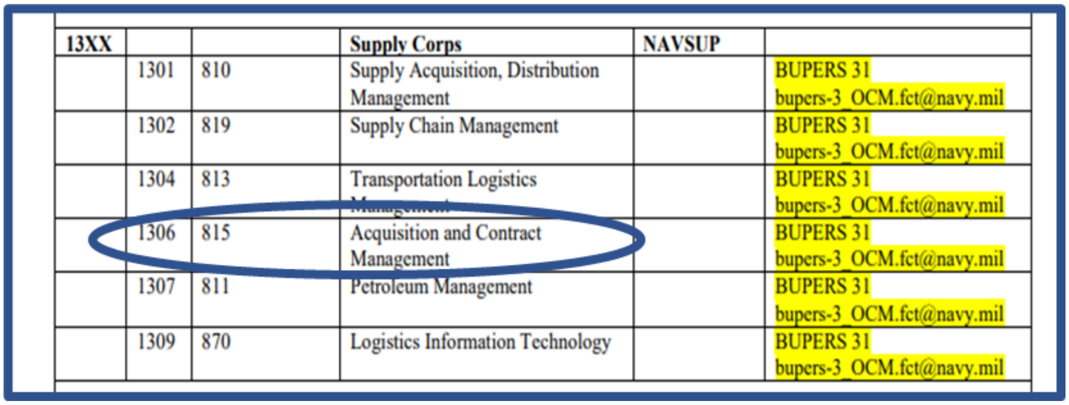
A sub-specialty has two purposes:

a. Navy manpower systems use subspecialty codes to identify subspecialty requirements and personnel that are subspecialists. The Navy Subspecialty System (NSS) employs subspecialty codes to facilitate the assignment of subspecialists to subspecialty-coded billets and generate the Navy's advanced education requirements.

b. Subspecialties are professional disciplines secondary to an officer's primary specialty (Designator) and apply to Unrestricted Line, Restricted Line, and Staff Corps officers"
(NPC, 2020).

What is the Instruction Covering Sub-Specialty Codes?

The following sub-specialties are covered in Part B of The Manual of Navy Officer (NAVPERS 15839I) and breaks them out accordingly. The following are sub-specialties unique to the USN Supply Corp (**Figure 7**).



13XX			**Supply Corps**	**NAVSUP**	
	1301	810	Supply Acquisition, Distribution Management		BUPERS 31 bupers-3_OCM.fct@navy.mil
	1302	819	Supply Chain Management		BUPERS 31 bupers-3_OCM.fct@navy.mil
	1304	813	Transportation Logistics Management		BUPERS 31 bupers-3_OCM.fct@navy.mil
	1306	815	Acquisition and Contract Management		BUPERS 31 bupers-3_OCM.fct@navy.mil
	1307	811	Petroleum Management		BUPERS 31 bupers-3_OCM.fct@navy.mil
	1309	870	Logistics Information Technology		BUPERS 31 bupers-3_OCM.fct@navy.mil

Figure 7. List of Supply Sub-specialties. Source: NAVPERS 15839I (2020c).

A SC intern upon completion of a NACO tour can expect to receive a 1306 sub-specialty (Acquisition and Contract Management) and have it reflected on their record. The sub-specialty would further be differentiated by having a letter after 1306, showing if it was earned via education or experience. There are the following suffixes (NPC, n.d.):

P – Master's Degree
Q – Master's Degree Plus 18+ Months in a Qualifying Billet
R – Completion of Two Tours in a Qualifying Billet
S – Significant Experience

A NACO intern traditionally would be able to receive their 1306S upon completion of the internship and receiving their DAU Level II Certification in Contracting. However, if a SC intern graduated from the DL MSCM Program through NPS, they might be able to first attain their 1306P and then potentially receive their 1306Q in a subsequent acquisition billet. For the USN SC JOs to receive the 1306P, NPS would need to coordinate with BUPERS to have the MSCM Curriculum (#835) reviewed and approved for receipt of the sub-specialty.

4. Defense Acquisition Corps (DAC)

The next step for a LT having completed their NACO internship would be to apply for Defense Acquisition Corps (DAC) membership subsequent to their promotion to LCDR (O4). DAC membership is a crucial career milestone in order to show progression within the acquisition world. However, in order to accomplish it, an officer has to submit a package to BUPERS with the following ("OP Monthly," 2020):

- DAC application (NAVPERS-1301-86);
- DON Acquisition Career Management System (eDACM) transcript;
- All college work transcripts; and
- FITREPS if requesting additional experience for non-AT&L coded time.

As the approving authority, BUPERS 447 will update both the individual's official military record and their DON Acquisition Career Management System (eDACM) record that they have received membership into the DAC. The January 2020 Supply Corps Monthly states that an officer must meet the following criteria to receive their DAC membership ("OP Monthly," 2020):

1) O-4 or above,

2) DAWIA certified at Level II or above,

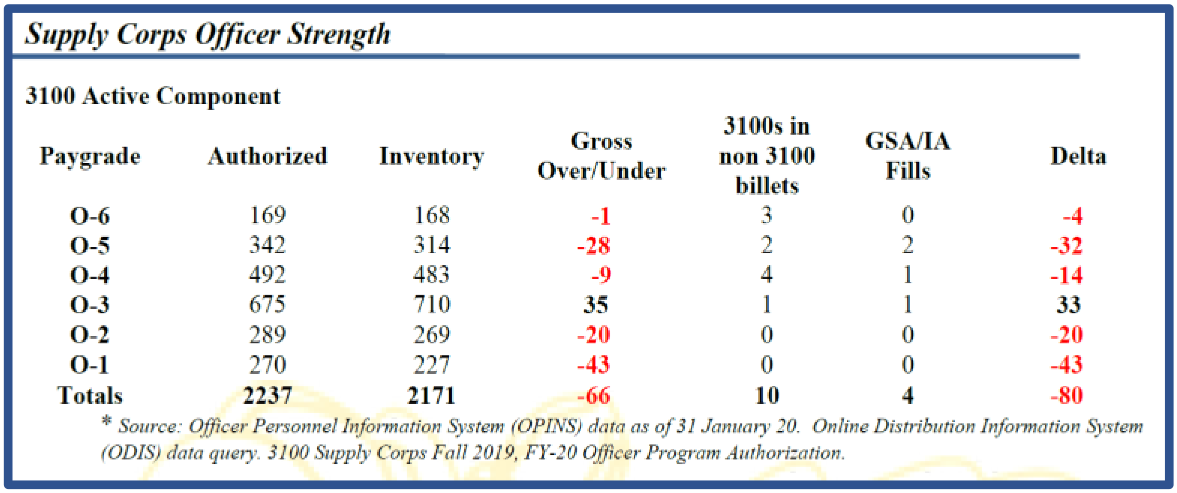
3) Baccalaureate Degree from an accredited educational institution with at least 12 credits in a business-related discipline, and

4) 48 months of acquisition experience.

III. FINDINGS

A. CURRENT STATE OF THE SUPPLY CORPS

As of January 2020, The USN Supply Corps has been operating at a personnel deficit (-66) shown in **Figure 8**. There has been a two-pronged approach within the community: 1) have a greater number of individuals capable of going operational as a LCDR/CDR and 2) completing graduate education requirements earlier in officers' careers. An officer completing graduate school earlier provides a greater number of opportunities to take operational type billets.



Supply Corps Officer Strength

3100 Active Component

Paygrade	Authorized	Inventory	Gross Over/Under	3100s in non 3100 billets	GSA/IA Fills	Delta
O-6	169	168	-1	3	0	-4
O-5	342	314	-28	2	2	-32
O-4	492	483	-9	4	1	-14
O-3	675	710	35	1	1	33
O-2	289	269	-20	0	0	-20
O-1	270	227	-43	0	0	-43
Totals	**2237**	**2171**	**-66**	**10**	**4**	**-80**

* *Source: Officer Personnel Information System (OPINS) data as of 31 January 20. Online Distribution Information System (ODIS) data query. 3100 Supply Corps Fall 2019, FY-20 Officer Program Authorization.*

Figure 8. Supply Corps Officer Strength (January 2020).
Source: OP Monthly (2020).

The FY20 CDR selection boards (**Figure 9**) provide significant insight into what the community is prioritizing to reinforce these aforementioned trends. Additionally, it also clearly illustrates that acquisition experience is being prioritized as there was a respective 60% selection rate within the pool of in-zone selects shown. This is further reinforced by the observation in the top right-hand corner showing that membership within the Defense Acquisition Community was highlighted along with the Civilian Institutions (CIVINS) 810 program and expeditionary experience. APM is the AQD for an individual who is both a fully DAU qualified supply corps officer and member of the Defense Acquisition Corps (DAC).

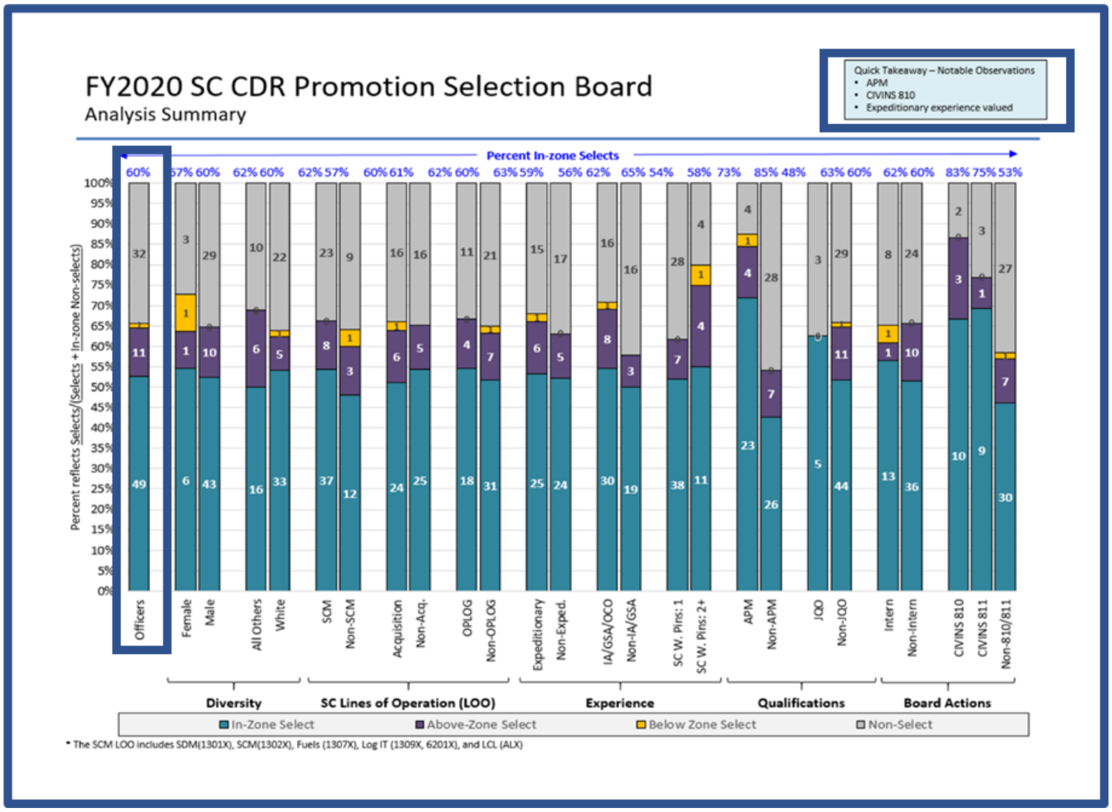


Figure 9. FY2020 SC CDR Promotion Selection Board Statistics (Summary) Source: OP Monthly (June 2019).

The following chart (Figure 10) shows that officers who had the APM AQD on their record had an 83% selection rate, and those who were Level III and Level II DAU Certified had respective 100% and 70% selection rates. Both groups were significantly ahead of the 60% promotion average for in-zone Supply Corps Officers. Having both a Level II/III DAU certification and Defense Acquisition Community (DAC) membership provides a crucial advantage careerwise within a very competitive community. It also demonstrates the significance of having an updated record showing the necessary AQDs for acquisition experience.

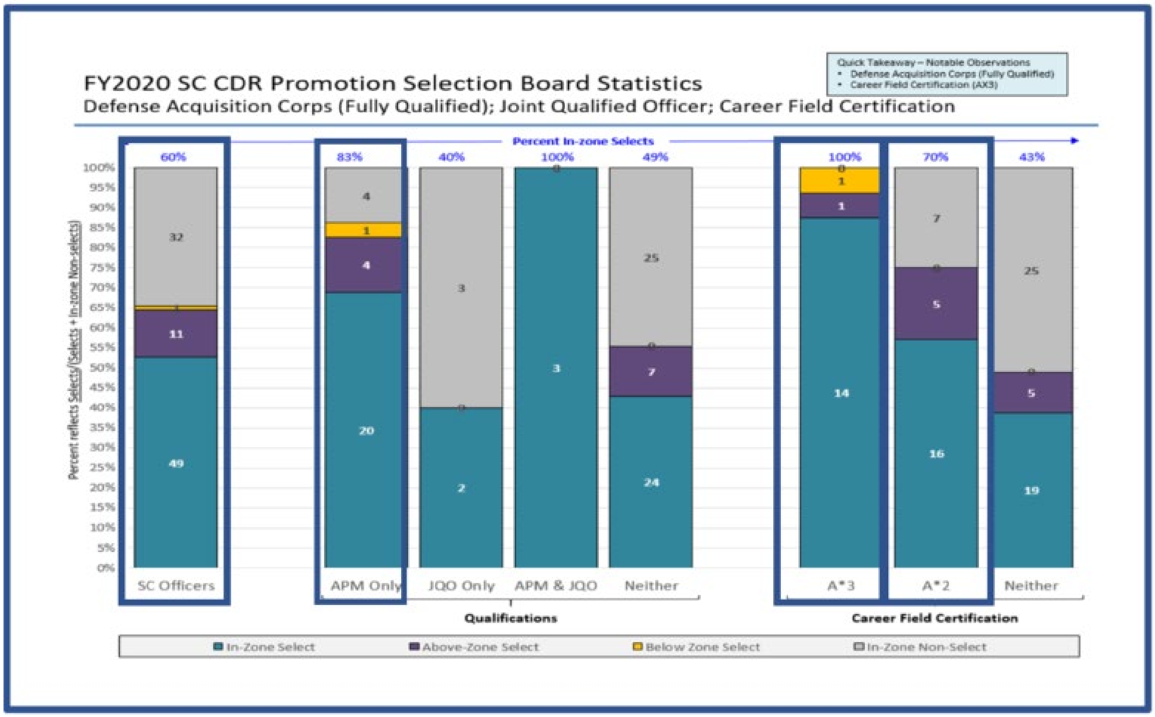


Figure 10. FY2020 SC CDR Promotion Selection Board Statistics (Qualifications). Source: OP Monthly (2020).

The following selection attributes were prioritized by the FY 20 SC CDR selection board (**Figures 9 and 10**):

- Contracting Experience (Denoted on individuals' records through the Sub-Specialty 1306 and AQDs for receiving a DAU Certification)
    - DAU Level III Certification – 100% Promotion Rate
    - DAU Level II Certification – 70% Promotion Rate

- Individuals who participated in a SC Internship (NACO, BFM, POL, NR, etc.)
    - 62%

- Warfare qualifications earned while operating on different platforms (DDGs, CVN, SSNs, etc.)
    - 54% Promotion Rate for 1 Warfare Device
    - 58% Promotion Rate for 2+ Warfare Devices

B. DEFENSE ACQUISITION UNIVERSITY

1. Defense Acquisition University Overview

The Defense Acquisition University (DAU) is headquartered at the U.S. Army's FT Belvoir and which has a critical role in providing acquisition knowledge across the Department of Defense (DOD). DAU provides a significant number of classes across an array of subjects that can ultimately lead to a certification in different fields: Contracting, Program Management, Business Financial Management, Cost Estimating, etc. DAU's mission is to, "Provide a global learning environment to develop qualified acquisition, requirements and contingency professionals who deliver and sustain effective and affordable warfighting capabilities" (Defense Acquisition University, 2020).

2. DAU Equivalency Process

DAU has an equivalency agreement with other entities to provide credit for other acquisition-related courses. These agreements allow:

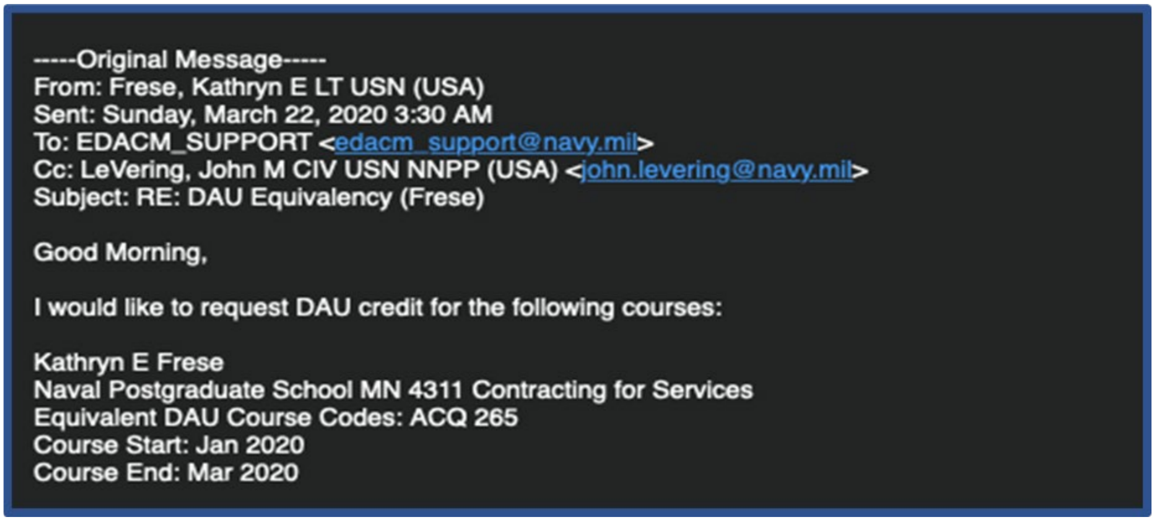
> Other organizations, colleges and universities, DOD schools, other federal agencies, commercial vendors, and professional societies to offer courses, programs or certifications which DAU will accept as equivalent to one or more DAU courses if, upon evaluation of the organization's materials and standards, they adequately address the DAU course learning outcomes for a select DAU course(s). (DAU, n.d.)

There is a memorandum of agreement between DAU and NPS, where there are a number of NPS courses that qualify for DAU credit. However, receiving DAU course equivalencies on the individual's eDACM record does not happen automatically upon completion of an NPS course. As a result, the DAU website provides the following steps shown in Table 2 in order to request a DAU Course Equivalency be placed within the eDACM record (DAU, n.d.).

Table 2. How to Request DAU Equivalency Course Credit

#	Steps Provided by DAU	
1	Reference the DON DAWIA Operating Guide Chapter 13.9, DAU Equivalent Courses.	This is covered under Appendix VI
2	Reference the DAU equivalency program at this URL: http://icatalog.dau.mil/appg.aspx.	Appendix VIII shows the listing of all equivalent courses between NPS and DOD Schools
3	Click on the appropriate type of provider (i.e. DOD Schools, Commercial Vendor, etc.) to view the equivalent product listing for that provider type. In order to qualify as a DAU equivalent course, the course must be identified as such on one of these documents.	To view the course equivalencies between NPS and DAU, individuals would select DOD Schools.
4	Locate the providers' course name and number and note the equivalent DAU course code.	
5	Ensure the course was completed on or within the approval period listed on the document.	
6	Submit your request to the eDACM Support Team at eDACM_Support@navy.mil, and provide the following information: • First and Last Name, and Middle Initial • Course completion certificate or university transcripts, as applicable. • Equivalent DAU Course Code • Course Start Date • Course Completion Date	An example of an email request to eDACM is provided below in **Figure 10**.
7	You will receive an email from the eDACM Support Team indicating that the equivalency request has been processed. Individuals can expect to see their equivalency display"	

Figure 11 shows an example of an equivalency request made via email for credit received on an NPS course.



-----Original Message-----
From: Frese, Kathryn E LT USN (USA)
Sent: Sunday, March 22, 2020 3:30 AM
To: EDACM_SUPPORT <edacm_support@navy.mil>
Cc: LeVering, John M CIV USN NNPP (USA) <john.levering@navy.mil>
Subject: RE: DAU Equivalency (Frese)

Good Morning,

I would like to request DAU credit for the following courses:

Kathryn E Frese
Naval Postgraduate School MN 4311 Contracting for Services
Equivalent DAU Course Codes: ACQ 265
Course Start: Jan 2020
Course End: Mar 2020

Figure 11. EDACM Request Email

The advantage of the NPS DL MSCM Program is that it streamlines the ability of students to have their DAU Contracting certification processed. As a result of the 2012 Assistant Secretary of the Navy (ASN) RDA memo, the Program’s curriculum has been approved to cover all training requirements necessary for DAWIA Levels I, II and III for Contracting. Students need to fill out the form provided in **Appendix I** and route it for approval. This represents a significant advantage for the Program.

3. Relationship between NPS and DAU

For the purposes of the DL MSCM Program, the aforementioned agreement between NPS and DAU allows students to achieve both a master’s degree and DAU certifications in contracting. This is a huge benefit for students, allowing them to maximize their time and not be faced with having to take both NPS and DAU courses to achieve the same end-state. An important note is that completion of the NPS MSCM Program covers all necessary course equivalencies required to achieve a DAU Level III Certification in Contracting. The remaining courses annotated on the DAU website such as the online Continuous Learning Courses (CLC) required for a DAU Level III aren’t necessary for MSCM Graduates (Curriculum #835) (DAU, 2020). This is in **Appendix I**, stating that the Program covers all of the training requirements for DAWIA Levels I, II, and III in Contracting. **Important note:** Students participating in the MSCM Program still need to have the requisite Acquisition experience to have their DAU Contracting Certifications approved.

4. DAU Certification Levels

There are three DAU certification levels (I, II, III) offered in a variety of different fields, including Contracting, Business Financial Management (BFM), and Project Management (PM). The Navy describes the following levels and how each DAU level ties into the respective Navy Supply Corps career milestone (DAU, n.d.):

DAU Contracting Level I

Level I (**Table 3**) has the most requirements for individuals to complete and provides a vital foundation for an individual learning about the often-complicated Government contracting process.

Table 3. DAU Level I Contracting Requirements. Adapted from Defense Acquisition University (2020).

DAWIA Level	Course #	Course Name	Type	Duration Residency	Duration Online
1	CON 091	Contract Fundamentals (R)	Residency	104	
1	CON 121	Contract Planning	Online		11
1	CON 100	Shaping Smart Business Arrangements	Online		5
1	CON 124	Contract Execution	Online		9
1	CON 127	Contract Management	Online		9
1	CON 170	Fundamentals of Cost and Price Analysis (R)	Residency	64	
1	CLC 033	Contract Format and Structure for	Online		2

DAWIA Level	Course #	Course Name	Type	Duration Residency	Duration Online
		DOD e-Business Environment			
1	CLC 056	Analyzing Contract Costs	Online		17
1	CLC 057	Performance Based Payments and Value of Cash Flow	Online		4
1	CLM 059	Fundamentals of Small Business for the Acquisition Workforce	Online		2
1	CLC 058	Introduction to Contract Pricing	Online		12
Total				168	71
Estimated Total Hours					239

A Navy Acquisition Contracting Officer (NACO) intern is usually able to attain DAU Level I in contracting within their first year, completing both the coursework and experience requirements. A NACO intern with their Level I should be able to perform the fundamentals of their job and have basic knowledge of Government contracting.

DAU Contracting Level II

Level II: "This level is appropriate for those in Intern development programs and journeymen or senior positions (non-KLP/CAP) that need an intermediate level of acquisition knowledge and skills. This level is required for all O-4 positions" (NPC, n.d.).

A DAU Level II (**Table 4**) in Contracting translates to someone who has a basic level of knowledge and is able to take on increased levels of responsibility. The increased knowledge and responsibility is why the USN Supply Corps makes a DAU Level II required for all O-4 positions involved in acquisition/contracting (Acquisition FAQ, n.d.a). However, a USN Supply Corps Junior Officer in their NACO internship should be able to complete the Level II Contracting requirements within their two-year shore tour. During their internship, these interns are sent to all of the DAU residency courses and are expected to complete the online requirements during working hours.

Table 4. DAU Contracting Level II Requirements.
Adapted from Defense Acquisition University (2020).

DAWIA Level	Course #	Course Name	Type	Duration - Residency	Duration Online
2	ACQ 101				22
2	CON 200	Business Decisions for Contracting	Online		13
2	CON 216	Legal Considerations in Contracting	Online		11
2	CON 280	Source Selection and Administration of Service Contracts (R)	Residency	76	
2	CON 290	Contract Administration and Negotiation Techniques in a Supply Environment (R)	Residency	76	
2	CLC 051	Managing Government Property in the Possession of Contractors	Online		2
2	HBS 428	HBS 428 Negotiating	Online		2
Total				152	50
Estimated Total Hours					202

DAU Contracting Level III

Level III: "This level is required for all KLPs, CAPs, O-5 and O-6 positions, and positions in the SPRDE-PSE career field" (Acquisition FAQ, n.d.). Having a DAU

Level III (**Table 5**) in Contracting, represents a senior level of knowledge and ability to conduct Government acquisitions and contracting. The Navy's current expectation is that a Level III is usually earned by Supply Corps Officers, O-5 and above (NPC, n.d.). It would be advantageous to the U.S. Navy for more junior officers complete the coursework for this requirement earlier in their careers, but there are limited venues available to accomplish this (DL MSCM Program (#835) and the NPS #815 Resident MBA).

Table 5. DAU Contracting Level III Requirements.
Adapted from Defense Acquisition University (2020).

DAWIA Level	Course #	Course Name	Type	Duration - Residency (Hours)	Duration Online (Hours)
3	CON 360	Contracting for Decision Makers (R)	Residency	60	
3		1 additional course from the Harvard Business Management Modules	Online		2
3	ACQ 370	Acquisition Law	Residency	36	
3	ACQ 202	Intermediate Systems Acquisition	Online		19
Total				96	21
Estimated Total Hours					117

5. DAU Certification Approval Process

However, the DAU website makes an important distinction that DAU itself does not approve an individual's DAU certification request (DAU, 2017). When an individual submits their certification request, they enter through the respective eDACM website portal, which is linked through the DAU site. Each eDACM site is different based on an individual's branch of service that they are affiliated with.

An individual submitting their certification request has to verify that they have completed all of the necessary coursework and met the acquisition-related experience time requirements. The next step is that the Supervisor receives a notification to go in and approve the certification within the eDACM system. The Supervisor functions as another redundancy in the system to verify that the individual has met all of the requirements. Upon verifying all of the necessary coursework and experience, the Supervisor then approves the certification to continue through the routing process. Finally, the certification will be routed to the respective DACM office/approval point of contact (POC) for final approval. This respective POC is required to be a designated approver with a Level III in the certifying field; i.e. Contracting and Business-Financial Management.

Upon receiving the final approval from the DACM, the respective individual goes back into the system, downloads the DAU completion certificate and submits it to the respective office to update their record as the two systems do not interface. For example, an active duty USN sailor would have to download their DAU completion certificate and then submit it to the respective BUPERS office to have their record updated (NPC, 2019). Completion of a DAU level results in the aforementioned Additional Qualification Designator (AQD) being added to the service member's official record (Figure 12). A significant advantage to the NPS DL MSCM Program is that according to the 2012 ASN RDA Memo referenced in Appendix I, MSCM Graduates fulfil all DAU Contracting training requirements.

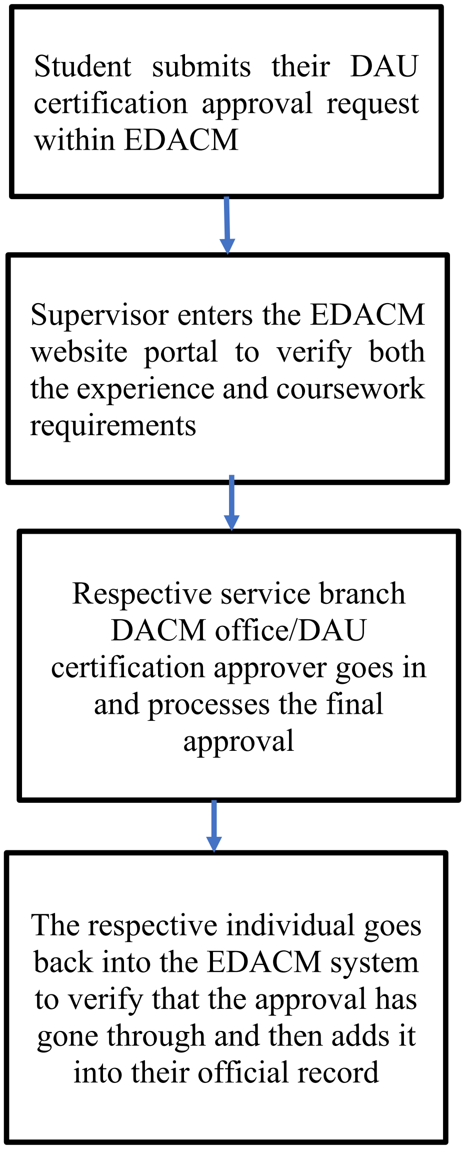
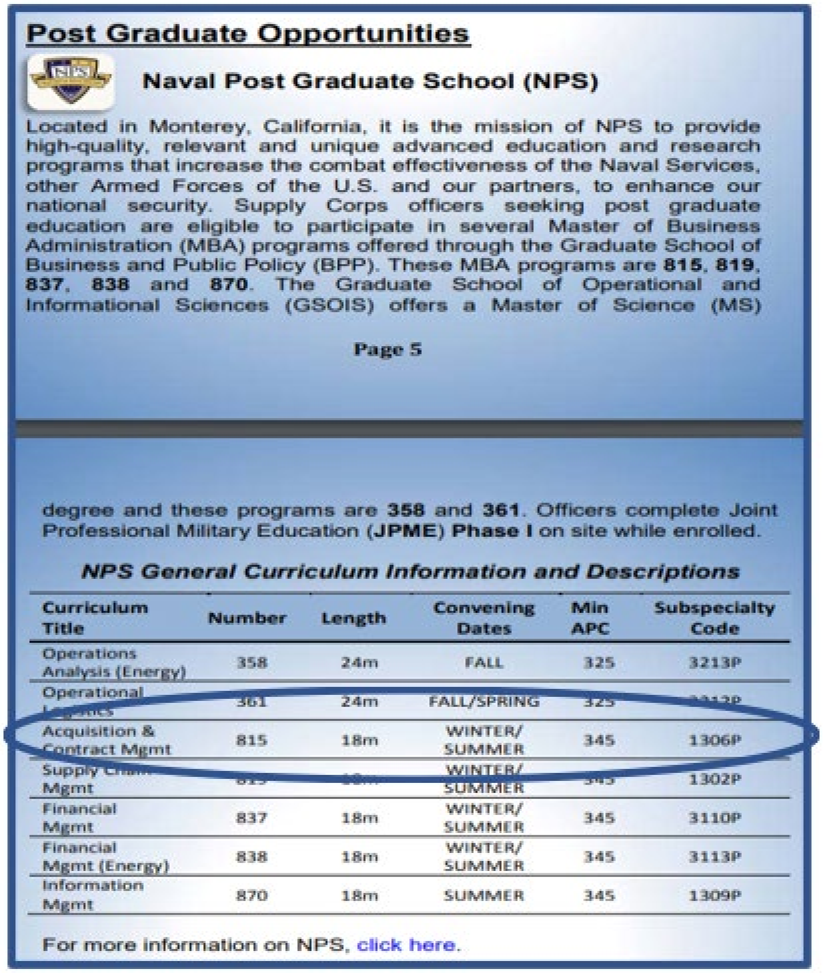

Student submits their DAU certification approval request within EDACM
Supervisor enters the EDACM website portal to verify both the experience and coursework requirements
Respective service branch DACM office/DAU certification approver goes in and processes the final approval
The respective individual goes back into the EDACM system to verify that the approval has gone through and then adds it into their official record

Figure 12. DAU Certification Approval Process.
Adapted from Defense Acquisition University (2020).

C. NAVAL POSTGRADUATE SCHOOL

The Supply Corps currently advertises Naval Postgraduate School (NPS) as an option for Officers to achieve their master's degree. The following (**Figure 13**) is from the Supply Corps Handbook for "It's Your Education," but it currently doesn't show the distance-learning programs offered by NPS. It does show the Master's in Business

Administration with a focus in Acquisition/Contract Management (#815), which is a traditional resident-type program.



Post Graduate Opportunities

Naval Post Graduate School (NPS)

Located in Monterey, California, it is the mission of NPS to provide high-quality, relevant and unique advanced education and research programs that increase the combat effectiveness of the Naval Services, other Armed Forces of the U.S. and our partners, to enhance our national security. Supply Corps officers seeking post graduate education are eligible to participate in several Master of Business Administration (MBA) programs offered through the Graduate School of Business and Public Policy (BPP). These MBA programs are **815**, **819**, **837**, **838** and **870**. The Graduate School of Operational and Informational Sciences (GSOIS) offers a Master of Science (MS)

Page 5

degree and these programs are **358** and **361**. Officers complete Joint Professional Military Education (**JPME**) **Phase I** on site while enrolled.

NPS General Curriculum Information and Descriptions

Curriculum Title	Number	Length	Convening Dates	Min APC	Subspecialty Code
Operations Analysis (Energy)	358	24m	FALL	325	3213P
Operational Logistics	361	24m	FALL/SPRING	325	[illegible]
Acquisition & Contract Mgmt	815	18m	WINTER/ SUMMER	345	1306P
Supply Chain Mgmt	819	[illegible]	WINTER/ SUMMER	345	1302P
Financial Mgmt	837	18m	WINTER/ SUMMER	345	3110P
Financial Mgmt (Energy)	838	18m	WINTER/ SUMMER	345	3113P
Information Mgmt	870	18m	SUMMER	345	1309P

For more information on NPS, click here.

Figure 13. Description of the NPS Graduate Programs.
Source: Supply Corps Handbook: *It's Your Education* (2019).

1. NPS Master of Science in Contract Management

The Distance Learning Master of Science in Contract Management (MSCM) Program is listed as #835 under the NPS catalog and is offered in distance-learning format (Naval Postgraduate School, n.d.a). The Program's website describes it as one that:

> Provides valuable tools to students for immediate application in real-world defense acquisition scenarios. Additionally, the students' culminating

> projects focus on solving current DOD acquisition concerns. The MSCM is a 24-month, part-time, distance-learning program open to all qualified active-duty military officers, federal employees and a limited number of DOD contractors. No prior contract management experience required for admission. The MSCM degree also provides DAU CON Level I, Level II and Level III equivalency. DAU changes made after the establishment of the MSCM program for an academic cohort will be reviewed and accommodated if and where feasible. (NPS, n.d.b)

Important Program takeaways:

- Duration of 24 Months/2 Years
- Open to Active-Duty U.S. Navy Officers
- Operates in a Distance Learning Format
- Offers DAU Equivalencies for the Contracting Certification

The Program starts up in July and is for a total of eight quarters (2 Years) with two courses conducted per quarter. In order to complete the degree, NPS states that the individual student must meet the following requirements to graduate (NPS, n.d.b):

1. Completion of a minimum of 48 credit hours of graduate-level courses, at least 12 that are at the 4000 level. (Credit hour requirement does not include 6 hours assigned for the Joint Applied Project.)
2. Completion of an approved Joint Applied Project with at least one advisor from NPS.

2. MSCM Required Coursework

The following is the curriculum matrix pulled directly from the NPS website showing the MSCM required courses and, importantly, how they equate to the DAU Contracting course equivalencies (NPS, 2020a). The DAU/NPS course equivalencies are listed on the DAU Equivalency Program website (DAU, n.d.). Important Note: MSCM Graduates are not required to take the online DAU courses normally required to receive their DAU Contracting Certifications as stated in Appendix I.

Table 6. Comparison of the MSCM Courses and DAU Equivalencies. Adapted from Defense Acquisition University (2020).

	Courses	DAU Equivalencies Covered	DAU Contracting Level Requirements
1	MN 4474 - Organizational Analysis	None	Level 1: ~~CON 91~~ ~~CON 121~~ ~~CON 100~~ ~~CON 124~~ ~~CON 127~~ ~~CON 170~~ CLC 033 (Online Course) CLC 056 (Online Course) CLC 057 (Online Course) CLM 059 (Online Course) CLC 058 (Online Course)
2	MN 3221 Principles of Acquisition & Program Management	ACQ 101, ACQ 201, PMT 252, PMT 257, EVM 101, BCF 110, ACQ 202, ACQ 203	
3	MN 3012 Communication Strategy & Leadership	None	
4	MN 3222 Principles of Acquisition & Program Management	ACQ 101, ACQ 201, PMT 252, PMT 257, EVM 101, BCF 110, ACQ 202, ACQ 203	
5	MN 3001 - Economics for Managers	None	
6	MN 3303 Principles of Acquisition & Contract Management	CON 90, 100, 121, 124, 127, 127, PMT 352	
7	MN 3320 Contract Cost and Price Analysis	CON 170, 270, 290	Level 2: ~~ACQ 101~~ ~~CON 200~~ ~~CON 216~~ ~~CON 280~~ CON ~~290~~ CLC 051 (Online Course) HBS 428 (Online Course)
8	MN 3321 Federal Contract Negotiations	CON 170, 270, 290	
9	MN 3172 Resourcing National Security	None	
10	MN 4040 Joint Applied Project	None	

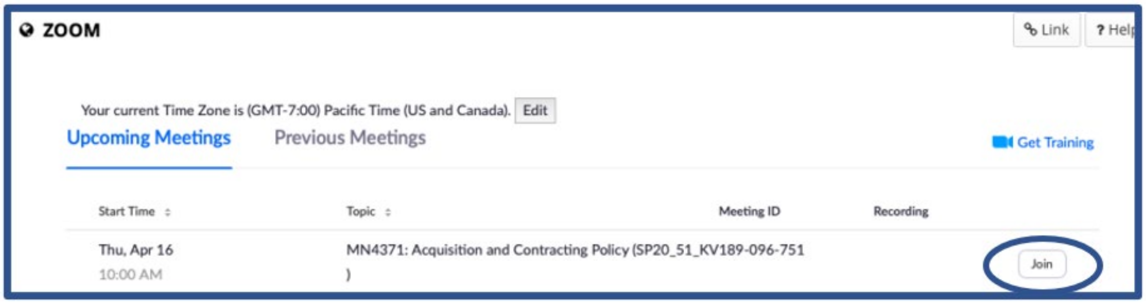
	Courses	DAU Equivalencies Covered	DAU Contracting Level Requirements
11	MN 3312 Government Contracts Law	ACQ 370, CON 216	
12	MN 3315 Acquisition Management and Contract Administration	CON 200, 280, 290	
13	MN 4105 Strategic Management	None	
14	MN 4311 Contracting for Services	ACQ 265, CON 200, CON 280	
15	MN 4090 Joint Applied Project	None	Level III: ~~ACQ 370~~ ~~CON 360~~ ~~ACQ 202~~
16	MN 4371 Acquisition and Contracting Policy	CON 360	

3. MSCM Distance Learning

Lectures (Zoom)

The DL MSCM lectures are conducted on a biweekly basis (Tuesday and Thursday) using Zoom software as a platform (**Figure 14**). Zoom provides necessary flexibility and convenience to students who can access the class lecture using computers/phones/tablets and an Internet connection. It also allows the Professor to share his screen/presentation with students who are then able to engage on subjects via a variety of means, including video, voice or chat.

Logging onto SAKAI (cle.nps.edu) allows Students to access their respective classes and then view current lectures as well as past-recorded ones.


ZOOM
Link
? Help
Edit
Upcoming Meetings
Previous Meetings
Get Training
Join

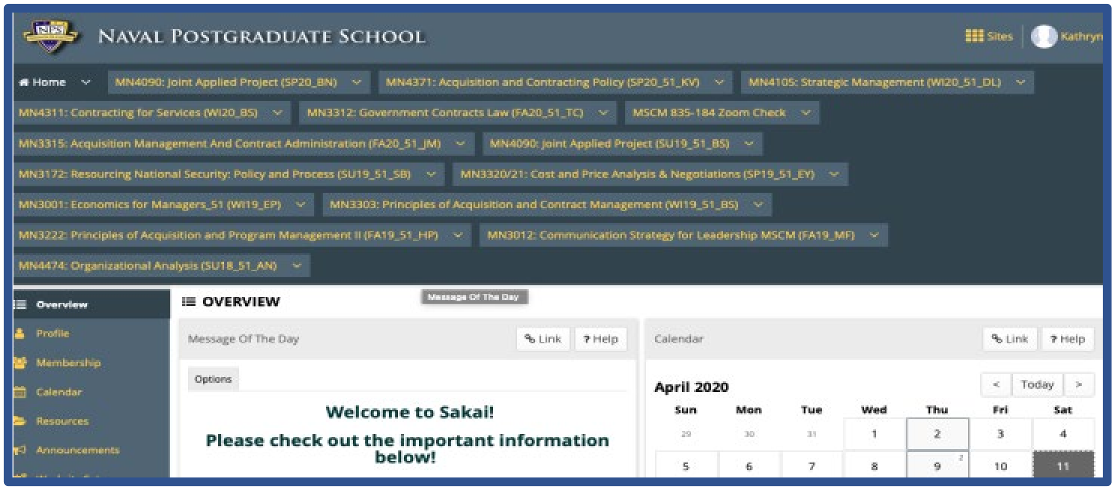
Your current Time Zone is (GMT-7:00) Pacific Time (US and Canada).

Start Time	Topic	Meeting ID	Recording
Thu, Apr 16 10:00 AM	MN4371: Acquisition and Contracting Policy (SP20_51_KV189-096-751)		

Figure 14. Zoom Lecture Access

SAKAI (Class Resources)

SAKAI is an online platform (Figure 15) that students utilize to access their respective classes and necessary resources. Students are able to download their class presentations, engage with Professors, and take quizzes/tests. The usability of this platform enhances student's ability to be successful within the DL MSCM Program.


NAVAL POSTGRADUATE SCHOOL
Sites
Kathryn
Home
MN4090: Joint Applied Project (SP20_BN)
MN4371: Acquisition and Contracting Policy (SP20_51_KV)
MN4105: Strategic Management (WI20_51_DL)
MN4311: Contracting for Services (WI20_BS)
MN3312: Government Contracts Law (FA20_51_TC)
MSCM 835-184 Zoom Check
MN3315: Acquisition Management And Contract Administration (FA20_51_JM)
MN4090: Joint Applied Project (SU19_51_BS)
MN3172: Resourcing National Security: Policy and Process (SU19_51_SB)
MN3320/21: Cost and Price Analysis & Negotiations (SP19_51_EY)
MN3001: Economics for Managers_51 (WI19_EP)
MN3303: Principles of Acquisition and Contract Management (WI19_51_BS)
MN3222: Principles of Acquisition and Program Management II (FA19_51_HP)
MN3012: Communication Strategy for Leadership MSCM (FA19_MF)
MN4474: Organizational Analysis (SU18_51_AN)
Overview
Profile
Membership
Calendar
Resources
Announcements
OVERVIEW
Message Of The Day
Message Of The Day
Link
? Help
Options
Calendar
Link
? Help
April 2020
<
Today
>
Sun
Mon
Tue
Wed
Thu
Fri
Sat
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11

Welcome to Sakai!

Please check out the important information below!

Figure 15. SAKAI Opening Page

4. MSCM – How to Apply

The instructions are offered through the NPS website and are easy for potential students to walk through (NPS, n.d.). The Program states that the following individuals are eligible to apply for the Program:

- Active-duty officers
- Have an undergraduate degree
- Minimum grade point average is 2.2 on a 4.0 system,

1) Students click on the link to apply through the MSCM Program Page

2) They would select curriculum number 835, academic year 2020, quarter 4, if they wanted to begin the Program in July 2020

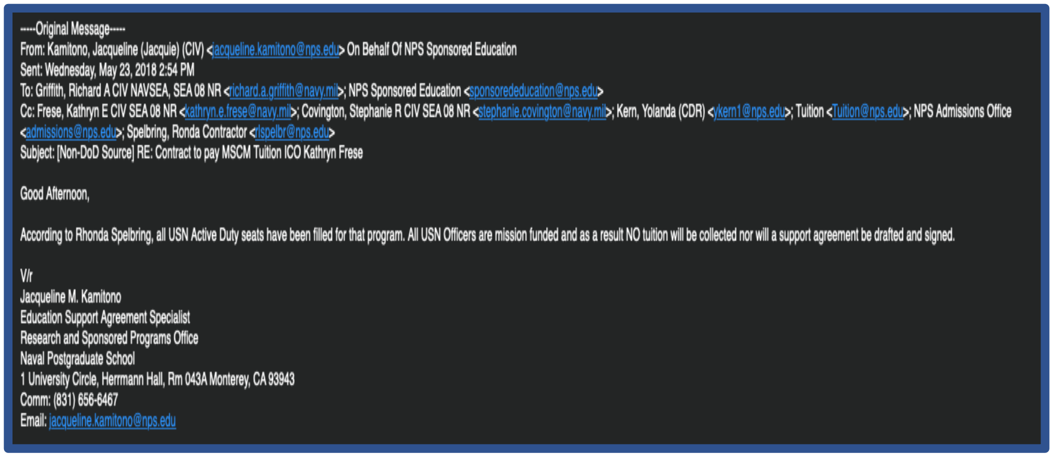
3) Complete the online application form (~1 Page)

4) Provide official transcripts

5) Follow up with the Program Administrator if there are any questions

5. MSCM – Tuition

NPS is mission funded, translating to "NPS is funded by the U.S. Navy to provide graduate education to academically qualified Naval Officers (USN & USMC)" (NPS, n.d.). The following email (**Figure 16**) between Naval Postgraduate School and Command Training Personnel shows that all USN Officers are mission funded and that no tuition would be collected.



-----Original Message-----
From: Kamitono, Jacqueline (Jacquie) (CIV) <jacqueline.kamitono@nps.edu> On Behalf Of NPS Sponsored Education
Sent: Wednesday, May 23, 2018 2:54 PM
To: Griffith, Richard A CIV NAVSEA, SEA 08 NR <richard.a.griffith@navy.mil>; NPS Sponsored Education <sponsorededucation@nps.edu>
Cc: Frese, Kathryn E CIV SEA 08 NR <kathryn.e.frese@navy.mil>; Covington, Stephanie R CIV SEA 08 NR <stephanie.covington@navy.mil>; Kern, Yolanda (CDR) <ykern1@nps.edu>; Tuition <Tuition@nps.edu>; NPS Admissions Office <admissions@nps.edu>; Spelbring, Ronda Contractor <rlspelbr@nps.edu>
Subject: [Non-DoD Source] RE: Contract to pay MSCM Tuition ICO Kathryn Frese

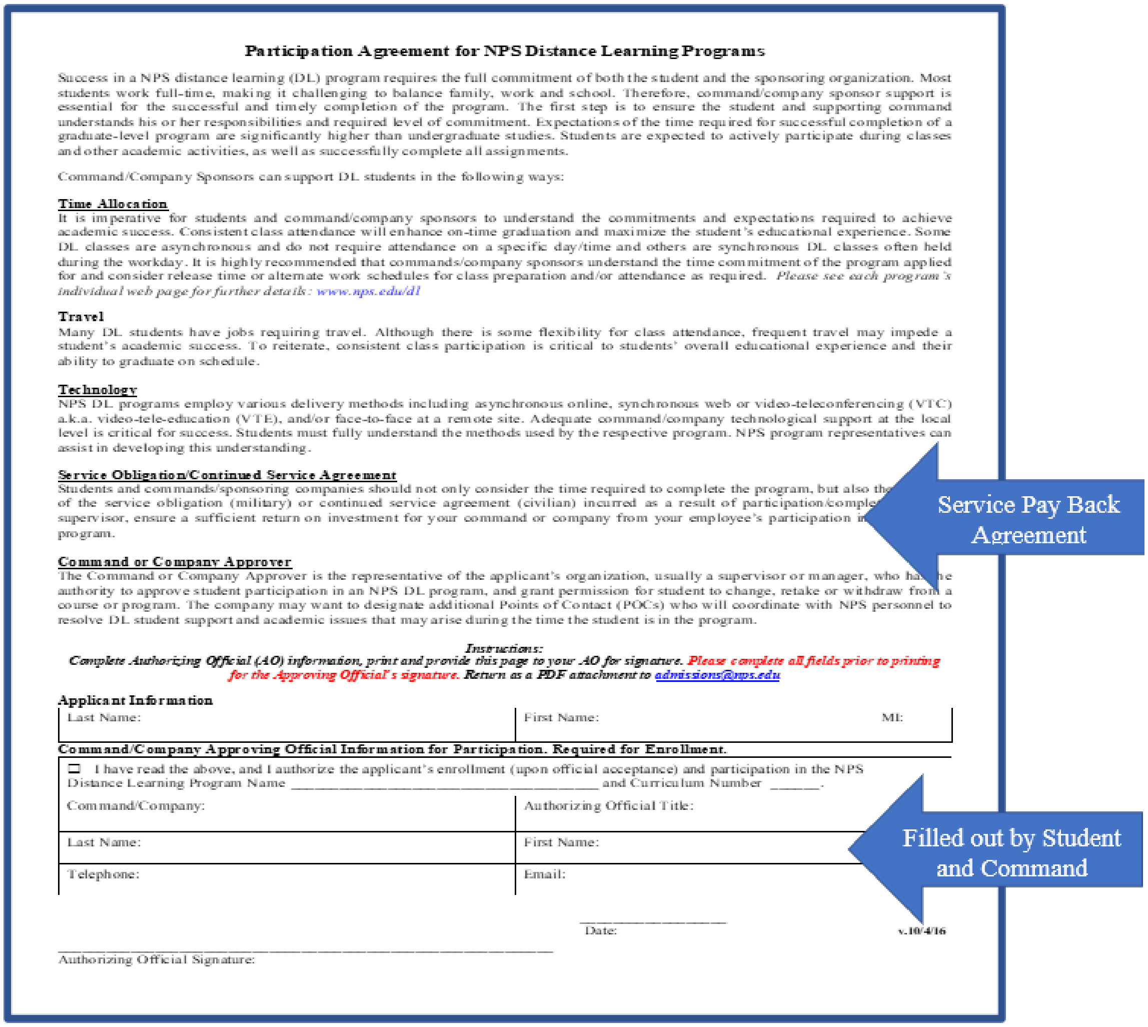
Good Afternoon,

According to Rhonda Spelbring, all USN Active Duty seats have been filled for that program. All USN Officers are mission funded and as a result NO tuition will be collected nor will a support agreement be drafted and signed.

V/r
Jacqueline M. Kamitono
Education Support Agreement Specialist
Research and Sponsored Programs Office
Naval Postgraduate School
1 University Circle, Herrmann Hall, Rm 043A Monterey, CA 93943
Comm: (831) 656-6467
Email: jacqueline.kamitono@nps.edu

Figure 16. Email between Command Training Department and NPS

U.S. Navy SC Interns who are active-duty fall under this purview and agree to a pay-back tour to cover the MSCM Program's tuition. This would be identical to USN SC Interns who are taking a resident master's Program through NPS. This Participation Agreement is provided to students by the Program Administrator and is shown in **Figure 17**.



Participation Agreement for NPS Distance Learning Programs

Success in a NPS distance learning (DL) program requires the full commitment of both the student and the sponsoring organization. Most students work full-time, making it challenging to balance family, work and school. Therefore, command/company sponsor support is essential for the successful and timely completion of the program. The first step is to ensure the student and supporting command understands his or her responsibilities and required level of commitment. Expectations of the time required for successful completion of a graduate-level program are significantly higher than undergraduate studies. Students are expected to actively participate during classes and other academic activities, as well as successfully complete all assignments.

Command/Company Sponsors can support DL students in the following ways:

Time Allocation
It is imperative for students and command/company sponsors to understand the commitments and expectations required to achieve academic success. Consistent class attendance will enhance on-time graduation and maximize the student's educational experience. Some DL classes are asynchronous and do not require attendance on a specific day/time and others are synchronous DL classes often held during the workday. It is highly recommended that commands/company sponsors understand the time commitment of the program applied for and consider release time or alternate work schedules for class preparation and/or attendance as required. *Please see each program's individual web page for further details: www.nps.edu/dl*

Travel
Many DL students have jobs requiring travel. Although there is some flexibility for class attendance, frequent travel may impede a student's academic success. To reiterate, consistent class participation is critical to students' overall educational experience and their ability to graduate on schedule.

Technology
NPS DL programs employ various delivery methods including asynchronous online, synchronous web or video-teleconferencing (VTC) a.k.a. video-tele-education (VTE), and/or face-to-face at a remote site. Adequate command/company technological support at the local level is critical for success. Students must fully understand the methods used by the respective program. NPS program representatives can assist in developing this understanding.

Service Obligation/Continued Service Agreement
Students and commands/sponsoring companies should not only consider the time required to complete the program, but also the of the service obligation (military) or continued service agreement (civilian) incurred as a result of participation/comple supervisor, ensure a sufficient return on investment for your command or company from your employee's participation i program.

Command or Company Approver
The Command or Company Approver is the representative of the applicant's organization, usually a supervisor or manager, who ha he authority to approve student participation in an NPS DL program, and grant permission for student to change, retake or withdraw fro a course or program. The company may want to designate additional Points of Contact (POCs) who will coordinate with NPS personnel to resolve DL student support and academic issues that may arise during the time the student is in the program.

Instructions:
Complete Authorizing Official (AO) information, print and provide this page to your AO for signature. Please complete all fields prior to printing for the Approving Official's signature. Return as a PDF attachment to admissions@nps.edu

Applicant Information

Last Name:	First Name: MI:

Command/Company Approving Official Information for Participation. Required for Enrollment.

☐ I have read the above, and I authorize the applicant's enrollment (upon official acceptance) and participation in the NPS Distance Learning Program Name ______________________________________ and Curriculum Number ______.

Command/Company:	Authorizing Official Title:
Last Name:	First Name:
Telephone:	Email:

________________ Date: v.10/4/16

____ Authorizing Official Signature:

Service Pay Back Agreement

Filled out by Student and Command

Figure 17. Participation Agreement for NPS DL Program.
Source: NPS (2020).

6. Questions That Have Been Asked

To better understand the feasibility of having SC interns attend the DL MSCM Program at Naval Postgraduate School, the following questions were asked by the Supply Corps Officer in Charge of Community Management. They were in turn answered by the Program's Academic Associate.

1) What can NPS accommodate as far as students per class for the distance learning MSCM program?

- The answer to this is it depends on the class. I think (not sure the source) that the goal is no more than 30 per class. But I and others have taught classes with more than 30 and some professors are not able to teach a larger class and would break up 30+ into 2 segments/classes (Schwartz, 2020)

2) What is the overall aggregate demand that NPS has for the MSCM program?

- The question on what NPS can accommodate does not have an exact answer. As far as what recent demand for MSCM is, we had ~42 students start last summer and expect ~33 to start this summer. In previous years, the number has been in the mid-20s (give or take) for each year's start.

- Back to what we could accommodate, more demand would just potentially require hiring additional faculty depending on how big that future demand is. Enough notice of increased demand would be ideal so planning on that future workload could be done purposefully and hiring decisions made with sufficient time to process and onboard anyone new.

- That said, if the extra demand is just Supply Corps Interns there aren't that many of those each year. I can't remember the exact number off the top of my head but it would seem to be around 3–5 Contracting Interns annually. That demand could likely be absorbed without making any substantial changes here at NPS.

- The other consideration is that we currently have one MSCM Program start per year beginning in the Summer Quarter in early July. If there is a future plan to have SC Interns enroll, some of that timing would have to be coordinated. (Schwartz, 2020)

3) Will individuals graduating from the DL MSCM Program meet the necessary criteria to receive a 1306P Sub-Specialty (Acquisition & Contract Management)?

Sub-Specialty Management (PERS-45) has approved the #835 curriculum for the 1306P (Receipt of a Master's Degree in Acquisition & Contract Management) (NAVPERS 15839I, 2020). However, it is currently silent on if completion of the #835 qualifies students for the Navy's 1306P (Acquisition, Completion of a Master's Degree) Sub-Specialty.

The curriculum for the DL MSCM Program would need to be reviewed by BUPERs in order to determine if the curriculum (Appendix M) meets the necessary criteria. BUPERS would need to review the DL MSCM #835 Program against the MBA (Acquisition & Contract Management) #815 Program (**Table 7**). Currently, the #815 Program is the baseline set to receive the 1306P Sub-Specialty under the current ESR guidelines.

Table 7. Differences between the #815 and #835 Programs. Adapted from Naval Postgraduate School (2020).

	MBA Focus (Acquisition & Contract Management) #815	DL MSCM #835
Type	Residency	Online/Distance Learning
Intent	" Graduates lead successful careers as contracting officers, directors of contracts, program managers, force development officers, test evaluation officers, acquisition logistics officers, and more (MBAs in Acquisition Management, n.d.c)."	"Providing advanced education in the concepts, methodologies and analytical techniques necessary for successful management of acquisition and contracting within complex organizations (Master of Science in Contract Management, n.d.b)."
Degree Received	Master of Business Administration (MBA) degree with specialization in Systems Acquisition Management (MBAs in Acquisition Management, n.d.c)	Master of Science in Contract Management (Master of Science in Contract Management, n.d.b)
Subspecialty Received	"Completion of this curriculum qualifies naval officers as Acquisition and Contract Management Subspecialists with a subspecialty code of 1306P (MBAs in Acquisition Management, n.d.c)."	None currently approved
Duration	6 Quarters	8 Quarters

D. COST-BENEFIT ANALYSIS

Reviewing the DL MSCM Program as a legitimate option requires a cost-benefit analysis be conducted between the two options:

- An internship to receive a DAU Level II Contracting certification followed by a shore tour to receive a master's degree
- Attending the DL MSCM Program to receive both a master's degree and the course equivalencies required for a DAU Level III in Contracting

Per the DAU website, each command is “responsible for coordinating and funding student travel requirements and expenses for eligible students based on component or agency-specific policy (DAU, n.d.).” As a result, this requirement needs to be factored into a cost-benefit analysis between the two options.

(1) Potential Scenario

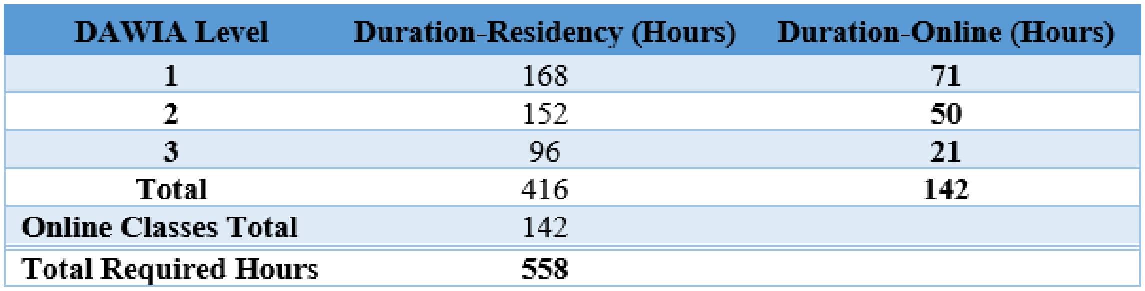
- Who: A USN SC JO Intern based out of the Washington Navy Yard
- What: Required to attending all of the residency courses required for DAU Levels 1 – II
- Where: DAU Headquarters, FT Belvoir, VA

(2) Assumptions:

- Filing a Government Travel Claim for Mileage and Per Diem
- Receive $15 Per Diem for Lunch (M&IE Breakdown, n.d.)
- $0.575/mile (Defense Travel Management Office, n.d.)
- Resident of Alexandria, VA - 20 Miles Round Trip

Defining the analysis requires that the total number of hours (residency/online) required to complete a DAU Level II in Contracting, which is shown in **Table 8**.

Table 8. Total Hours (Residency/Online) for DAU Level II Contracting. Adapted from Defense Acquisition University (2020).



DAWIA Level	Duration-Residency (Hours)	Duration-Online (Hours)
1	168	71
2	152	50
3	96	21
Total	416	142
Online Classes Total	142	
Total Required Hours	558	

Table 9. Base Cost for Completing DAU Level II Contracting Residency Courses

Base Cost for Residency Coursework for DAU Levels I - II in Contracting (What would be accomplished by a traditional Supply Corps Intern at NAVSEA)		
	Costs	**Assumptions**
1	320 Resident Course Hours / 8 = 40 Days of Class	All of these courses occur during the weekday and cover an 8-hour workday
2	40 Days * $15 (Per Diem Lunch Rate) = $600	Travel Claim would include lunch per diem
3	20 Miles Round Trip * 0.575 = $11.50	Round Trip from Alexandria, VA to FT Belvoir, VA
4	$11.50 * 40 Days = $460.00	Covers Total Mileage claimed through the Defense Travel System (DTS)
5	= $600 + $460 = $1,060 **(Total Base Travel Costs)**	Minimum Travel Costs for an Intern at the Washington Navy Yard accomplishing all coursework for a DAU Level III in Contracting
6	= 40 Days * 8 = 320 hours = 320 * $44.57	Average Hourly Rate for a USN Lieutenant/03 (Source: https://www.federalpay.org/military/navy/lieutenant)
7	Total of $14,262.40	Total in Missed Work for a USN Lieutenant/03 attending DAU courses instead
8	= $1,060 + $14,262.40 =$15,322	
9	**Approximately $15,000**	(Base Cost for taking all necessary DAU courses up to Contracting Level II) - Scenario for accomplishing while interning at the Washington Navy Yard, Naval Reactors

Following the assumptions outlined in the aforementioned scenario and using the hours calculated in Table 5, it is possible to calculate the estimated cost difference between Option 1 (**Tables 9 and 10**) and Option 2 (**Table 11**).

Table 10. Base Cost for Follow-on Shore Tour to Complete a Master’s Degree

Base Cost for Follow on Shore Tour at Naval Postgraduate School		
	Costs	**Assumptions**
1	= $6,000 * 6 =$36,000	The resident tuition rate for FY20 is $6,000.00 per student per quarter (NPS Website) and covers an 18 month master’s degree
2	$85,576	Average Lieutenant/03’s Salary (Source: https://www.federalpay.org/military/navy/lieutenant)
3	= 1.5 * $85,576 =$128,364	Covers the Salary for one USN Lieutenant/O-3’s Two-Year Shore Tour
4	$34,056.00 per year * 1.5 =$51,084	BAH (Zip Code 93943, 03 without Dependents)
4	=$128,364 + $36,000 + $51,084	
5	**=$215,448**	Estimated Total Cost for Sending One USN O-3 to Naval Postgraduate School for their master’s degree
6	**Approximately $215,000**	

Table 11. Costs for SC Interns to Complete Online Training for DAU Level II in Contracting

Costs for SC Interns to Complete all Online Training for DAU Level II Contracting		
	Costs	**Assumptions**
1	121 Hours	Number of Hours to Complete Online Training for DAU Level II in Contracting (Expectation for USN SC JOs Completing their Internship)
2	$44.57	Average Hourly Rate for a USN Lieutenant/03 (Source: https://www.federalpay.org/military/navy/lieutenant)
3	=121 Hours * $44.57 =$5,392.97	Estimated Total Cost to Complete the Online Training for DAU Level II in Contracting
4	**Approximately $5,400**	

The cost savings between Option 1 (Traditional Path) and Option 2 (Participating in the DL MSCM Program) are summarized in the following table (**Table 12**).

Table 12. Summary of Cost Savings between Options 1 and 2

Total Summary of Costs		
	Costs	**Assumptions**
1	$15,000	(Base Cost for taking all necessary DAU courses up to Contracting Level II) - Scenario for accomplishing while interning at the Washington Navy Yard, Naval Reactors (**Table 9**)
2	$215,000	Estimated Total Cost for Sending One USN O-3 to Naval Postgraduate School for their master's degree (**Table 10**)
3	$5,400	Estimated Total Cost to Complete the Online Training for DAU Level II in Contracting (**Table 11**)
4	**$235,400**	Total Costs for All DAU Level II Coursework and In Person NPS master's degree
5	**$36,000 total for the DL MSCM program**	Source: https://nps.edu/web/gsdm/mscm
6	=$235,400 - $36,000	
7	**=$199,400**	Total Estimated Cost Savings Taking the DL MSCM Program
8	**Approximate $200K Savings**	Per Junior Officer (O3)

The estimated cost savings shown here represent a conservative estimate for the following reasons:

- Does not include any travel to other sites for the purpose of taking a DAU Residency Course
- A SC JO may be participating in an internship located in an area that does not have any DAU locations nearby, in contrast to the Washington Navy Yard and its proximity to FT Belvoir (DAU Headquarters)
- An Individual may be a LCDR (O4) when attending a follow-on shore tour at NPS for their master's degree
- Does not factor in dependent entitlements

- Does not include the costs for receiving a DAU Level III through the traditional means

Advantages to the DL MSCM Program

- Career Time used for a follow-on Graduate School tour could instead be spent on more Operational Tours
- Significant Cost Savings and Decreased Time Off of Work/Internship (**Table 12**)
- Early Receipt of Contracting-related Sub-Specialties/Acquisition Qualification Designators (AQDs)
- No GMAT/APC Requirement for Admissions into the Program
- Receipt of the DAU Contracting Course Equivalencies Up to Level III
- No Online DAU Courses required for MSCM Graduates to receive their DAU Level III in Contracting (**Appendix I**)

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IV. RECOMMENDATIONS

There would need to be a recommended series of steps for this project to be both effective and successful in its design and implementation.

A. RESEARCH

- Discussions with the Program Administrator and Academic Associates regarding the overall feasibility and logistics of bringing on additional USN Supply Corps Officers to participate in the Program.
- Collaborate with BUPERS and the SC Officer in charge of Community Management on refining the project's implementation within the larger overall SC Internship Program
- Conduct interviews and surveys with current SC Junior Officers who are billeted as NACO interns and ask the following type of questions:
    - Are you familiar with the distance learning program for the Master of Science in Contract Management offered through NPS and its DAU course equivalencies?
    - If you had the ability to earn your master's concurrently with DAU, would you have taken the opportunity?
        - If so, why?
        - If not, why not?
    - Do you think having your 1306P (Master's Degree) sub-specialty requirement complete at the end of your internship would make you more competitive for LCDR Board selections vice a 1306S (Experience)?
    - What has been your average time commitment weekly to work through the current required DAU coursework?
    - How many times have you been required to travel to complete a DAU residency course?

  - What are your thoughts at potentially having two pay-back tours under the current system? One following the internship and the other following a shore tour earning a master's degree.
- Conduct interviews and surveys with future SC Junior Officers who will be applying to be NACO interns and ask the following type of questions:
  - Are you aware of the potential to earn a Defense Acquisition University (DAU) credential during NAVSEA internships?
  - Are you familiar with the distance learning master's programs offered by Naval Postgraduate School (NPS)?
  - Would you be interested in pursuing a distance learning master's degree while completing an internship?
  - What do you see as a worthwhile master's degree; i.e., related to Acquisition, within the Supply Corps? (MBA, Finance, Contracting, Accounting, Project Management, etc.)
  - There are distance-learning programs offered by NPS that offer individuals the opportunity to earn both their master's degree and DAU credentials simultaneously if they have sufficient acquisition-related experience. Would that be an opportunity you would take advantage of?
  - If you had the opportunity to earn both a DAU credential and master's degree during your internship, would you take advantage of it? With the alternative being taking the DAU residency courses instead to meet the required DAU certification at the end of the internship.
  - Would your decision to the aforementioned question be influenced further if taking a master's degree during your internship, allowed you to receive all of the course equivalencies up to DAU Level III in Contracting?
  - What are your thoughts at potentially having two pay-back tours under the current system? One following the internship and the other following a shore tour earning a master's degree.

B. APPROVAL

There would need to be approval and buy in from the following stakeholders in order for this project to be successful in the long-term:

(1) Naval Personnel Command

- The Supply Career Counselor who will need to factor in Junior Officers receiving their master's degree earlier in their career.
- Supply Corps Detailers that would need to detail accordingly to meet the required July cohort timeline and overlay the two-year masters' with the internship period. They would also need to screen interns with the additional criteria of meeting NPS standards for the Distance Learning program and update the internship application.
- There would also need to be updates to the SC Career Handbooks available on the NPC website to include the DL MSCM Program.

(2) Supply Corps Officers

- The Junior Officers who have been selected for NACO internships or who have participated in them
- Support of Senior Leadership and fostering officer development while increasing acquisition/contracting knowledge within the Supply Corps

(3) The Commands Where Interns Are Billeted

- The Commands where Supply Corps interns are billeted would need to no longer factor into the additional time required to send Active-duty interns to the required DAU courses
- However, Commands and the respective Intern Coordinator would need to factor in the requirement for JOs to attend their lectures Tuesday and Thursday afternoons.

(4) Naval Postgraduate School

- As the graduate-level institution hosting the Distance Learning Program, NPS would need to take on increased responsibility if this Project was implemented.

(5) Navy Junior Officer Council

- As the organization who would potentially sponsor the Project's implementation, they would take on responsibility for any challenges/obstacles needing to be addressed

C. ADMINISTRATIVE/LOGISTICS

(1) Application

- The acceptance process for USN Supply Corps Interns would need to be updated in order to factor in acceptance into the DL MSCM Program at Naval Postgraduate School
- The commitment agreement for Supply Corps Junior Officers entering into the internship program would need to clearly state the academic requirements for the MSCM Program
- With the DL MSCM Program requiring a two-year commitment and cohorts starting annually in July 2020, entrance into the Program would need to be timed with the start

(2) Records

- Individual JOs records would need to be updated in order to reflect completion of the MSCM program
- Coordination required between NPS and BUPERs to review/ approve the MSCM Curriculum for receiving the 1306P Curriculum

(3) Career Billeting

- Detailers would need to take in account that JOs should look at a follow-on tour within their career involving acquisition/contracting
- Supply Corps Interns receive the requisite two years of contracting experience for a DAU Level II in Contracting; however, a DAU Level III in Contracting requires a total of four years contracting experience, three if the individual has a master's degree in a related field
- The MSCM Program is a two-year curriculum that begins in July on an annual basis. The Supply Corps Internship also covers a two-year period. The timing of the two programs would need to be coordinated in order to be effective
- How would the pay-back tour for SC Interns be managed? Both the SC JO Internship (Naval Personnel Command: Internship Information, 2020) and MSCM Programs (**Figure 17**) require an Active-Duty Service commitment, would these overlap as a result?

(4) Logistics

- The following questions would need to be answered as part of implementing the project:
    - NPS is mission funded but would that funding need to grow to reflect an increased number of students?
    - With a range of SC interns that would participate in the Program, what are the NPS class size limits for the Distance Learning Program?
    - What is the range for the number of personnel selected for SC Contracting Internships?
    - Would additional personnel be required by NPS to implement this project?

        - Currently, textbooks are paid for by the individual student, how would that be addressed for Junior Officers?
    - Potential Need for a Memorandum of Agreement between BUPERs and NPS

- Determine a range for how many individuals would potentially be involved and who would

- Capture a mutual understanding between the stakeholders

- Drafted and then reviewed by NPC and NPS

D. IMPLEMENTATION

(1) How would the Navy Junior Officer Council be involved?

1) The paperwork asking for program approval would need to be filled out and submitted (**Appendix O**) for approval
2) Would look to have NJOC support in conducting the necessary research with SC JOs
3) Work to establish a means of providing real-time feedback at the JO level
4) Participation in briefings to Senior Leadership
5) NJOC can help and provide assistance, networking, and resources

(2) How would BUPERs be involved?

- Would look at working with NJOC to implement the Project and potentially form a Partnership with NJOC for execution

- Potentially function as the lead entity for Implementation

(3) Where would this Program take place:

- Internship application process at BUPERS
- Actual internship duration at commands both CONUS and OCONUS
- Class lectures through the Zoom App
- DAU Certification approval through EDACM

E. FEEDBACK PROCESS

- Having this project sponsored by NJOC, it maintains a constant stream of almost “real-time” feedback at the Junior Officer level and communication back to Senior Leadership

- NJOC would also provide continuity over the duration of the project’s implementation

- The Junior Officer Council would be instrumental in providing the aforementioned survey questions to Junior Officer Interns

- Would be able to explore having other SC Interns take the Distance Learning Programs offered by NPS, i.e., the DL MBA Program

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V. CONCLUSIONS

This thesis just represents Milestone #1 of the project of having U.S. Navy Supply Corps Junior Officer Interns participate in the Distance Learning Master of Science of Contract Management Program offered at Naval Postgraduate School.

Milestone #1: Approval of this Project by Stakeholders

Milestone #2: Practical Implementation

Milestone #3: Receipt of Feedback and Continuous Improvement

Having Supply Corps Interns participate in the NPS Distance Learning Program presents the opportunity for the following benefits:

- Officers would have the opportunity earn their master’s degree earlier in their career timeline.
- Completion of the course equivalencies for a DAU Level III in Contracting.
- Potential cost savings.
- Greater numbers of SC Officers would be able to attend NPS for their master’s degrees.

Benefits to the Supply Corps community outweigh the challenges implementing the aforementioned Program recommendations. Next steps would be formatting this project into a proposal for Stakeholder review and formalizing their approval through official correspondence.

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APPENDIX A. NAVAL PERSONNEL COMMAND: SUPPLY CORPS INTERNSHIP SCREENING REQUEST

Reproduced from Naval Personnel Command (n.d.d).

[DD Mmm YY]

From: LTJG First M. Last, SC, USN, XXX-XX-####/3100
To: Director, Supply Corps Personnel (PERS 4412)
Via: Commanding Officer, USS AFLOAT (DDG 001)/Ashore Command

Subj: SUPPLY CORPS INTERNSHIP PROGRAM SCREENING REQUEST

Ref: (a) NAVSUPINST 1520.5A, Naval Supply Systems Command Supply Corps Internship Program

Encl: (1) First Endorsement of the Commanding Officer
(2) Additional letters of endorsement
(3) Warfare Qualification Designation
(4) All previous Fitness Reports
(5) Other information for consideration
(6) College transcripts
(7) Current ODC, OSR, and PSR
(8) Copy of approved PRD waiver (if applicable)

1. In accordance with reference (a), request screening for acceptance to the Supply Corps Internship Program, [spring/fall] YYYY cycle.

2. My desired programs, listed in order of preference, are as follows:

a. NACO/DNACO; Navy Acquisition Contracting Officer

b. ILS; Integrated Logistics Support

c. BFM; Business/Financial Management

d. BEM; Business/Enterprise Supply Chain Management

e. TRANS; Transportation Logistics

f. POL; Operational Logistics Petroleum

g. PLAN; Operational Logistics Planner

h. JOL; Joint Operational Logistics

i. NSW; Naval Special Warfare Logistics

3. [INSERT YOUR PERSONAL STATEMENT HERE]

Subj: SUPPLY CORPS INTERNSHIP PROGRAM SCREENING REQUEST

4. I agree to allow the Office of Supply Corps Personnel to pull my Officer Data Card/Officer Summary Record/Performance Summary Report to include in the screening process as a part of my selection determination.

F. M. LAST

Copy to:
Internship Program Coordinator

* IF YOU'RE ABLE, ENSURE YOUR SCANNED PDF IS THE SMALLEST POSSIBLE FILE SIZE AVAILABLE BEFORE YOU SUBMIT.

1520
Ser XXX/000
[DD Mmm YY]

FIRST ENDORSEMENT on LTJG First M. Last, SC, USN,
XXX-XX-####/3100 ltr of [DD Mmm YY]

From: Commanding Officer, USS AFLOAT (DDG 001)/Ashore Command
To: Director, Supply Corps Personnel (PERS 4412)

Subj: SUPPLY CORPS INTERNSHIP PROGRAM SCREENING REQUEST

1. Forwarded, with my strongest possible recommendation for selection.

2. [COMMANDING OFFICER'S REMARKS/JUSTIFICATIONS]

3. [CLOSING REMARKS]

C. O. INCHARGE

- FOR THE PURPOSES OF THIS BOARD, THE FIRST ENDORSEMENT IS NOT TO GO IN FRONT OF THE REQUEST.
- THE LAST FOUR OF YOUR SSN IS NOT REQUIRED ON ANY DOCUMENTS CONTAINED IN YOUR PACKAGE; IT'S YOUR CHOICE WHETHER TO INCLUDE OR NOT.
- IF YOU FAIL TO REMOVE OCCURRENCES OF YOUR FULL SSN FROM YOUR PACKAGE (LAST FOUR IS ACCEPTABLE), IT WILL BE REJECTED BACK TO YOU FOR CORRECTIONS.

Enclosure (1)

[DD Mmm YY]

From: Supply Officer, USS JOHN F. KENNEDY (CV 67)
To: Director, Supply Corps Personnel (PERS 4412)

Subj: SUPPLY CORPS INTERNSHIP PROGRAM RECOMMENDATION ICO LTJG LAST, SC, USN, XXX-XX-####/3100

1. [RECOMMENDATION/REMARKS]

2. [RECOMMENDATION/REMARKS]

3. [RECOMMENDATION/REMARKS]

4. [RECOMMENDATION/REMARKS]

C. V. SUPPO
CAPT, SC, USN

- IF YOU DON'T HAVE ANY ADDITIONAL LETTERS OF ENDORSEMENT OR LETTERS OF RECOMMENDATION, DON'T FORGET TO REMOVE FROM THE LISTED ENCLOSURES ON YOUR REQUEST.

Enclosure (2)

** REQUIRED (IF QUALIFIED) **

WARFARE QUALIFICATION LETTER

HERE

- YOU MAY SUBMIT AN APPLICATION IF YOU HAVE NOT YET ATTAINED A WARFARE QUALIFICATION. YOU MUST QUALIFY, PRIOR TO FINAL PLACEMENT, IF SELECTED.
  - IF NOT QUALIFIED YET, DON'T FORGET TO REMOVE FROM THE LISTED ENCLOSURES ON YOUR REQUEST.

Enclosure (3)

** REQUIRED **

FITNESS REPORTS

HERE

- ORDER – YOUR MOST RECENT FITREP SHOULD BE FIRST
  (Newest to Oldest)
  - NO VISIBLE SSNs! If you black out the SSN with a sharpie, for example, it may still be visible when you view the scanned pdf.

* Any admin changes or supplemental material should be included.

** This is your opportunity to ensure that ALL of your FITREPS are included on your PSR and that the dates are accurate.

OTHER INFORMATION FOR CONSIDERATION

HERE

- ANY OTHER INFORMATION YOU THINK THE BOARD SHOULD KNOW
- THIS IS COMPLETELY OPTIONAL
- POSSIBLE EXAMPLES:
  - AWARDS / LOCs / LOAs
  - ADDITIONAL QUALIFICATIONS
  - ANY FURTHER EXPLANATIONS OR INFORMATION YOU THINK PERTINENT. * FOLLOW "LETTER TO THE BOARD" FORMAT.

  - IF YOU DON'T HAVE ANYTHING TO INCLUDE, DON'T FORGET TO REMOVE FROM THE LISTED ENCLOSURES ON YOUR REQUEST.

Enclosure (5)

** REQUIRED **

COLLEGE TRANSCRIPTS

HERE

- MUST BE LEGIBLE
- REMOVE ANY PERSONAL ADDRESSES & SSNs

Enclosure (6)

** REQUIRED **

ODC / OSR / PSR

HERE

- IF BOL ONLINE ODC/OSR/PSR VIEW FUNCTION IS AVAILABLE, YOU CAN ACCESS THERE
- WHEN VIEW FUNCTION IS NOT AVAILABLE, YOU CAN REQUEST YOUR ODC/OSR/PSR BY FOLLOWING THE INSTRUCTIONS THAT WILL BE LISTED UNDER THE SAME LINK WITHIN BOL. THE AVERAGE RETURN TIME IS 2 WEEKS FROM DATE OF REQUEST.
    - NO VISIBLE SSNs! If you black out the SSN with a sharpie, for example, it may still be visible when you view the scanned pdf.

* THE ODC/OSR/PSR ARE REQUIRED DOCUMENTATION; HOWEVER, IF YOU SUBMIT AN APPLICATION WITHOUT THEM, IT WILL GO TO THE BOARD "AS IS". IN OTHER WORDS, YOUR PACKAGE WILL STILL BE REVIEWED, BUT IT WILL BE NOTED THAT THE REQUIRED DOCUMENTATION WAS NOT PROVIDED, SO YOUR PACKAGE WILL DIFFER FROM THOSE THAT PROVIDED ALL REQUIRED DOCUMENTATION.

** PARAGRAPH 4 OF YOUR REQUEST DOES, IN FACT, AUTHORIZE NAVSUP OP TO PULL YOUR DOCUMENTS, BUT WE DO NOT AUTOMATICALLY PULL THEM TO INCLUDE IN YOUR PACKAGE. WE WILL ONLY PULL DOCUMENTS UNDER CERTAIN CIRCUMSTANCES (WHEN ABLE TO DO SO). AS YOU ARE THE ONE APPLYING, IT'S UP TO YOU TO PROVIDE A COMPLETE AND ACCURATE APPLICATION. IF YOU DON'T PROVIDE AND DON'T COMMUNICATE WITH THE INTERNSHIP COORDINATOR, IT WILL BE ASSUMED THAT YOU MEANT TO EXCLUDE THE DOCUMENTS.

YOUR PACKAGE, YOUR CHOICE.

** REQUIRED (IF APPLICABLE) **

COPY OF APPROVED PRD CHANGE

OR

DOCUMENTATION FROM NAVSUP OP/DETAILER AUTHORIZING YOU TO PROCEED WITH SUBMISSION

HERE

- IF YOUR PRD IS GREATER THAN 12 MONTHS FROM THE DATE OF THE BOARD, YOU MUST PROVIDE ONE OF THE TWO ITEMS LISTED ABOVE.
    - APPLICATIONS SUBMITTED WITHOUT THE ABOVE DOCUMENTATION AND ARE OUTSIDE OF THE 12 MONTH WINDOW WILL BE REJECTED.
- CONTACT YOUR DETAILER FOR FURTHER INFORMATION ON SUBMITTING AN OFFICIAL PRD CHANGE REQUEST. (THIS PROCESS DOES NOT HAPPEN QUICKLY AND NO TWO REQUESTS ARE THE SAME SO ENSURE YOU ALLOW ENOUGH TIME TO SEE THROUGH TO COMPLETION)

U.S. Navy Supply Corps Internship: Individual Development Plan

[DD Mmm YY]

From: LTJG First M. Last, SC, USN, XXX-XX-####/3100
To: [Insert Internship Community of Interest Lead]
Via: [Insert Immediate Supervisor/chain of command]

Subj: SUBMISSION OF [INSERT INTERN PROGRAM] INTERN INDIVIDUAL DEVELOPMENT PLAN FOR LTJG LAST

Ref: (a) NAVSUPINST 1520.5B

(b) Current DAU Certification Standards and Core Plus Development Guide, [Insert respective certification program: Contracting, Business-Financial Management, Life Cycle Logistics or Program Management]

Encl: (1) Copy of Certification Standards and Core Plus Development Guide for [Insert certification program]

1. Per reference (a), the following [Insert Intern Program] intern Individual Development Plan (IDP) for [Insert rank/name] is submitted for review.

2. Intern Information:

DATE REPORTED	DD MMM YY
PROJECTED ROTATION DATE (PRD)	YYMM
ADDU ACTIVITY (if applicable)	UIC/SHORT TITLE
INTERN EMAIL	first.last@
INTERN PHONE (W)	COMM/DSN
SUPERVISOR (Rank LAST, FIRST)	LCDR LAST, FIRST
SUPERVISOR EMAIL	first.last@
SUPERVISOR PHONE (W)	COMM/DSN
LEVEL OF CERTIFICATION REQ'D	I / II / NA

3. [Outline your current developmental job assignment, to include: if/when you are projected to rotate and what your projected future assignment(s) will be]

Subj: SUBMISSION OF [INSERT INTERN PROGRAM] INTERN INDIVIDUAL
DEVELOPMENT PLAN FOR LTJG LAST

4. Per reference (b), the following acquisition and functional training courses required for DAWIA certification are listed below. An "(R)" following the course title indicates that the course is delivered as resident based instruction.

a. **[Insert respective certification program] Level I**

Course ID & Title	DATE REQUESTED
[e.g. CON 090 FAR Fundamentals (R)]	TBD/DD MMM YY

b. **[If applicable, insert program] Level II**

Course ID & Title	DATE REQUESTED
[Insert Course]	TBD/DD MMM YY

5. The following list of recommended/desired courses has been reviewed and approved by my chain of command and will be scheduled as time and funding permits:

Course ID & Title	DATE REQUESTED
[Insert Course]	TBD/DD MMM YY

6. Anticipated future developmental training or assignments [if applicable]:

7. [Insert additional comments, if desired]

8. This IDP is designed to provide the planning framework that will serve as my training guide for the duration of my internship. The contents clearly define how I plan to accomplish the required coursework and program milestones prior to the end of my tour.

Subj: SUBMISSION OF [INSERT INTERN PROGRAM] INTERN INDIVIDUAL DEVELOPMENT PLAN FOR LTJG LAST

9. Completion of the goals set forth, along with any other pertinent updates or additional/optional training, will be annotated in my progress reports. My initial progress report is due six months from the submission date of this IDP and subsequent progress reports will follow at six month intervals until the end of my internship.

F. M. LAST

Copy to:
Internship Program Coordinator

[DD Mmm YY]

From: LTJG First M. Last, SC, USN, XXX-XX-####/3100
To: [Insert Internship Community of Interest Lead]
Via: [Insert Immediate Supervisor/chain of command]

Subj: SUBMISSION OF [INSERT INTERN PROGRAM] INTERN PROGRESS REPORT FOR LTJG LAST

Ref: (a) NAVSUPINST 1520.5B

1. Per reference (a), the following intern progress report for the period of [DD MMM YY] through [DD MMM YY] is submitted for review.

2. Intern Information:

DATE REPORTED	DD MMM YY
PROJECTED ROTATION DATE (PRD)	YYMM
ADDU ACTIVITY (if applicable)	UIC/SHORT TITLE
INTERN EMAIL	first.last@
INTERN PHONE (W)	COMM/DSN
SUPERVISOR (Rank LAST, FIRST)	LCDR LAST, FIRST
SUPERVISOR EMAIL	first.last@
SUPERVISOR PHONE	COMM/DSN
LEVEL OF CERTIFICATION REQ’D	I / II / NA
IDP/LAST REPORT SUBMITTED	DD MMM YY

3. COMPLETED – Mandatory/Required Training

COURSE ID & TITLE	DATE COMPLETED
[Insert Course/Training]	DD MMM YY

Subj: SUBMISSION OF [INSERT INTERN PROGRAM] INTERN PROGRESS REPORT FOR LTJG LAST

4. COMPLETED – Optional/Recommended Training

COURSE ID & TITLE	DATE COMPLETED
[Insert Course/Training]	DD MMM YY

5. COMPLETED – Developmental Assignments [If applicable]

COMMAND	START	END
[Insert Command Title]	MMM YY	MMM YY

6. CERTIFICATIONS/AWARDS/QUALIFICATIONS

[Insert applicable achievements]

7. COLLATERAL/ADDITIONAL DUTIES PERFORMED

[Insert any applicable]

8. SUMMARY OF PROGRESS

[Insert self-evaluation of progress to date]

9. COMMENTS/SUGGESTIONS FOR PROGRAM IMPROVEMENT

[Insert comments]

F. M. LAST

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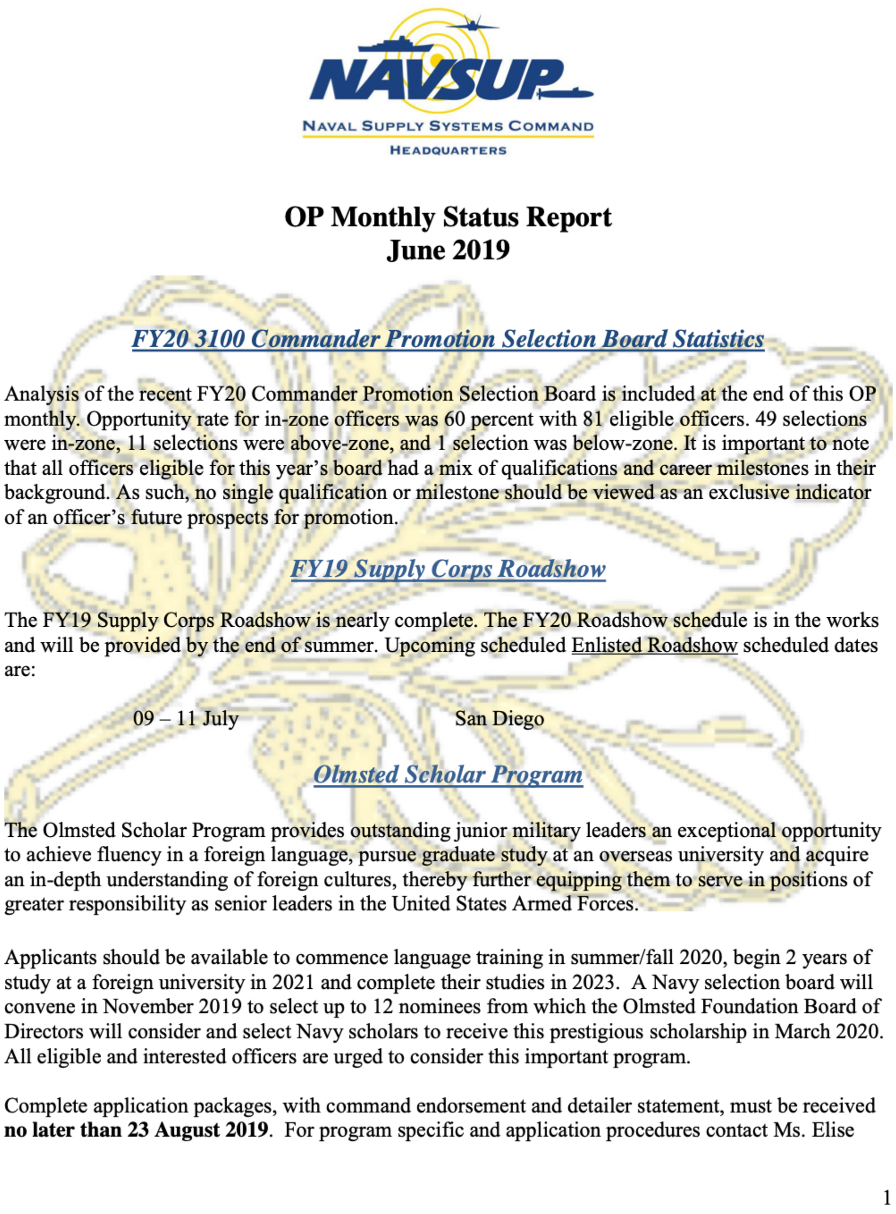
APPENDIX B. NAVSUP OP MONTHLY STATUS REPORT, JUNE 2019

Reproduced from Supply Corps (2019, June).



NAVSUP

NAVAL SUPPLY SYSTEMS COMMAND
HEADQUARTERS

OP Monthly Status Report
June 2019

FY20 3100 Commander Promotion Selection Board Statistics

Analysis of the recent FY20 Commander Promotion Selection Board is included at the end of this OP monthly. Opportunity rate for in-zone officers was 60 percent with 81 eligible officers. 49 selections were in-zone, 11 selections were above-zone, and 1 selection was below-zone. It is important to note that all officers eligible for this year's board had a mix of qualifications and career milestones in their background. As such, no single qualification or milestone should be viewed as an exclusive indicator of an officer's future prospects for promotion.

FY19 Supply Corps Roadshow

The FY19 Supply Corps Roadshow is nearly complete. The FY20 Roadshow schedule is in the works and will be provided by the end of summer. Upcoming scheduled Enlisted Roadshow scheduled dates are:

09 – 11 July	San Diego

Olmsted Scholar Program

The Olmsted Scholar Program provides outstanding junior military leaders an exceptional opportunity to achieve fluency in a foreign language, pursue graduate study at an overseas university and acquire an in-depth understanding of foreign cultures, thereby further equipping them to serve in positions of greater responsibility as senior leaders in the United States Armed Forces.

Applicants should be available to commence language training in summer/fall 2020, begin 2 years of study at a foreign university in 2021 and complete their studies in 2023. A Navy selection board will convene in November 2019 to select up to 12 nominees from which the Olmsted Foundation Board of Directors will consider and select Navy scholars to receive this prestigious scholarship in March 2020. All eligible and interested officers are urged to consider this important program.

Complete application packages, with command endorsement and detailer statement, must be received **no later than 23 August 2019**. For program specific and application procedures contact Ms. Elise

McGuire, Naval Education and Training Professional Development Center, at (850) 473-6064/DSN 753, or via e-mail at elise.mcguire@navy.mil.

Advance Management Program (AMP)

The Advanced Management Program (AMP) is a program designed to prepare experienced DoN and Fleet stakeholder middle and upper-middle level managers for the leadership challenges of the future.

AMP incorporates private sector corporate case studies and traditional learning to develop key competencies needed for higher levels of strategic leadership. Additionally, AMP assists managers in formulating and implementing strategies, developing and managing networks of people, and incorporating experiences into broadened policy-level perspectives.

There are still open seats for GS-12/O4 and above for the course convening 14-25 SEP 19. Tuition is paid by each student's parent command and varies between $2000 and $3000 depending on the total number of students. Tuition is due 30 days in advance of the course convening. For more information or to request a quota, please contact the AMP coordinator, LT Jared Deiter at 401-841-4890 or Jared.r.deiter@navy.mil.

OP Personnel Shift

Over the summer there will be multiple personnel changes within OP and we would like to remind you that as our people shift, the contact numbers for the detailers' desks will remain the same. If you need to contact a particular desk, please use the contact information provided on our NPC website and under Connect > Contact OP in the eSUPPO app.

CY20 CAPT & CDR Detailing Cycle Launch!

The Supply Corps Office of Personnel launched the CY20 Captain and Commander detailing slate on 25 April 2019. CAPTs and CDRs, as well as LCDRs in-zone for CDR, with a PRD in CY20 can review the billet lists and provide detailing preferences throughout the month to their respective detailer. Officers considering a PRD extension or voluntary retirement in CY20 are asked to contact their detailer ASAP to discuss. Any changes will be updated via the eSuppo app, download it today!

The Vice Admiral Robert F. Batchelder Awards for Supply Readiness:

Congratulations to this year's Batchelder awardees. This year's awardees were:

LCDR Virgil B. Chapman
LT Aaron H. Deanon
LT Emily J. Hawkins
LT Kevin M. Wall
LTJG Douglas K. Anderson

ALNAV 049/19 details the recipients of all 2019 Navy League Sea Service Awards.

Ruehlin Seminar

The Ruehlin Seminar is an Executive Transition Assistance Program (XTAP) that focuses strictly on the practical aspects of career transition. The seminar is available to senior officers (O5/O6), enlisted personnel (E8/E9) and warrant officers with 20+ years of active duty service who are planning to retire within two years.

NOTE: The Ruehlin Seminar does not replace the required Transition GPS (formerly known as Transition Assistance Program (TAP)) for officer and enlisted personnel separating/retiring from active duty.

There is one remaining seminar for FY19:
Location: San Diego, CA 5-9 August 2019
Availability: 2 Seats

If you are interested in attending an upcoming seminar, please contact the Supply Corps Career Counselor at supplycorpscareercounselor@navy.mil.

Merit Based Promotions

NDAA 19 Amended Title 10 allows promotion boards to recommend officers of particular merit, among those selected for promotion, to be placed higher on the promotion list starting this year.

- The promotion selection process and merit reorder (MR) process will be two processes conducted during the same board.
- Board members are expected to use their experience and judgment after review of the records recommended for promotion to determine those records of particular merit.
- Up to 15% of those selected for promotion can be MR and promoted ahead of their peers.
- Officers selected for MR will promote on October 1st of the promotion year.
- Officers not selected for MR will promote monthly by seniority as established in the Promotion Phasing Plan, published annually.

Official guidelines are published here: https://www.public.navy.mil/bupers-npc/boards/activedutyofficer/Documents/FY-20_ACT_Merit_Reorder_Slides-Staff.pdf

An asterisk by a member's name on the ALNAV message indicates a merit reorder. For further guidance please contact the Career Counselor at supplycorpscareercounselor@navy.mil.

Hot Fills

Hot Fills are critical Overseas or CONUS billets requiring an emergent fill within 30-60 days. These billets become critical due to a variety of reasons ranging from short notice fills to specific billet requirements. Hot fills are *no less valuable* than any other billet. In many cases, a hot fill tour may give you an opportunity to gain critical experience such as planning on a fleet staff, a large afloat department head tour, acquisition experience, and more. Additionally, some hot fills provide the opportunity to bundle follow on orders. For more information about filling a hot fill billet, please contact your detailer.

Attention: Hard Charging Junior Officers

OP has submarine billets available for second operational tours. This is your chance to join the elite submarine service!

Benefits of submarine duty include: Completing a DH tour, earning an additional warfare pin, earning submarine pay ($17,850 over a LT's sub tour) and working alongside some of the highest caliber officers and Sailors in today's navy! Additionally, there are competitive billets that can only be filled by submarine qualified Supply Corps officers, including AS Supply Officer, CO LOGSU-3, and SUB TYCOM/ISIC staff. Contact your detailer today for more information.

Attention LTs and LTJGs
Navy Supply Corps School Duty

Are you interested in a challenging and rewarding job at the Cradle of the Corps?

The Navy Supply Corps School is now accepting instructor applications. These are highly competitive, nominative billets that offer a wealth of experience and offer an opportunity to shape our corps from the schoolhouse. If you think you have what it takes, please contact the LT Shore Detailer, or the NSCS Academic Director, LCDR Schumann at 401-841-4812 or email: jonathan.d.schumann1@navy.mil

Please visit the NSCS Facebook page for additional information.

APC Calculation & PG School Preferences

Postgraduate (PG) education is a career milestone for Supply Corps officers, and all officers should have their Academic Profile Code (APC) calculated as soon as possible after commissioning. *It's Your Education* playbook (available via eSUPPO app) provides details on how to have your score calculated and how to better your score if required for a program you aspire towards. Once your APC score is updated, email your top three PG school curriculum preferences to the Career Counselor at supplycorpscareercounselor@navy.mil. Once updated, your preferences can be verified in block 94 of your Officer Data Card (ODC).

Additionally, please check out the *It's Your Education* Supplement: *A Navigation Guide to Business School*, also available via the eSUPPO app!

eSUPPO Mobile App

The eSUPPO app provides single-source access to Supply Corps news, billet listings, reference material, community-related NAVSUP instructions, and links to community-related social media pages and websites. Download it today on your Apple or Android device(s) via the Apple App Store or Google Play by searching for "eSUPPO."

Records Maintenance - ODC, OSR, PSR, Officer Photo

Please take advantage of the Supply Corps Career Counselor webpage and utilize tools available to assist with mentoring efforts, records maintenance, and career progression. Pay special attention to the Officer Data Card (ODC), Officer Summary Record (OSR), Performance Summary Record (PSR), and Officer Photo presentations under **Records Management**, or find them via Connect > Records in the eSUPPO app.

Remember, your record is your career resume. Proper record maintenance is essential for officers going before promotion boards, applying for special programs, and entering orders negotiation windows.

Update Your Assignment Preferences

Your preferences are used to assist detailers in finding the right fit for you and the Navy in your next assignment. You may update your preferences at any time. Detailers only use your most recent update in the detailing process. Remember, officer preferences are not a substitute for collaborating with your detailer on your next assignment. You can send us your preferences via the eSUPPO app or by emailing your respective detailer.

Are you PCSing?

We periodically send information regarding boards, graduate education opportunities, helpful reminders, the OP Monthly, etc. Please send us your updated contact information to supplycorpscareercounselor@navy.mil. Sample contact update email follows:
Supply Corps Career Counselor,

Please update my contact information.
Primary Email:
Secondary Email:
Office Phone:
Cell Phone:
V/r, LT F. M. Last

K. L. Pearson
CAPT, SC, USN
Director, Supply Corps Personnel

Supply Corps Officer Strength

3100 Active Component

Paygrade	Authorized	Inventory	Gross Over/Under	3100s in non 3100 billets	GSA/IA Fills	Delta
O-6	166	165	**-1**	4	0	**-5**
O-5	333	306	**-27**	6	0	**-33**
O-4	496	477	**-19**	3	1	**-23**
O-3	676	732	**56**	2	6	**48**
O-2	283	315	**32**	2	0	**30**
O-1	262	192	**-70**	0	0	**-70**
Totals	**2216**	**2187**	**-29**	**17**	**7**	**-53**

* *Source: Officer Personnel Information System (OPINS) data as of 31 May 2019. Online Distribution Information System (ODIS) data query. 3100 Supply Corps Fall 2018, FY-19 Officer Program Authorization.*

3107 FTS

Paygrade	Authorized	Inventory	Delta
O-6	8	8	**0**
O-5	27	22	**-5**
O-4	29	37	**8**
O-3	25	23	**-2**
O-2	0	0	**0**
O-1	1	0	**-1**
Totals	**90**	**90**	**0**

3105 Reserve Component

Paygrade	Authorized	Inventory	Delta
O-6	53	56	**3**
O-5	176	166	**-10**
O-4	288	275	**-13**
O-4 (1000)	3	0	**0**
O-3	157	343	**183**
O-3 (1000)	40	0	**0**
O-2	143	40	**-143**
O-1	5	41	**36**
Totals	**862**	**921**	**56**

3165 In Training

Paygrade	Authorized	Inventory	Delta
O-3	0	1	**1**
O-2	0	4	**4**
O-1	0	36	**36**
Totals	**0**	**41**	**41**

6510 LDO

Paygrade	Authorized	Inventory	Delta
O-6	0	1	**1**
O-5	0	4	**4**
O-4	0	6	**6**
O-3	28	18	**-10**
O-2	11	17	**6**
O-1	17	18	**1**
Totals	**55**	**63**	**8**

7510 Supply Warrant

Paygrade	Authorized	Inventory	Delta
CWO5	0	2	**2**
CWO4	0	0	**0**
CWO3	0	2	**2**
CWO2	0	0	**0**
Totals	**0**	**4**	**4**

7520 Food Service Warrant

Paygrade	Authorized	Inventory	Delta
CWO5	3	6	**3**
CWO4	11	11	**0**
CWO3	21	21	**0**
CWO2	19	19	**0**
Totals	**54**	**57**	**3**

BQC Status

Third Battalion 2019

Class Dates:	04 APR 19 - 30 AUG 19
Students	20 students in training

Fourth Battalion 2019

Class Dates:	25 JUN 19 - 22 NOV 19
Students	46 students in training

FY 20 Promotion Zones (AC)

Rank	SR/JR IZ Lineal #	SR/JR IZ Name	# of Selects	Promotion Opportunity	Zone Size	Board Date
CAPT	02339400	CZACK, R. A.	27	60%	45	05 FEB 19
	02399550	BRAENDEHOLM, P. M.				
CDR	03977800	YERGER, D. D.	61	75%	81	26 MAR 19
	04175200	BROWN, L. A.				
LCDR	12533800	HIGGINS. J. N.	95	80%	119	14 MAY 19
	13266400	CRUZ, R.				

CAPT Select msg (ALNAV 034/19) – R 301900Z APR 19; CDR Select msg (ALNAV 050/19) – R 181355Z JUN 19; LCDR Select msg – TBD

FY 20 Promotion Zone (LDO)

Rank	SR/JR IZ Precedence	SR/JR IZ Name	# of Selects	Promotion Opportunity	Zone Size	Board Date
LCDR	11904800	MENDOZA, D. J.	-	-	-	14 MAY 19
	12480000	HILL, J. P.				

LCDR Select msg – TBD

FY 20 Promotion Zones (RC)

Rank	SR/JR IZ Precedence	SR/JR IZ Name	# of Selects*	Promotion Opportunity*	Zone Size	Board Date
CAPT	24987400	MUELLER, A. P.	8	50%	18	26 FEB 19
	25126300	WILSON, J. A.				
CDR	35475300	CROFT, M. E.	23	66%	46	26 FEB 19
	35654800	RODRIGUEZ, A. E.				
LCDR	41626650	WHELAN, B. M.	49	50%	97	10 JUN 19
	41891200	SHALER, N. J.				

CAPT Select msg (ALNAV 040/19) – R 081500Z MAY 19; CDR Select msg (ALNAV 044/19) – R 151746Z MAY 19; LCDR Select msg – TBD

FY 20 Promotion Zone (FTS)

Rank	SR/JR IZ Precedence	SR/JR IZ Name	# of Selects*	Promotion Opportunity*	Zone Size	Board Date
CAPT	25110400	LAFFERTY, J. C.	2	50%	4	26 FEB 19
	25234000	MARGIONI, O. P.				
CDR	35395800	KALLOCH, R. A.	4	80%	5	26 FEB 19
	35585200	MCPEAKE, J. A.				
LCDR	41585600	MCMURTREY, J. J.	2	67%	3	10 JUN 19
	41851000	ARCHER, S. M.				

CAPT Select msg (ALNAV 040/19) – R 081500Z MAY 19; CDR Select msg (ALNAV 044/19) – R 151746Z MAY 19; LCDR Select msg – TBD

***Official FTS/RC LCDR Promotion Opportunity will be reflected in the respective board's Convening Order. OP Monthly will be updated as needed, once FY 20 Board Convening Order is published. The information provided reflects previous year's LCDR board promotion opportunity.**

Overseas Contingency Operations (OCO) Update

- Currently there are 66 filled Supply Corps OCO requirements:
    - Active Component: 7
        - Logistics = 6, Fuels = 1
        - Duration: 4-month = 4, 6-month = 2, 12- month = 1
        - Location: 1 Kuwait, 1 Djibouti, 1 Afghanistan, 2 USNS COMFORT, 2 SOUTHCOM
    - Reserve Component: 59
        - Logistics = 49, SOF Support = 2, Planner= 8
        - Duration: 6-month = 4, 9-month = 35, 12-month = 20
        - Location: 21 HOA, 13 Afghanistan, 4 Bahrain, 3 Iraq, 5 Kuwait, 2 CONUS, 3 Cuba, 3 Germany, 2 Qatar, 1 Pakistan, 1 Guam

- GSA/IA/Mobilization opportunities (forecast) for the next 12 months are:

    - LT- Acquisition PM/Contracting Officer Representative CUBA (FEB-NOV 2020)

Once assigned, GSA opportunities are updated and posted to the NPC website and the eSUPPO app via Billets > FTS/GSA function.

UPDATED: 9 MAY 2019

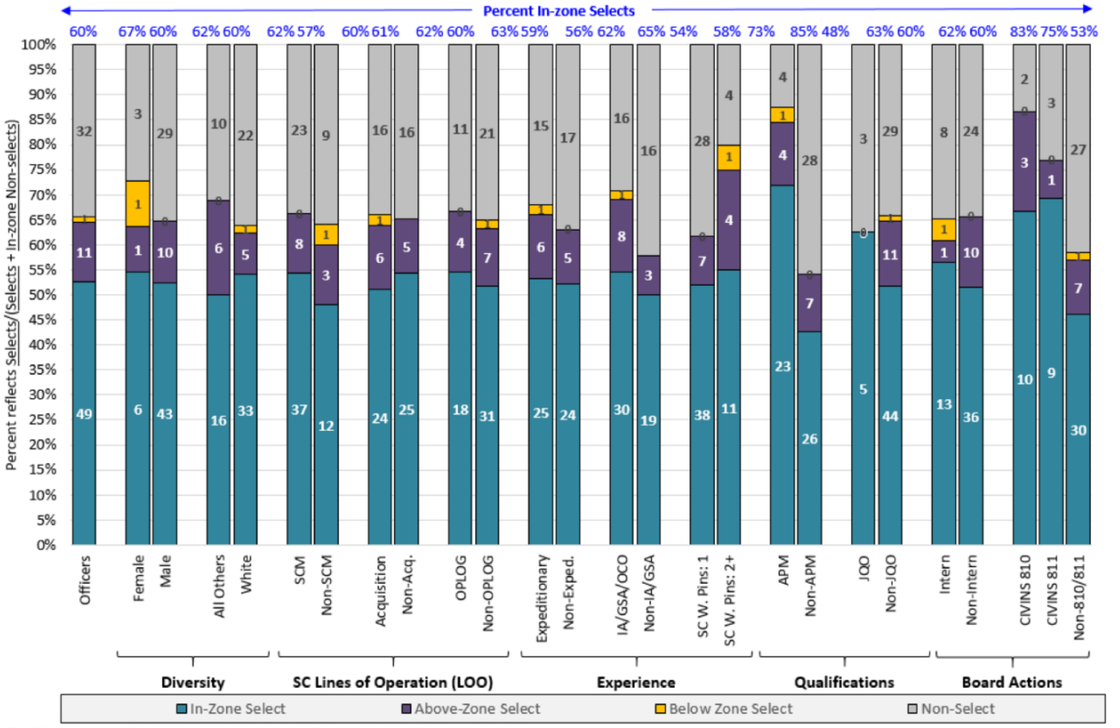
FY-21 BOARD SCHEDULE

EMPRS Board # (21XXX)	Board Title	Sponsor	Convene
105	Active O-8 Staff	PERS 8	11-Sep-19
200	Active O-7 Staff	PERS 8	16-Sep-19
35	FTS Transfer/Redesignation #1	PERS 92	29-Oct-19
25	Reserve O-8 Staff	PERS 8	30-Oct-19
60	Reserve O-7 Staff	PERS 8	4-Nov-19
69	Olmsted Scholarship Program	PERS 44	13-Nov-19
71	Secretary of Defense Corporate Fellows Program	PERS 44	13-Nov-19
170	Active O-6 Staff	PERS 8	4-Feb-20
245	Reserve O-6 Staff	PERS 8	25-Feb-20
246	FTS O-6 Staff	PERS 8	25-Feb-20
250	Reserve O-5 Staff	PERS 8	25-Feb-20
251	FTS O-5 Staff	PERS 8	25-Feb-20
205	Reserve E-8/9	PERS 8	2-Mar-20
206	FTS E-8/9	PERS 8	2-Mar-20
265	Active O-5 Staff	PERS 8	24-Mar-20
325	FTS Transfer/Redesignation #2	PERS 92	30-Mar-20
210	Active E-9	PERS 8	30-Mar-20
235	Active E-8	PERS 8	20-Apr-20
300	Active O-4 Staff	PERS 8	12-May-20
302	Supply Corps Post Graduate Education Screen	PERS 4412	14-May-20
335	Reserve E-7	PERS 8	18-May-20
336	FTS E-7	PERS 8	18-May-20
341	FTS O-4 Staff	PERS 8	8-Jun-20
329/330/332	Active Chief Warrant Officer 3/4/5	PERS 8	15-Jun-20
56	Supply Corps Major Command Ashore	PERS 4412	15-Jun-20
55	Supply Corps Commander Milestone	PERS 4412	17-Jun-20
360	Active E-7	PERS 8	20-Jun-20

FY2020 SC CDR Promotion Selection Board

Analysis Summary

Quick Takeaway – Notable Observations
- APM
- CIVINS 810
- Expeditionary experience valued

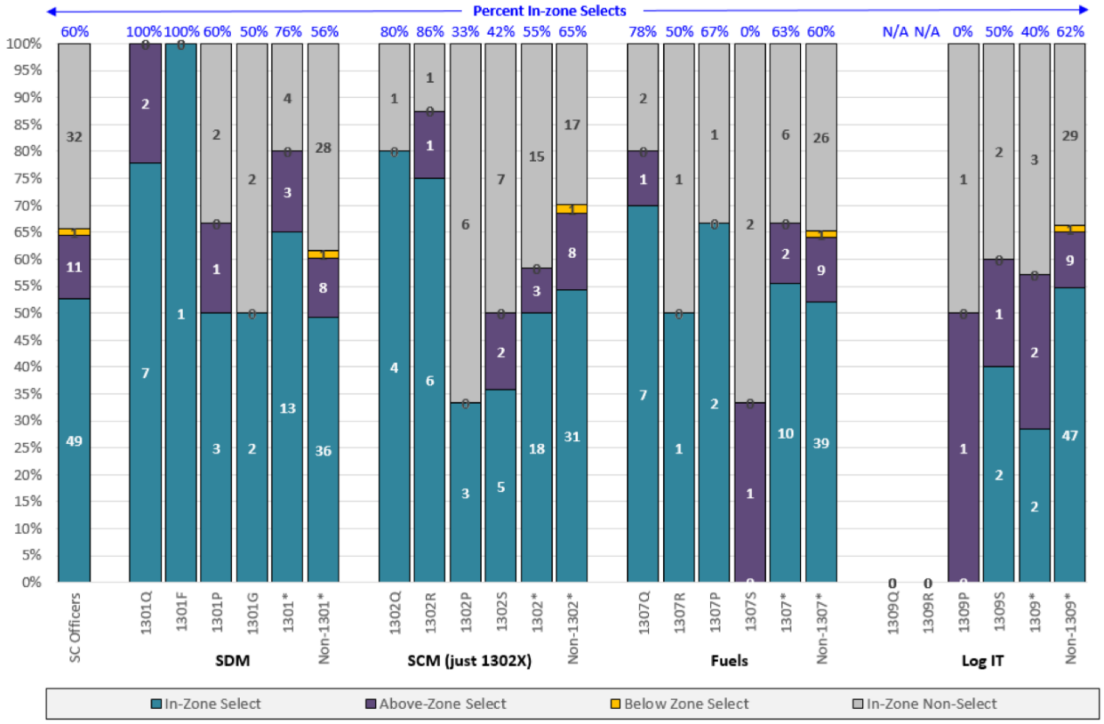


* The SCM LOO includes SDM(1301X), SCM(1302X), Fuels (1307X), Log IT (1309X, 6201X), and LCL (ALX)

Quick Takeaway – Notable Observations
- SDM combined education and experience

FY2020 SC CDR Promotion Selection Board Statistics

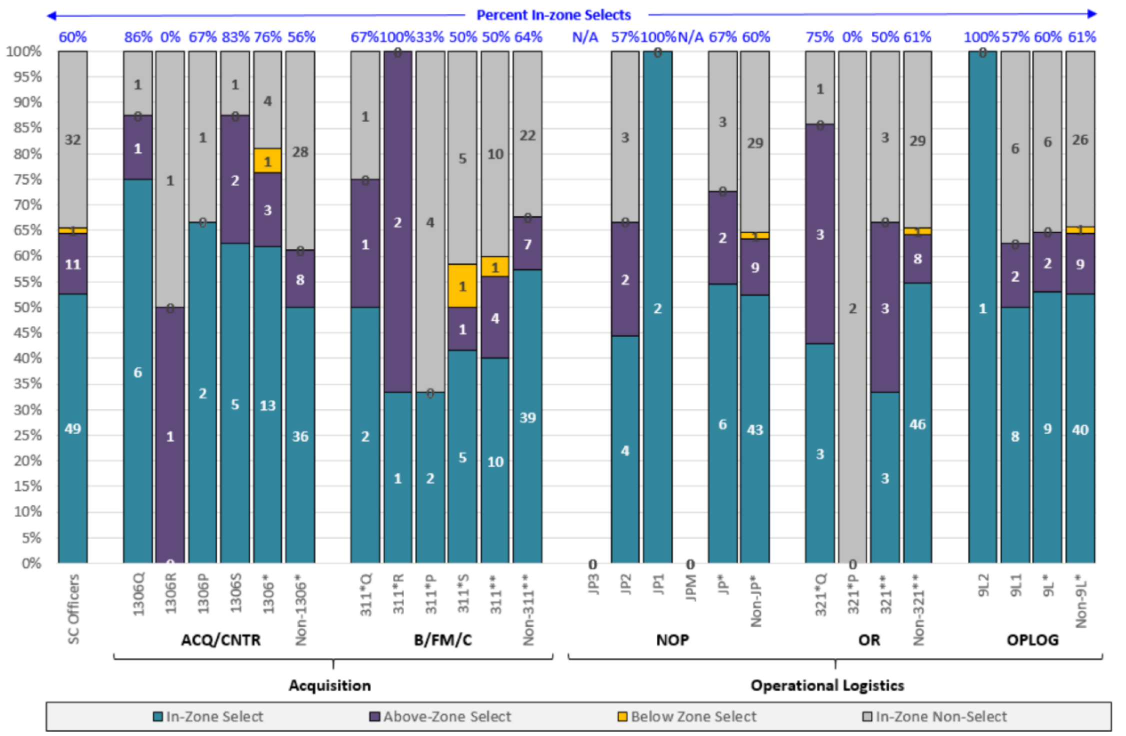
LOO: Supply Chain Management (SCM)



FY2020 SC CDR Promotion Selection Board Statistics

LOO: Acquisition and LOO: Operational Logistics

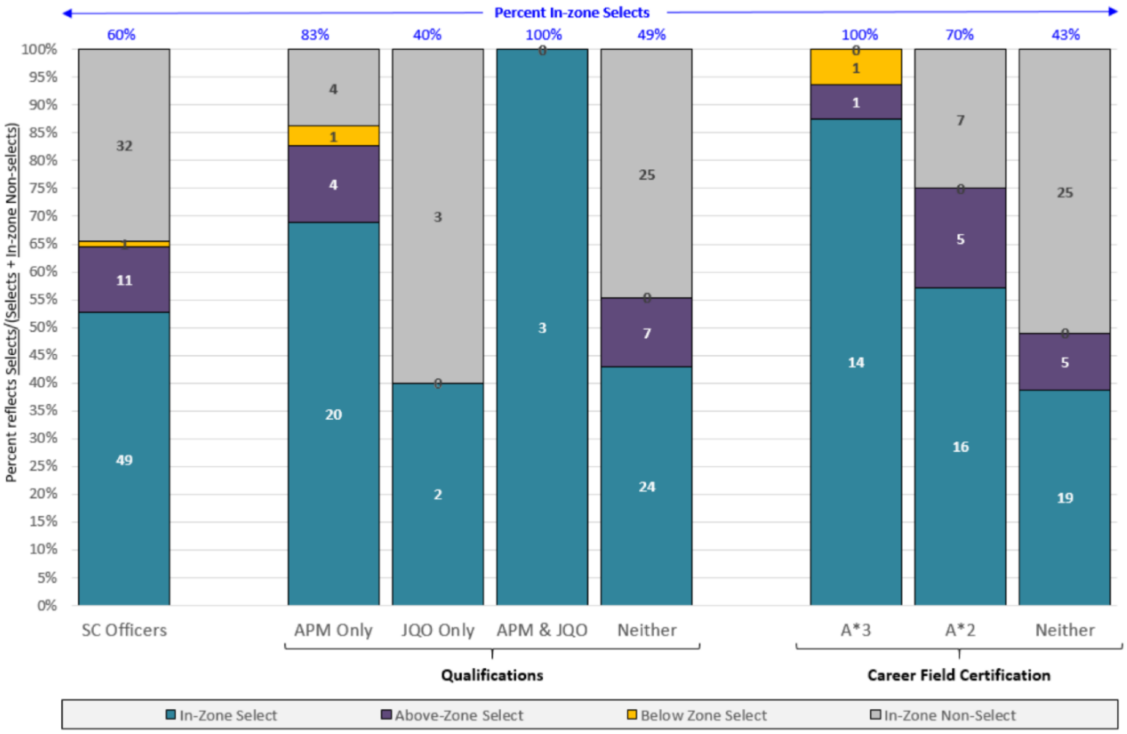
Quick Takeaway – Notable Observations
- Contracting experience

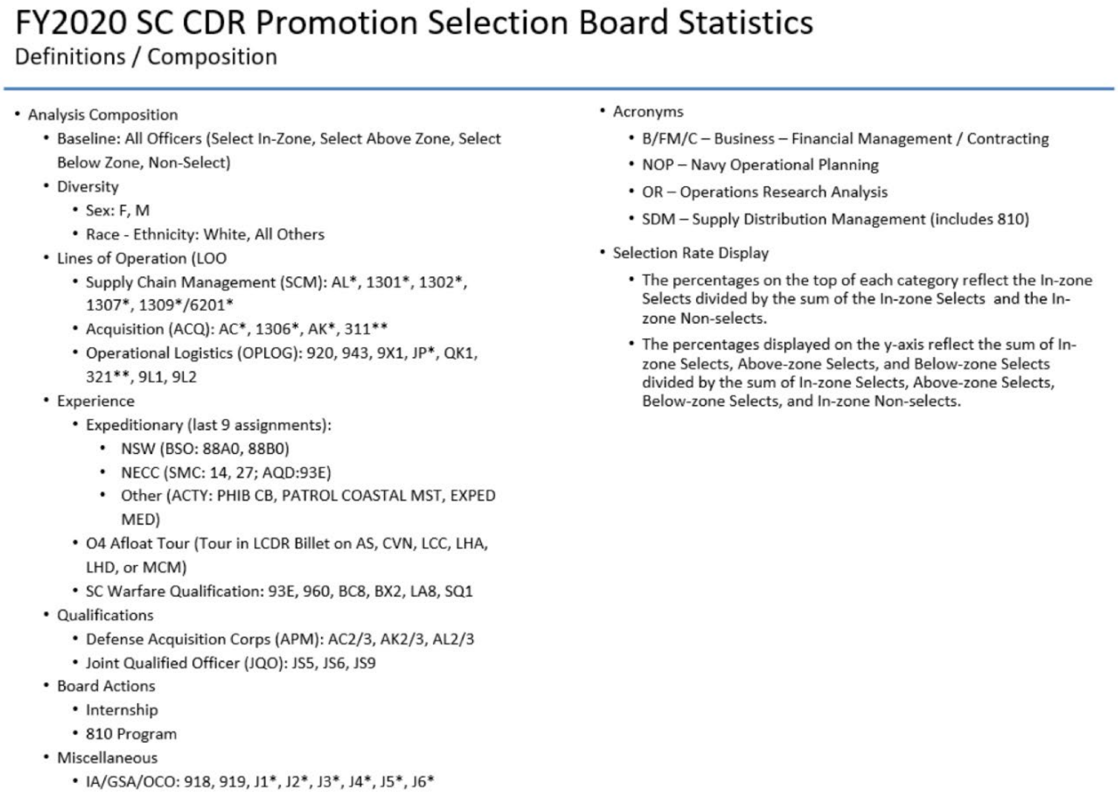


Quick Takeaway – Notable Observations
- Defense Acquisition Corps (Fully Qualified)
- Career Field Certification (AX3)

FY2020 SC CDR Promotion Selection Board Statistics

Defense Acquisition Corps (Fully Qualified); Joint Qualified Officer; Career Field Certification





FY2020 SC CDR Promotion Selection Board Statistics

Definitions / Composition

- Analysis Composition
  - Baseline: All Officers (Select In-Zone, Select Above Zone, Select Below Zone, Non-Select)
  - Diversity
    - Sex: F, M
    - Race - Ethnicity: White, All Others
  - Lines of Operation (LOO
    - Supply Chain Management (SCM): AL*, 1301*, 1302*, 1307*, 1309*/6201*
    - Acquisition (ACQ): AC*, 1306*, AK*, 311**
    - Operational Logistics (OPLOG): 920, 943, 9X1, JP*, QK1, 321**, 9L1, 9L2
  - Experience
    - Expeditionary (last 9 assignments):
      - NSW (BSO: 88A0, 88B0)
      - NECC (SMC: 14, 27; AQD:93E)
      - Other (ACTY: PHIB CB, PATROL COASTAL MST, EXPED MED)
    - O4 Afloat Tour (Tour in LCDR Billet on AS, CVN, LCC, LHA, LHD, or MCM)
    - SC Warfare Qualification: 93E, 960, BC8, BX2, LA8, SQ1
  - Qualifications
    - Defense Acquisition Corps (APM): AC2/3, AK2/3, AL2/3
    - Joint Qualified Officer (JQO): JS5, JS6, JS9
  - Board Actions
    - Internship
    - 810 Program
  - Miscellaneous
    - IA/GSA/OCO: 918, 919, J1*, J2*, J3*, J4*, J5*, J6*
- Acronyms
  - B/FM/C – Business – Financial Management / Contracting
  - NOP – Navy Operational Planning
  - OR – Operations Research Analysis
  - SDM – Supply Distribution Management (includes 810)
- Selection Rate Display
  - The percentages on the top of each category reflect the In-zone Selects divided by the sum of the In-zone Selects and the In-zone Non-selects.
  - The percentages displayed on the y-axis reflect the sum of In-zone Selects, Above-zone Selects, and Below-zone Selects divided by the sum of In-zone Selects, Above-zone Selects, Below-zone Selects, and In-zone Non-selects.

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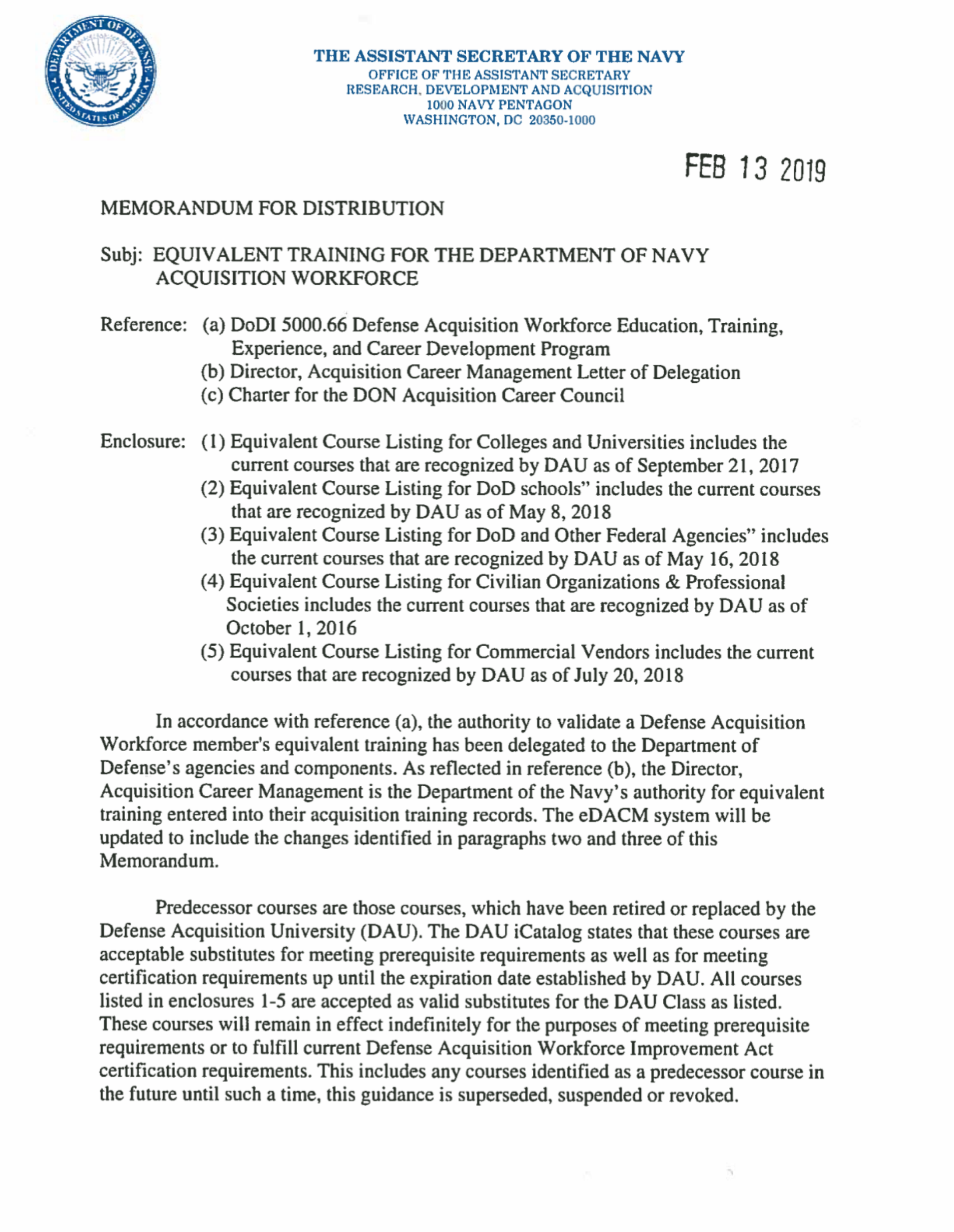
APPENDIX C. DEPARTMENT OF THE NAVY MEMO ON EQUIVALENT TRAINING FOR THE DON ACQUISITION WORKFORCE



THE ASSISTANT SECRETARY OF THE NAVY
OFFICE OF THE ASSISTANT SECRETARY
RESEARCH, DEVELOPMENT AND ACQUISITION
1000 NAVY PENTAGON
WASHINGTON, DC 20350-1000

FEB 13 2019

MEMORANDUM FOR DISTRIBUTION

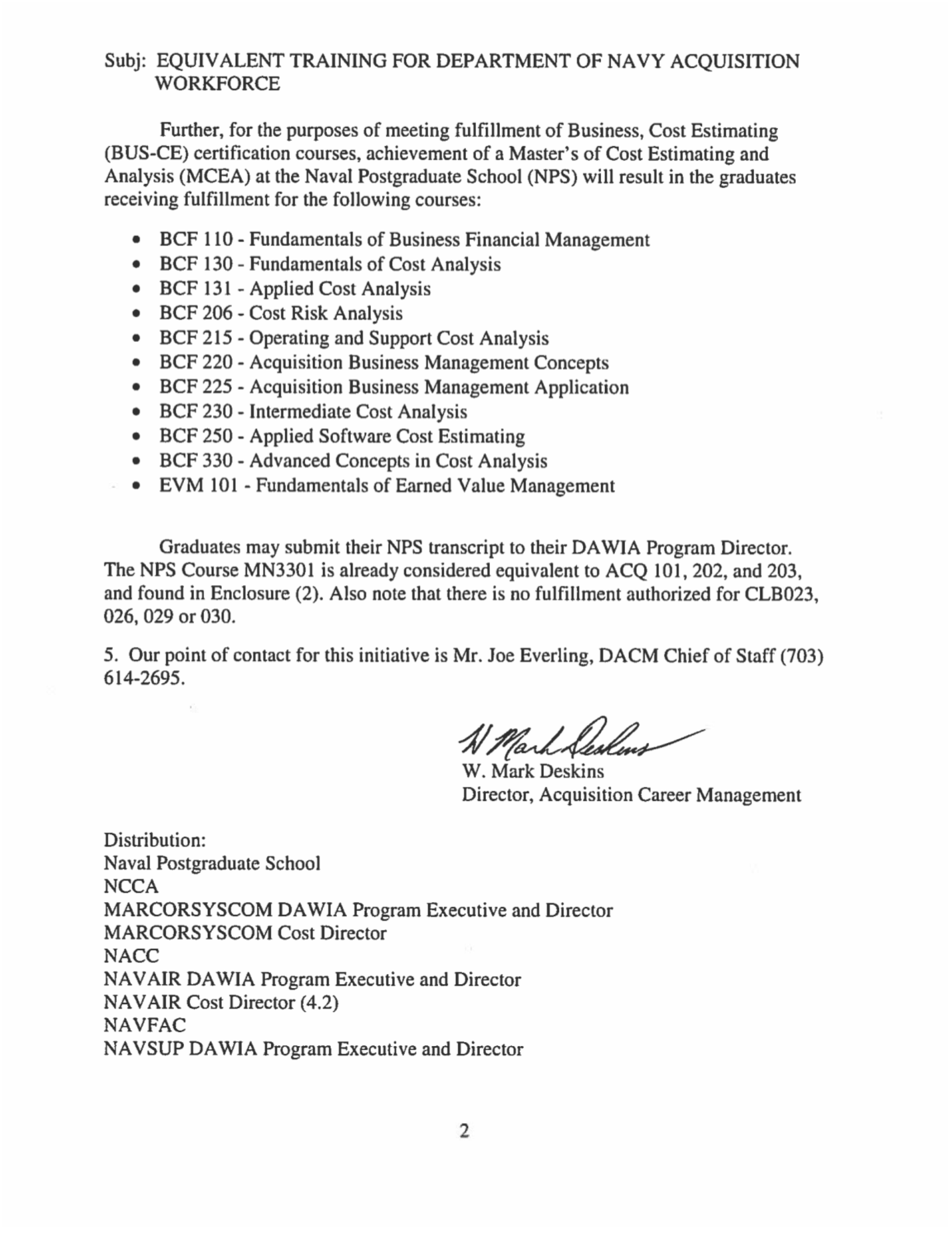
Subj: EQUIVALENT TRAINING FOR THE DEPARTMENT OF NAVY ACQUISITION WORKFORCE

Reference: (a) DoDI 5000.66 Defense Acquisition Workforce Education, Training, Experience, and Career Development Program
(b) Director, Acquisition Career Management Letter of Delegation
(c) Charter for the DON Acquisition Career Council

Enclosure: (1) Equivalent Course Listing for Colleges and Universities includes the current courses that are recognized by DAU as of September 21, 2017
(2) Equivalent Course Listing for DoD schools" includes the current courses that are recognized by DAU as of May 8, 2018
(3) Equivalent Course Listing for DoD and Other Federal Agencies" includes the current courses that are recognized by DAU as of May 16, 2018
(4) Equivalent Course Listing for Civilian Organizations & Professional Societies includes the current courses that are recognized by DAU as of October 1, 2016
(5) Equivalent Course Listing for Commercial Vendors includes the current courses that are recognized by DAU as of July 20, 2018

In accordance with reference (a), the authority to validate a Defense Acquisition Workforce member's equivalent training has been delegated to the Department of Defense's agencies and components. As reflected in reference (b), the Director, Acquisition Career Management is the Department of the Navy's authority for equivalent training entered into their acquisition training records. The eDACM system will be updated to include the changes identified in paragraphs two and three of this Memorandum.

Predecessor courses are those courses, which have been retired or replaced by the Defense Acquisition University (DAU). The DAU iCatalog states that these courses are acceptable substitutes for meeting prerequisite requirements as well as for meeting certification requirements up until the expiration date established by DAU. All courses listed in enclosures 1-5 are accepted as valid substitutes for the DAU Class as listed. These courses will remain in effect indefinitely for the purposes of meeting prerequisite requirements or to fulfill current Defense Acquisition Workforce Improvement Act certification requirements. This includes any courses identified as a predecessor course in the future until such a time, this guidance is superseded, suspended or revoked.



Subj: EQUIVALENT TRAINING FOR DEPARTMENT OF NAVY ACQUISITION WORKFORCE

Further, for the purposes of meeting fulfillment of Business, Cost Estimating (BUS-CE) certification courses, achievement of a Master's of Cost Estimating and Analysis (MCEA) at the Naval Postgraduate School (NPS) will result in the graduates receiving fulfillment for the following courses:

- BCF 110 - Fundamentals of Business Financial Management
- BCF 130 - Fundamentals of Cost Analysis
- BCF 131 - Applied Cost Analysis
- BCF 206 - Cost Risk Analysis
- BCF 215 - Operating and Support Cost Analysis
- BCF 220 - Acquisition Business Management Concepts
- BCF 225 - Acquisition Business Management Application
- BCF 230 - Intermediate Cost Analysis
- BCF 250 - Applied Software Cost Estimating
- BCF 330 - Advanced Concepts in Cost Analysis
- EVM 101 - Fundamentals of Earned Value Management

Graduates may submit their NPS transcript to their DAWIA Program Director. The NPS Course MN3301 is already considered equivalent to ACQ 101, 202, and 203, and found in Enclosure (2). Also note that there is no fulfillment authorized for CLB023, 026, 029 or 030.

5. Our point of contact for this initiative is Mr. Joe Everling, DACM Chief of Staff (703) 614-2695.

W Mark Deskins
W. Mark Deskins
Director, Acquisition Career Management

Distribution:
Naval Postgraduate School
NCCA
MARCORSYSCOM DAWIA Program Executive and Director
MARCORSYSCOM Cost Director
NACC
NAVAIR DAWIA Program Executive and Director
NAVAIR Cost Director (4.2)
NAVFAC
NAVSUP DAWIA Program Executive and Director

Subj: EQUIVALENT TRAINING FOR DEPARTMENT OF NAVY ACQUISITION WORKFORCE

NAVSEA DAWIA Program Executive and Director
NAVSEA Cost Director (05C)
SPAWAR DAWIA Program Executive and Director
SPAWAR Cost Director (1.6)

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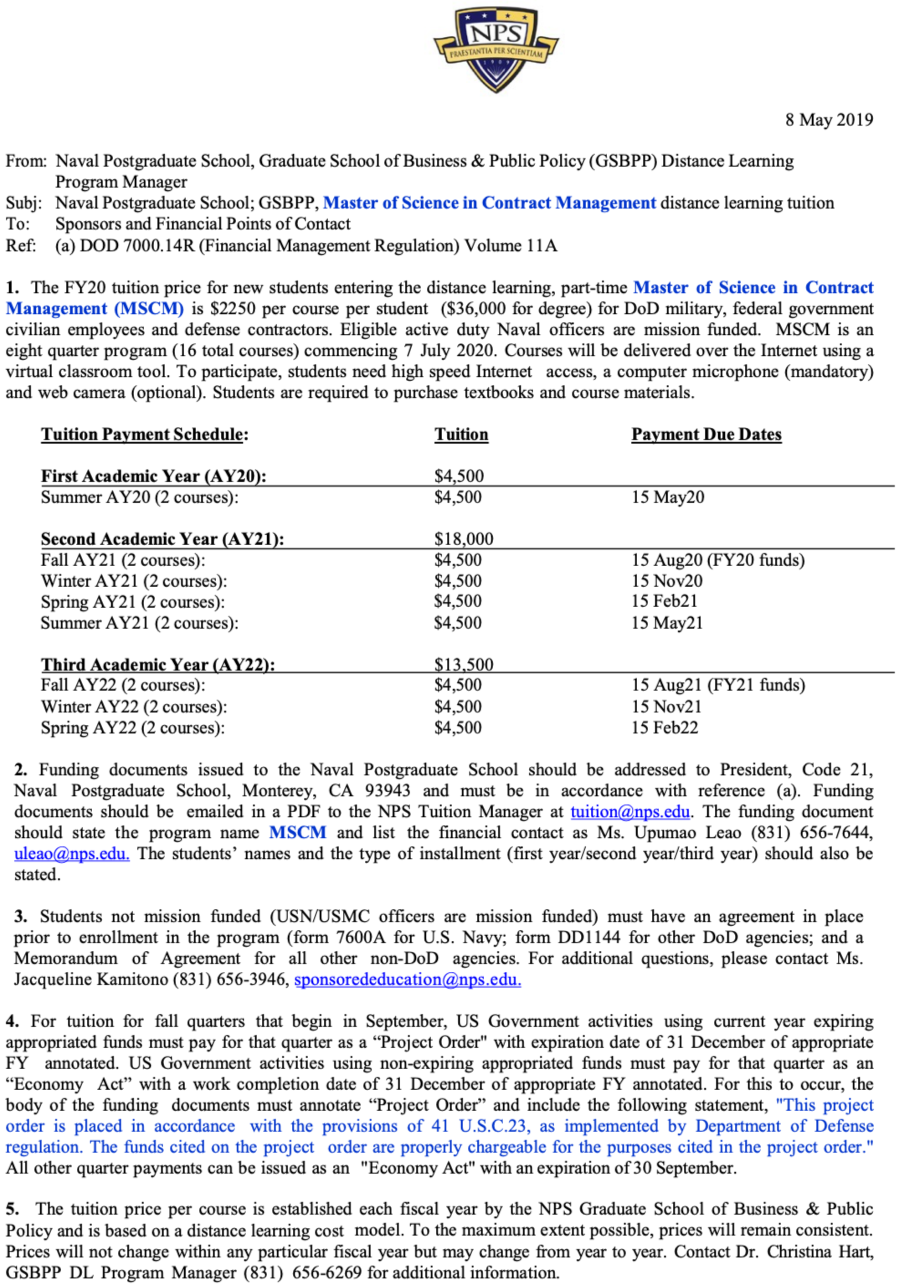
APPENDIX D. NPS – MSCM PROGRAM TUITION

Reproduced from Naval Postgraduate School (2020).



8 May 2019

From: Naval Postgraduate School, Graduate School of Business & Public Policy (GSBPP) Distance Learning Program Manager
Subj: Naval Postgraduate School; GSBPP, **Master of Science in Contract Management** distance learning tuition
To: Sponsors and Financial Points of Contact
Ref: (a) DOD 7000.14R (Financial Management Regulation) Volume 11A

1. The FY20 tuition price for new students entering the distance learning, part-time **Master of Science in Contract Management (MSCM)** is $2250 per course per student ($36,000 for degree) for DoD military, federal government civilian employees and defense contractors. Eligible active duty Naval officers are mission funded. MSCM is an eight quarter program (16 total courses) commencing 7 July 2020. Courses will be delivered over the Internet using a virtual classroom tool. To participate, students need high speed Internet access, a computer microphone (mandatory) and web camera (optional). Students are required to purchase textbooks and course materials.

Tuition Payment Schedule:	**Tuition**	**Payment Due Dates**
First Academic Year (AY20):	$4,500	
Summer AY20 (2 courses):	$4,500	15 May20
Second Academic Year (AY21):	$18,000	
Fall AY21 (2 courses):	$4,500	15 Aug20 (FY20 funds)
Winter AY21 (2 courses):	$4,500	15 Nov20
Spring AY21 (2 courses):	$4,500	15 Feb21
Summer AY21 (2 courses):	$4,500	15 May21
Third Academic Year (AY22):	$13,500	
Fall AY22 (2 courses):	$4,500	15 Aug21 (FY21 funds)
Winter AY22 (2 courses):	$4,500	15 Nov21
Spring AY22 (2 courses):	$4,500	15 Feb22

2. Funding documents issued to the Naval Postgraduate School should be addressed to President, Code 21, Naval Postgraduate School, Monterey, CA 93943 and must be in accordance with reference (a). Funding documents should be emailed in a PDF to the NPS Tuition Manager at tuition@nps.edu. The funding document should state the program name **MSCM** and list the financial contact as Ms. Upumao Leao (831) 656-7644, uleao@nps.edu. The students' names and the type of installment (first year/second year/third year) should also be stated.

3. Students not mission funded (USN/USMC officers are mission funded) must have an agreement in place prior to enrollment in the program (form 7600A for U.S. Navy; form DD1144 for other DoD agencies; and a Memorandum of Agreement for all other non-DoD agencies. For additional questions, please contact Ms. Jacqueline Kamitono (831) 656-3946, sponsorededucation@nps.edu.

4. For tuition for fall quarters that begin in September, US Government activities using current year expiring appropriated funds must pay for that quarter as a "Project Order" with expiration date of 31 December of appropriate FY annotated. US Government activities using non-expiring appropriated funds must pay for that quarter as an "Economy Act" with a work completion date of 31 December of appropriate FY annotated. For this to occur, the body of the funding documents must annotate "Project Order" and include the following statement, "This project order is placed in accordance with the provisions of 41 U.S.C.23, as implemented by Department of Defense regulation. The funds cited on the project order are properly chargeable for the purposes cited in the project order." All other quarter payments can be issued as an "Economy Act" with an expiration of 30 September.

5. The tuition price per course is established each fiscal year by the NPS Graduate School of Business & Public Policy and is based on a distance learning cost model. To the maximum extent possible, prices will remain consistent. Prices will not change within any particular fiscal year but may change from year to year. Contact Dr. Christina Hart, GSBPP DL Program Manager (831) 656-6269 for additional information.

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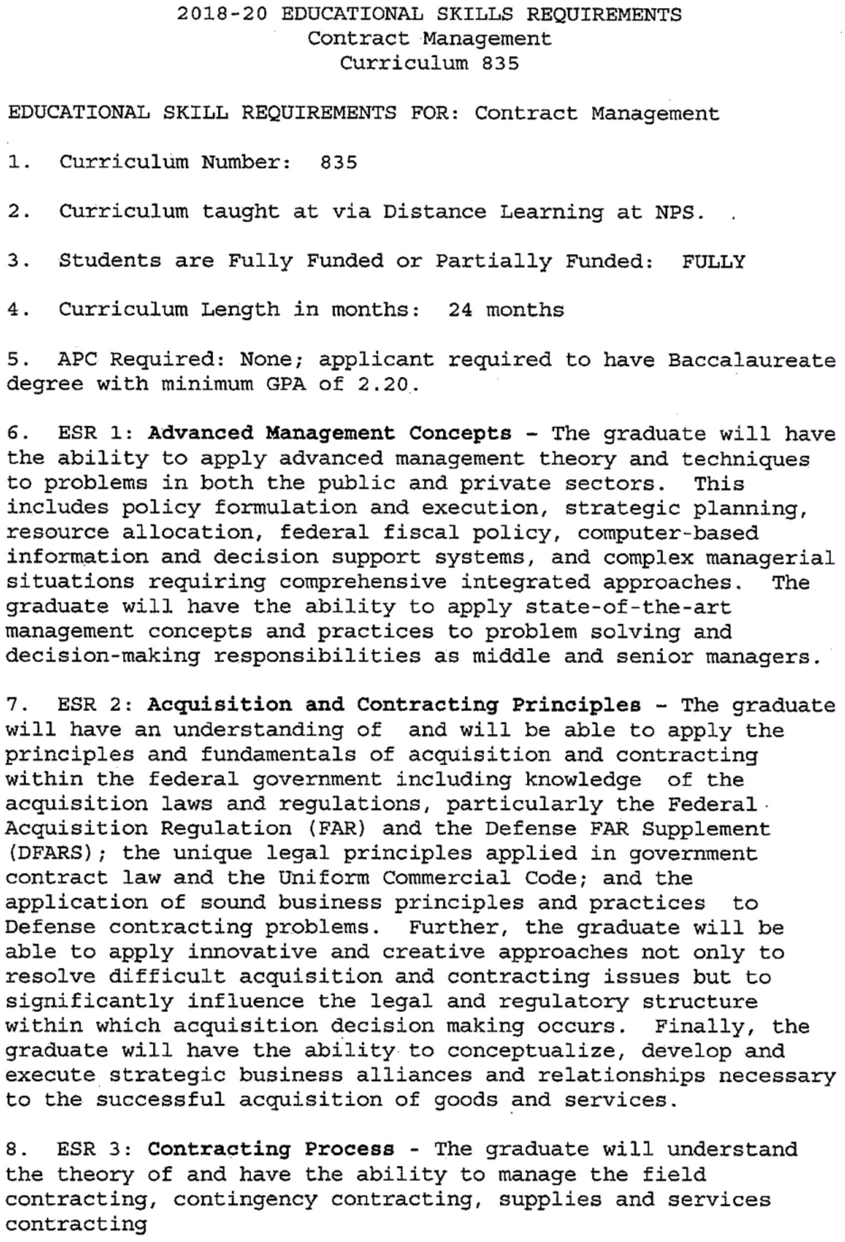
APPENDIX E. CONTRACT MANAGEMENT ESR #835

Reproduced from Acquisition And Contract Management ESR (2019).



2018-20 EDUCATIONAL SKILLS REQUIREMENTS
Contract Management
Curriculum 835

EDUCATIONAL SKILL REQUIREMENTS FOR: Contract Management

1. Curriculum Number: 835

2. Curriculum taught at via Distance Learning at NPS.

3. Students are Fully Funded or Partially Funded: FULLY

4. Curriculum Length in months: 24 months

5. APC Required: None; applicant required to have Baccalaureate degree with minimum GPA of 2.20.

6. ESR 1: **Advanced Management Concepts** - The graduate will have the ability to apply advanced management theory and techniques to problems in both the public and private sectors. This includes policy formulation and execution, strategic planning, resource allocation, federal fiscal policy, computer-based information and decision support systems, and complex managerial situations requiring comprehensive integrated approaches. The graduate will have the ability to apply state-of-the-art management concepts and practices to problem solving and decision-making responsibilities as middle and senior managers.

7. ESR 2: **Acquisition and Contracting Principles** - The graduate will have an understanding of and will be able to apply the principles and fundamentals of acquisition and contracting within the federal government including knowledge of the acquisition laws and regulations, particularly the Federal Acquisition Regulation (FAR) and the Defense FAR Supplement (DFARS); the unique legal principles applied in government contract law and the Uniform Commercial Code; and the application of sound business principles and practices to Defense contracting problems. Further, the graduate will be able to apply innovative and creative approaches not only to resolve difficult acquisition and contracting issues but to significantly influence the legal and regulatory structure within which acquisition decision making occurs. Finally, the graduate will have the ability to conceptualize, develop and execute strategic business alliances and relationships necessary to the successful acquisition of goods and services.

8. ESR 3: **Contracting Process** - The graduate will understand the theory of and have the ability to manage the field contracting, contingency contracting, supplies and services contracting

system acquisition and contract administration processes. This involves a knowledge of the defense system life cycle processes, including requirements determination, funding, contracting, ownership, and disposal; an ability to evaluate military requirements, specifications, and bids and proposals; an ability to utilize the sealed bid, competitive proposals and simplified acquisition methodologies; a comprehensive knowledge of all contract types and their application in Defense application; an ability to conduct cost and price analyses; and an ability to negotiate various contracting actions including new procurement, contract changes and modifications, claims, equitable adjustment settlements, and noncompliance issues.

9. ESR 4: **Acquisition and Contracting Policy -** The graduate will have an ability to formulate and execute acquisition policies, strategies, plans and procedures; a knowledge of the legislative process and an ability to research and analyze acquisition legislation; and a knowledge of the government organization for acquisition, including Congress, the General Accounting Office , the Office of Federal Procurement Policy, the federal and military contracting offices, the Boards of Contract Appeals, and the court system.

10. ESR 5: **Business Theory and Practices -** The graduate will have an understanding of the business philosophy, concepts, practices and methodologies of the commercial industrial base (both domestic and global) and the ability to apply these to the federal government acquisition environment.

11. ESR 6: **Defense Financial Management and Budgeting** - The graduate will have an ability to apply sound financial management theories, principles and practices to defense acquisition and contracting issues, including fiscal and monetary policy.

12. ESR 7: **Production and Quality Management** - The graduate will have an understanding of principles and fundamentals of Production and Quality Management, with particular emphasis on the Procuring Contracting Officer's and Administrative Contracting Officer's roles and relationships with industry and the Government Program Manager.

13. ESR 8: **Analysis and Application -** The graduate will demonstrate an ability to apply acquisition, contracting and management principles in dealing with the significant issues encountered in managing the contracting process in one of the following areas: (1) major weapon systems acquisition (2) research and development, (3) field procurement, and (4) facilities contracting.

14. ESR 9: **Ethics and Standards of Conduct -** The graduate will have an ability to manage and provide leadership in the ethical considerations of military acquisition, including the provisions of procurement integrity, and to appropriately apply Defense acquisition standards of conduct.

15. ESR 10: **Acquisition Work force -** The graduate will satisfy all requirements of the Defense Acquisition Workforce Improvement Act (DAWIA) and mandatory contracting courses required by the Defense Acquisition University (DAU) at Level III.

16. ESR 11: **Analysis, Problem Solving, and Critical Thinking -** The graduate will demonstrate the ability to conduct research and analysis, and proficiency in presenting the results in writing and orally by means of an applied project and a command-oriented briefing appropriate to this curriculum.

APPROVED:	Elliott B. Branch *MAJOR AREA SPONSOR*	10/01/2018 *DATE*
APPROVED:	*President, NPS*	JAN 18 2019 *DATE*
APPROVED:	*Director, OPNAV N12*	11April2019 *DATE*

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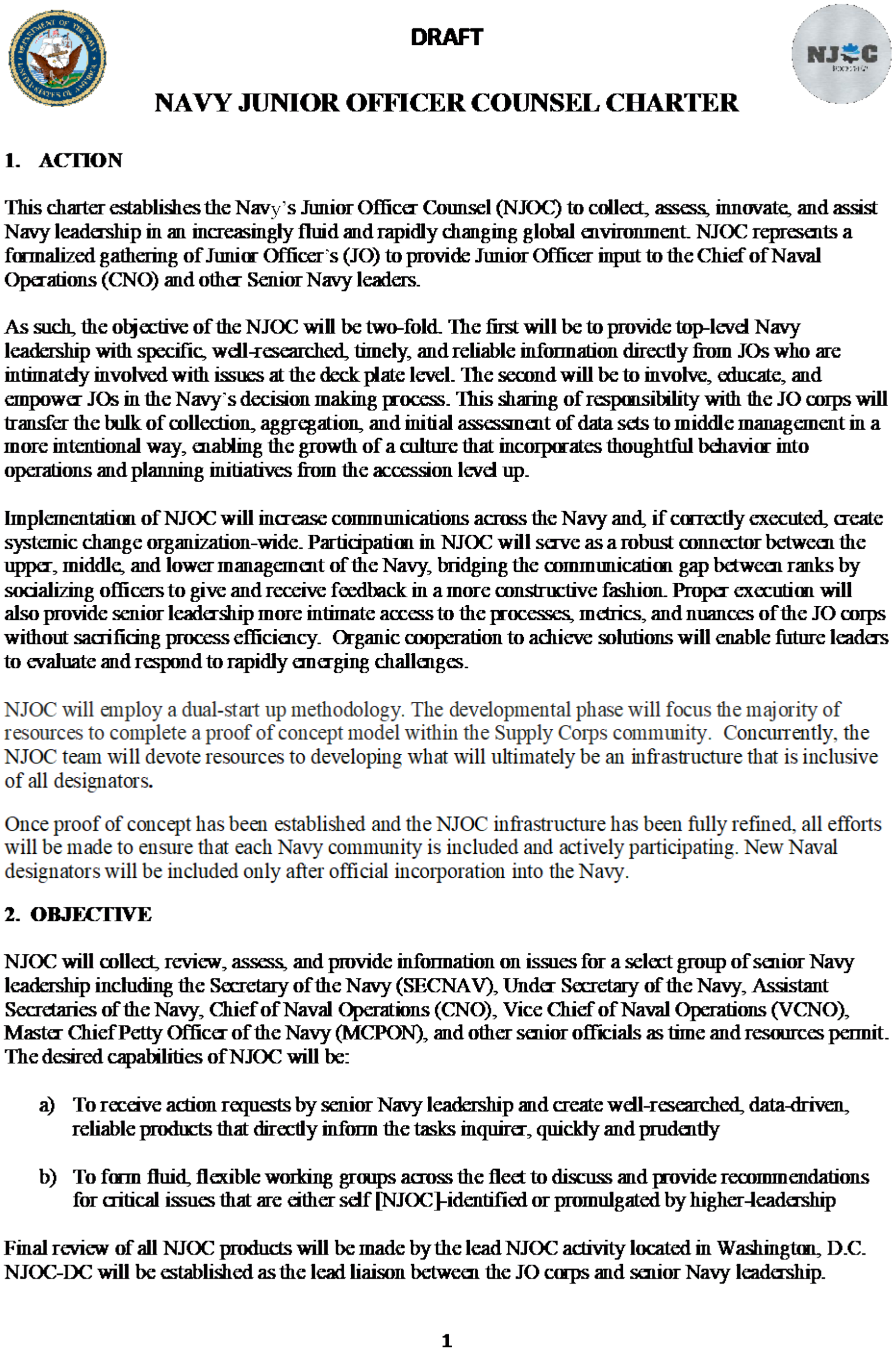
APPENDIX F. NAVY JUNIOR OFFICER COUNCIL CHARTER

Reproduced from NJOC (2019).



DRAFT

NAVY JUNIOR OFFICER COUNSEL CHARTER

1. ACTION

This charter establishes the Navy`s Junior Officer Counsel (NJOC) to collect, assess, innovate, and assist Navy leadership in an increasingly fluid and rapidly changing global environment. NJOC represents a formalized gathering of Junior Officer`s (JO) to provide Junior Officer input to the Chief of Naval Operations (CNO) and other Senior Navy leaders.

As such, the objective of the NJOC will be two-fold. The first will be to provide top-level Navy leadership with specific, well-researched, timely, and reliable information directly from JOs who are intimately involved with issues at the deck plate level. The second will be to involve, educate, and empower JOs in the Navy`s decision making process. This sharing of responsibility with the JO corps will transfer the bulk of collection, aggregation, and initial assessment of data sets to middle management in a more intentional way, enabling the growth of a culture that incorporates thoughtful behavior into operations and planning initiatives from the accession level up.

Implementation of NJOC will increase communications across the Navy and, if correctly executed, create systemic change organization-wide. Participation in NJOC will serve as a robust connector between the upper, middle, and lower management of the Navy, bridging the communication gap between ranks by socializing officers to give and receive feedback in a more constructive fashion. Proper execution will also provide senior leadership more intimate access to the processes, metrics, and nuances of the JO corps without sacrificing process efficiency. Organic cooperation to achieve solutions will enable future leaders to evaluate and respond to rapidly emerging challenges.

NJOC will employ a dual-start up methodology. The developmental phase will focus the majority of resources to complete a proof of concept model within the Supply Corps community. Concurrently, the NJOC team will devote resources to developing what will ultimately be an infrastructure that is inclusive of all designators.

Once proof of concept has been established and the NJOC infrastructure has been fully refined, all efforts will be made to ensure that each Navy community is included and actively participating. New Naval designators will be included only after official incorporation into the Navy.

2. OBJECTIVE

NJOC will collect, review, assess, and provide information on issues for a select group of senior Navy leadership including the Secretary of the Navy (SECNAV), Under Secretary of the Navy, Assistant Secretaries of the Navy, Chief of Naval Operations (CNO), Vice Chief of Naval Operations (VCNO), Master Chief Petty Officer of the Navy (MCPON), and other senior officials as time and resources permit. The desired capabilities of NJOC will be:

a) To receive action requests by senior Navy leadership and create well-researched, data-driven, reliable products that directly inform the tasks inquirer, quickly and prudently

b) To form fluid, flexible working groups across the fleet to discuss and provide recommendations for critical issues that are either self [NJOC]-identified or promulgated by higher-leadership

Final review of all NJOC products will be made by the lead NJOC activity located in Washington, D.C. NJOC-DC will be established as the lead liaison between the JO corps and senior Navy leadership.

1

3. TASKING AND PRODUCT CREATION

For the designated team, the NJOC should:

a) Receive tasking, form a working group, and then create an action plan outlining overall goals, timeline, data collection processes, and delineation of responsibilities
b) Identify/review available data, metrics, and resources for analysis. Reach out to subject matter experts for assistance and other JOs across the fleet for input
c) Collect data and verify that information is accurate and germane to the tasker
d) Review information and create report or product
e) Assess product draft and send to other NJOC members for final edits and comment
f) Provide a report that documents findings and makes recommendations
g) Send to NJOC-DC for final review and submission
h) Report best practices and suggestions for future improvement

5. INITIAL MEMBERSHIP

The NJOC composition represents JO-level management involvement to ensure a robust and full range of perspectives to support the development of the group. Founding NJOC members include:

- LT Adam C. Johnson (NAVSEA WNYD, PEO Aircraft Carriers)
- LT Johnny F. O'Boyle (NAVSEA02 WNYD, Contracting)
- LT Gene A. Krampen (USNA, Superintendent's Logistics Aide)
- LTJG John L. Maslin (NAVSEA08 WNYD, Naval Reactors)

Sponsors (* Indicates advisory role):

- RDML Peter G. Stamatopoulos (Director, Supply, Ordinance and Logistics Operations Division, N41, OPNAV) *
- CAPT Nick L. Rapley (Commander, Navy Supply Corps School)
- CAPT (sel) Aaron K. Ayers (Interim Executive Liaison) *
- Shirley Allen (Process Development Advisor) *
- NAVAL-X *
- Dr. Justin Rettaliata (NAVSEA05T, Technical Warrant Holder for Additive Manufacturing)
- Mr. Steve Reed (Branch Head - Fleet Supply IT & Programs; Command Property Officer, USFFC, NOSS/NOBLE Functional Lead)
- Ms. Anna Loera Rodriguez (NOME Deputy APM, SPAWARSYSCEN-PACIFIC)
- Mr. Eric Pitt (PEO Aircraft Carriers Chief Technology Officer)

6. ACCEPTANCE AND APPROVAL

This charter takes effect immediately and will remain in effect until canceled or superceded.

7. ACTIONS TO DATE

- Developed charter: 9 - 30 Apr 2019
- Engaged NAVALX: 24 Apr 2019
- Developed Proof of Concept Plan: 1 May 2019
- Engaged Additive Manufacturing Team: 3 May 2019
- Engaged Navy Supply Corps School: 6 May 2019

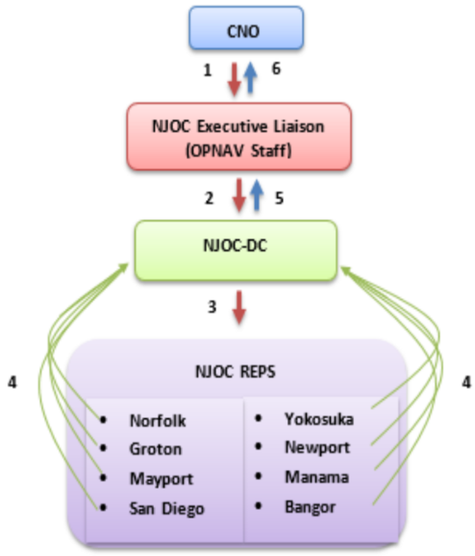
- Engaged NOBLE/NOSS Team: 14 May 2019
- Engaged DCoMs Team: 6 June 2019
- Completed first NOSS field support event (NAVSTA San Diego): 6 June 2019
- Hosted inaugural Open House event (Co-Host RDML Stamatopoulos): 6 June 2019
- Engaged USNA Superintendent / Naval Academy Business Association Chair: 7 June 2019

DRAFT

NJOC CNO Path

Following proof of concept within the Supply Corps community pilot, the Navy Junior Officer Counsel (NJOC) leadership must be prepared to meet with the newly appointed Chief of Naval Operations (CNO), ADM Bill Moran, and present him with the following:

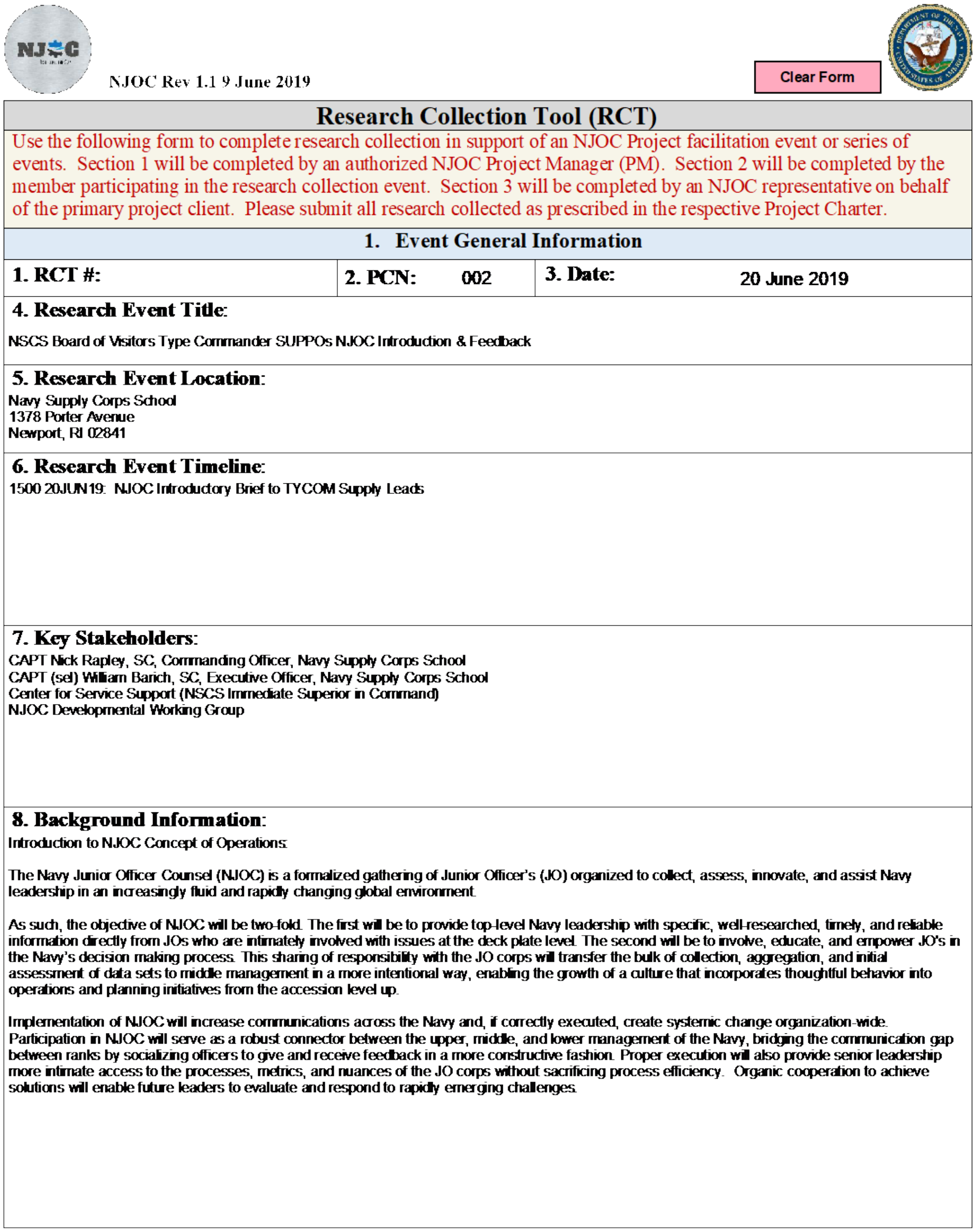
1. A concrete plan defining the structure and policies required to establish a Navy wide body.
2. A list of requests to formally advertise, staff, and resource the program.


CNO
1
6
NJOC Executive Liaison (OPNAV Staff)
2
5
NJOC-DC
3
4
4
NJOC REPS
Norfolk
Groton
Mayport
San Diego
Yokosuka
Newport
Manama
Bangor

Explanation

1. CNO generated requests for information (RFIs) are provide to NJOC Executive Liaison (EL)
2. NJOC-EL presents RFIs to NJOC-DC at quarterly board meeting
3. NJOC-DC engages Fleet NJOC reps to assign, task, and supervise individual working groups
4. Fleet NJOC reps collect data, form working groups, complete and forward products to NJOC-DC
5. NJOC-DC conducts final edits and forwards to NJOC-EL for submission
6. NJOC-EL performs final check and submits final product(s)

APPENDIX G. RESEARCH COLLECTION TOOL



NJOC Rev 1.1 9 June 2019

Clear Form

Research Collection Tool (RCT)

Use the following form to complete research collection in support of an NJOC Project facilitation event or series of events. Section 1 will be completed by an authorized NJOC Project Manager (PM). Section 2 will be completed by the member participating in the research collection event. Section 3 will be completed by an NJOC representative on behalf of the primary project client. Please submit all research collected as prescribed in the respective Project Charter.

1. Event General Information

1. RCT #:	**2. PCN:** 002	**3. Date:** 20 June 2019

4. Research Event Title:

NSCS Board of Visitors Type Commander SUPPOs NJOC Introduction & Feedback

5. Research Event Location:

Navy Supply Corps School
1378 Porter Avenue
Newport, RI 02841

6. Research Event Timeline:

1500 20JUN19: NJOC Introductory Brief to TYCOM Supply Leads

7. Key Stakeholders:

CAPT Nick Rapley, SC, Commanding Officer, Navy Supply Corps School
CAPT (sel) William Barich, SC, Executive Officer, Navy Supply Corps School
Center for Service Support (NSCS Immediate Superior in Command)
NJOC Developmental Working Group

8. Background Information:

Introduction to NJOC Concept of Operations:

The Navy Junior Officer Counsel (NJOC) is a formalized gathering of Junior Officer's (JO) organized to collect, assess, innovate, and assist Navy leadership in an increasingly fluid and rapidly changing global environment.

As such, the objective of NJOC will be two-fold. The first will be to provide top-level Navy leadership with specific, well-researched, timely, and reliable information directly from JOs who are intimately involved with issues at the deck plate level. The second will be to involve, educate, and empower JO's in the Navy's decision making process. This sharing of responsibility with the JO corps will transfer the bulk of collection, aggregation, and initial assessment of data sets to middle management in a more intentional way, enabling the growth of a culture that incorporates thoughtful behavior into operations and planning initiatives from the accession level up.

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9. Research Goals:

1. Get Constructive feed back from Type Commander Supply Leads
2. Ensure Fleet stakeholders understand NJOC's intended purpose
3. Spread awareness of the NJOC initiative
4. Collect qualitative feedback from senior leadership to gain interest and show concept credibility

10. Relevant Documentation:

- NJOC Charter v.1.6 (Draft)
- NJOC Strategic Planning Timeline (12 months)
- NJOC Proof of Concept (PoC)
- NJOC CNO COMMS Plan (Outline)

All documents listed above will be delivered via email as attachments accompanying this document.

11: Submission / Follow-up Instructions:

Please deliver feedback at your leisure following electronic signature in section 2 to:

LT Adam Johnson

adam.c.johnson2@navy.mil

202-781-2739 (W)
404-308-1521 (C)

2. Participant Information

12. Name/Rate/Rank:

13. Organization / Activity:

14: Title / Billet:

15a. Reserach Participant	**15b. Immediate Superior (If Applicable)**	**15c. CO / OIC (If applicable)**
Sign & Date	**Sign & Date**	**Sign & Date**

3. Feedback (For Participant Use)
Please use the following research questions as a template for your research collection. Your final electronic submission is not limited to these. You may deliver your feedback in in block 17 as desired.
16. Pre-Developed Research Questions: 1. What are your initial concerns as we move forward with this concept? 2. How do we tailor this brief for general delivery to other Senior Leadership? 3. What advice do you have as we prepare to brief the Chief / VCNO? 4. Additional comments or suggestions.
17: Feedback Report:

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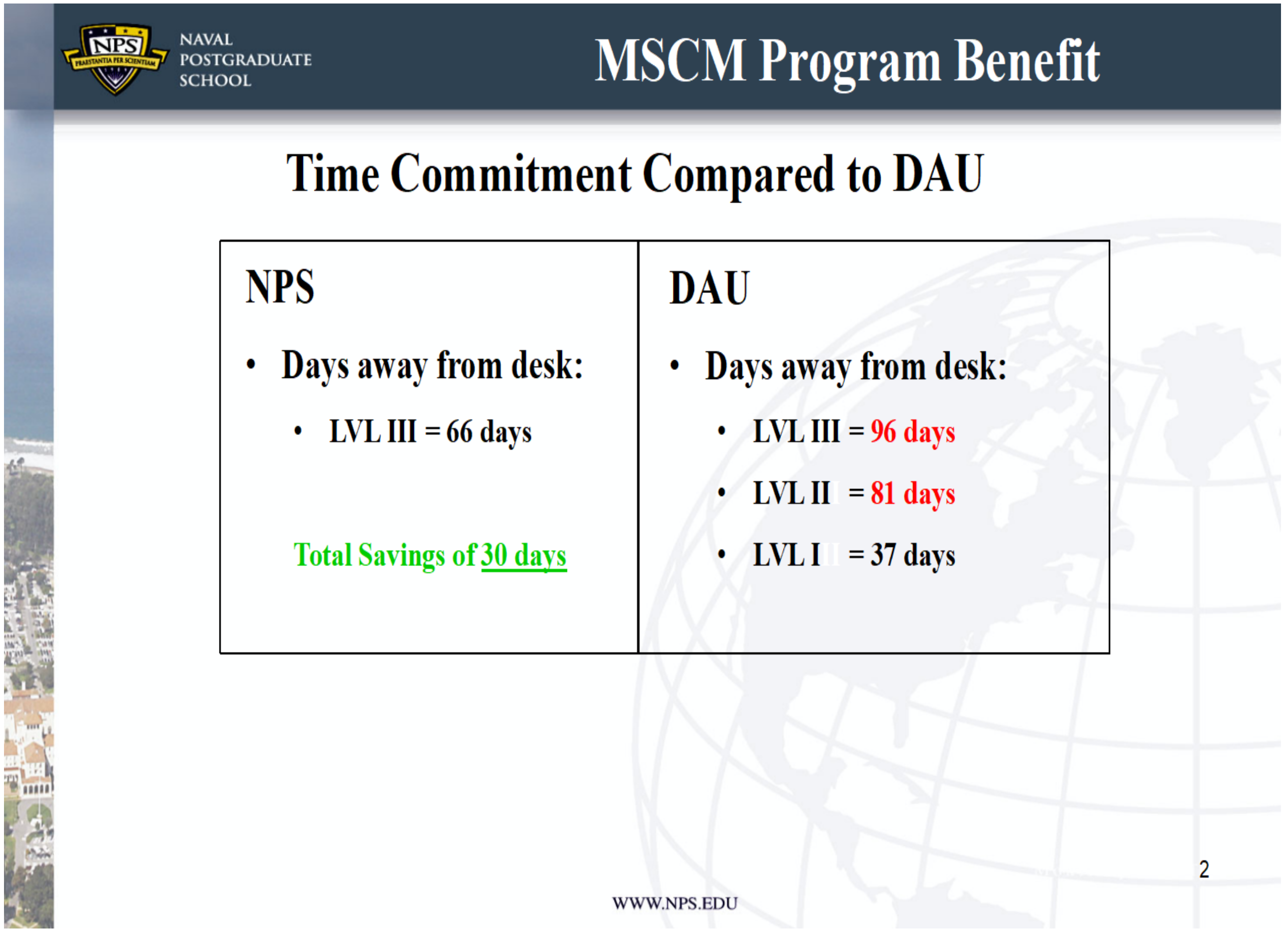
APPENDIX H. MSCM PROGRAM BENEFITS



NAVAL
POSTGRADUATE
SCHOOL

MSCM Program Benefit

Time Commitment Compared to DAU

NPS

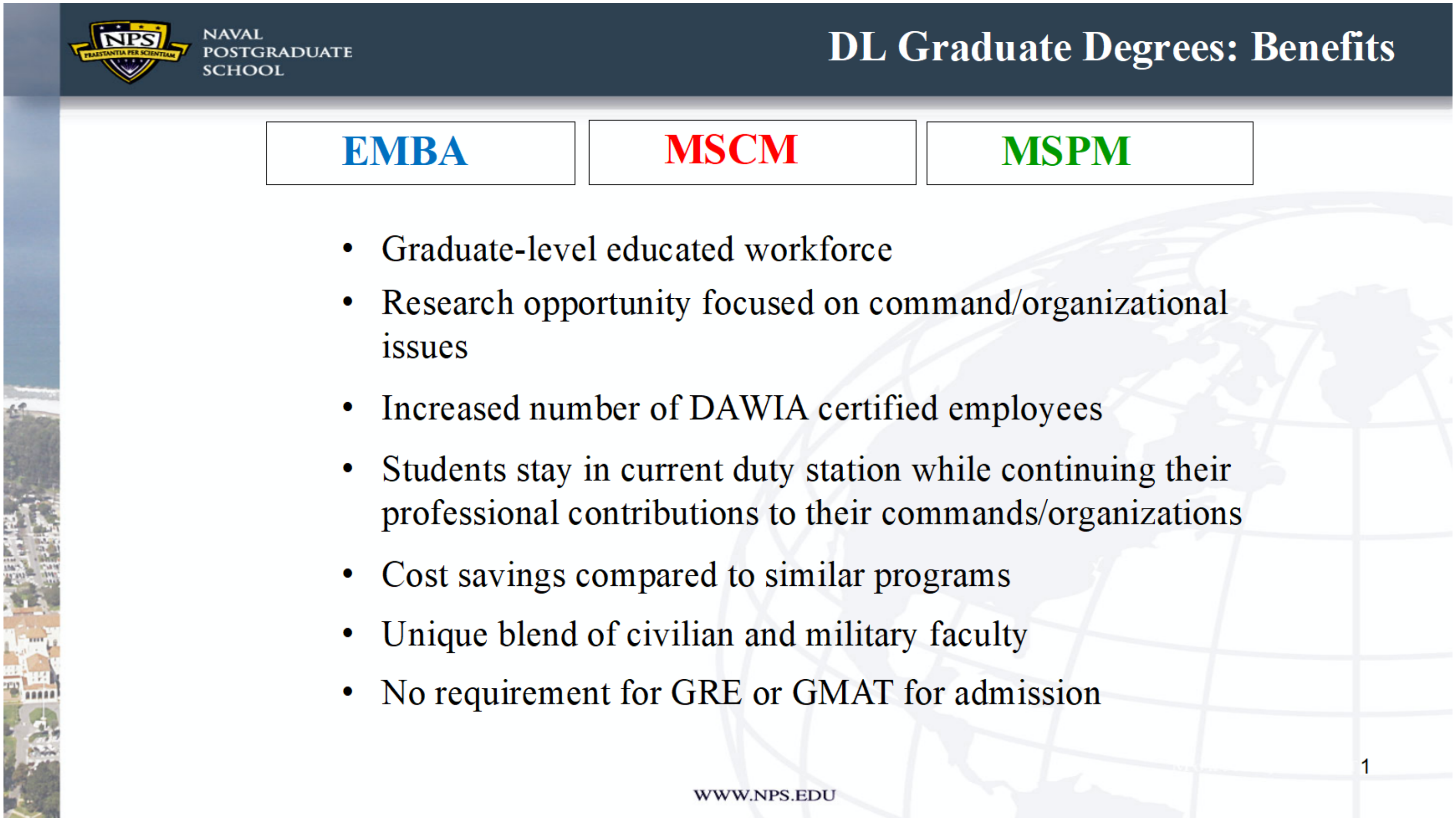
- Days away from desk:
  - LVL III = 66 days

Total Savings of 30 days

DAU

- Days away from desk:
  - LVL III = 96 days
  - LVL II = 81 days
  - LVL I = 37 days

WWW.NPS.EDU



NAVAL
POSTGRADUATE
SCHOOL

DL Graduate Degrees: Benefits

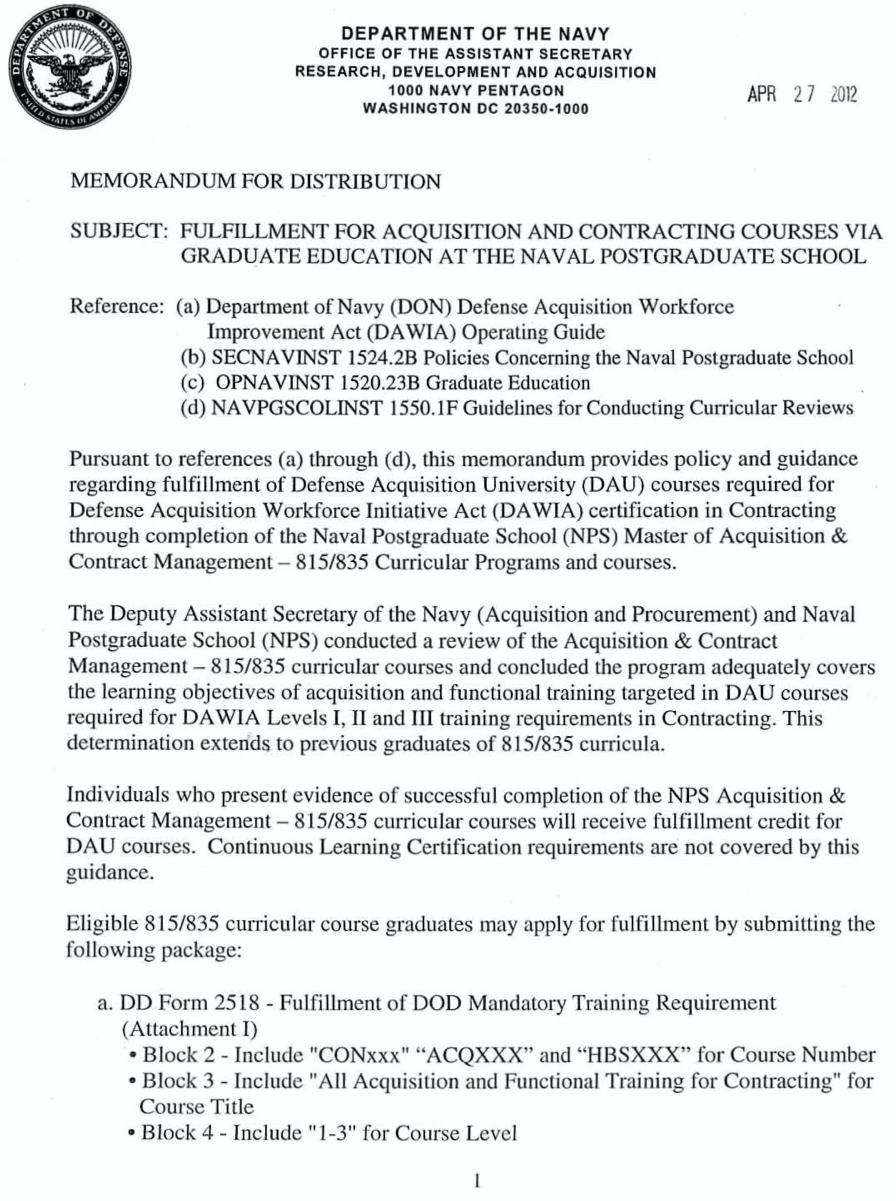
EMBA	MSCM	MSPM

- Graduate-level educated workforce
- Research opportunity focused on command/organizational issues
- Increased number of DAWIA certified employees
- Students stay in current duty station while continuing their professional contributions to their commands/organizations
- Cost savings compared to similar programs
- Unique blend of civilian and military faculty
- No requirement for GRE or GMAT for admission

WWW.NPS.EDU

APPENDIX I. 2012 ASN RDA MEMO FOR NPS DAU CERTIFICATIONS

Reproduced from ASN RDA (2012).



DEPARTMENT OF THE NAVY
OFFICE OF THE ASSISTANT SECRETARY
RESEARCH, DEVELOPMENT AND ACQUISITION
1000 NAVY PENTAGON
WASHINGTON DC 20350-1000

APR 27 2012

MEMORANDUM FOR DISTRIBUTION

SUBJECT: FULFILLMENT FOR ACQUISITION AND CONTRACTING COURSES VIA GRADUATE EDUCATION AT THE NAVAL POSTGRADUATE SCHOOL

Reference: (a) Department of Navy (DON) Defense Acquisition Workforce Improvement Act (DAWIA) Operating Guide
(b) SECNAVINST 1524.2B Policies Concerning the Naval Postgraduate School
(c) OPNAVINST 1520.23B Graduate Education
(d) NAVPGSCOLINST 1550.1F Guidelines for Conducting Curricular Reviews

Pursuant to references (a) through (d), this memorandum provides policy and guidance regarding fulfillment of Defense Acquisition University (DAU) courses required for Defense Acquisition Workforce Initiative Act (DAWIA) certification in Contracting through completion of the Naval Postgraduate School (NPS) Master of Acquisition & Contract Management – 815/835 Curricular Programs and courses.

The Deputy Assistant Secretary of the Navy (Acquisition and Procurement) and Naval Postgraduate School (NPS) conducted a review of the Acquisition & Contract Management – 815/835 curricular courses and concluded the program adequately covers the learning objectives of acquisition and functional training targeted in DAU courses required for DAWIA Levels I, II and III training requirements in Contracting. This determination extends to previous graduates of 815/835 curricula.

Individuals who present evidence of successful completion of the NPS Acquisition & Contract Management – 815/835 curricular courses will receive fulfillment credit for DAU courses. Continuous Learning Certification requirements are not covered by this guidance.

Eligible 815/835 curricular course graduates may apply for fulfillment by submitting the following package:

a. DD Form 2518 - Fulfillment of DOD Mandatory Training Requirement (Attachment I)
- Block 2 - Include "CONxxx" "ACQXXX" and "HBSXXX" for Course Number
- Block 3 - Include "All Acquisition and Functional Training for Contracting" for Course Title
- Block 4 - Include "1-3" for Course Level

SUBJECT: FULFILLMENT FOR ACQUISITION AND CONTRACTING COURSES VIA
GRADUATE EDUCATION AT THE NAVAL POSTGRADUATE SCHOOL

b. Justification for DD Form 2518 (Attachment 2)
c. Academic transcripts

NPS Acquisition Chair is delegated approval authority for fulfillment applications for DAWIA Levels I through III acquisition and functional training courses in Contracting. Approving officials who certify fulfillment applications for Acquisition Chair approval must be at least an O-6 or GS-15 (or equivalent) and must have been Level III certified in the Contracting career field. Approved applications shall be forwarded to the DACM office at DACM.desk.fct@navy.mil for entry in the eDACM database.

DASN (AP) will oversee the fulfillment approval process. NPS shall submit a summary of students, courses and completion dates semi-annually with a copy to the DACM.

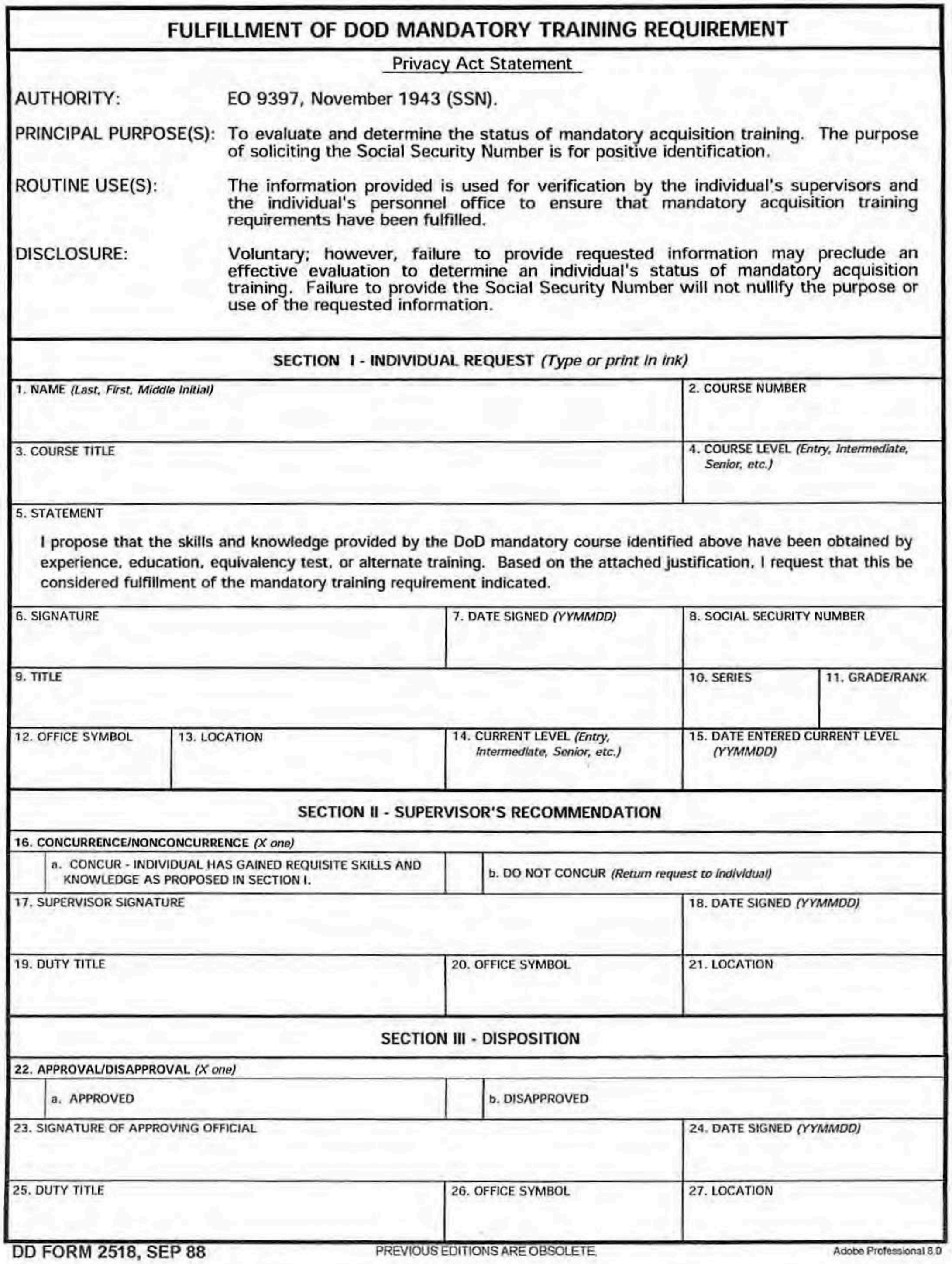
DASN (AP) will conduct periodic site visits to assess and review the NPS Acquisition & Contract Management curricula. A copy of the resulting DASN (AP) approved NPS crosswalk to DAU's DAWIA levels I/II/III curricula shall be provided to the DACM.

Points of contact for this initiative arc CAPT Ken McKinley, Chief of Staff, DASN (AP) at (703) 614-9646; and Ms. Sylvia Bentley, Acquisition Workforce Manager, DACM at (703) 614-3284.

D. Lemmeyer
RENE THOMAS-RIZZO
for Director, Acquisition Career Management

Elliott B. Branch
ELLIOTT BRANCH
Deputy Assistant Secretary of the Navy
(Acquisition and Procurement)

Distribution:
Naval Postgraduate School
Dir, NACC



FULFILLMENT OF DOD MANDATORY TRAINING REQUIREMENT

Privacy Act Statement

AUTHORITY:	EO 9397, November 1943 (SSN).
PRINCIPAL PURPOSE(S):	To evaluate and determine the status of mandatory acquisition training. The purpose of soliciting the Social Security Number is for positive identification.
ROUTINE USE(S):	The information provided is used for verification by the individual's supervisors and the individual's personnel office to ensure that mandatory acquisition training requirements have been fulfilled.
DISCLOSURE:	Voluntary; however, failure to provide requested information may preclude an effective evaluation to determine an individual's status of mandatory acquisition training. Failure to provide the Social Security Number will not nullify the purpose or use of the requested information.

SECTION I - INDIVIDUAL REQUEST *(Type or print in ink)*

1. NAME *(Last, First, Middle Initial)*	2. COURSE NUMBER
3. COURSE TITLE	4. COURSE LEVEL *(Entry, Intermediate, Senior, etc.)*

5. STATEMENT

I propose that the skills and knowledge provided by the DoD mandatory course identified above have been obtained by experience, education, equivalency test, or alternate training. Based on the attached justification, I request that this be considered fulfillment of the mandatory training requirement indicated.

6. SIGNATURE	7. DATE SIGNED *(YYMMDD)*	8. SOCIAL SECURITY NUMBER	
9. TITLE		10. SERIES	11. GRADE/RANK
12. OFFICE SYMBOL	13. LOCATION	14. CURRENT LEVEL *(Entry, Intermediate, Senior, etc.)*	15. DATE ENTERED CURRENT LEVEL *(YYMMDD)*

SECTION II - SUPERVISOR'S RECOMMENDATION

16. CONCURRENCE/NONCONCURRENCE *(X one)*

☐ a. CONCUR - INDIVIDUAL HAS GAINED REQUISITE SKILLS AND KNOWLEDGE AS PROPOSED IN SECTION I.

☐ b. DO NOT CONCUR *(Return request to individual)*

17. SUPERVISOR SIGNATURE		18. DATE SIGNED *(YYMMDD)*
19. DUTY TITLE	20. OFFICE SYMBOL	21. LOCATION

SECTION III - DISPOSITION

22. APPROVAL/DISAPPROVAL *(X one)*

☐ a. APPROVED

☐ b. DISAPPROVED

23. SIGNATURE OF APPROVING OFFICIAL		24. DATE SIGNED *(YYMMDD)*
25. DUTY TITLE	26. OFFICE SYMBOL	27. LOCATION

DD FORM 2518, SEP 88 PREVIOUS EDITIONS ARE OBSOLETE. Adobe Professional 8.0

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INITIAL DISTRIBUTION LIST

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   Ft. Belvoir, Virginia

2. Dudley Knox Library
   Naval Postgraduate School
   Monterey, California