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United States Coast Guard

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JUL 9 2014

MEMORANDUM

From: J. S. Kenyon, CAPT
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To: Member, Postgraduate/Advanced Training Selection Panel

Subj: PRECEPT FOR ASSIGNMENT YEAR 2015 SELECTION TO COAST GUARD POSTGRADUATE AND ADVANCED TRAINING PROGRAMS

Ref: (a) Coast Guard Performance, Training, and Education Manual, COMDTINST M1500.10 (series)
(b) COMCOGARD PSC ARLINGTON VA//C// 211128Z MAY 14, ALCGPSC 068/14
(c) Active Duty Officer Postgraduate and Advanced Education Application Process Guide for Assignment Year 2015

1. You are hereby appointed as a member of a panel convened to select eligible active duty personnel for postgraduate and advanced training opportunities. The panel is governed by the selection criteria listed in references (a) through (c). Your tasking is to select those personnel who, in your opinion, are best-qualified to complete the designated course of instruction and for promotion.

2. Postgraduate and advanced training programs provide personnel with the knowledge and skills necessary to fill billets requiring a high-level of expertise. Although the immediate goal of these programs is to develop those skills necessary for performance in specific billets, the long-term goal is to establish a high-level of technical and managerial competencies among officers. Consequently, to ensure proper stewardship of government resources, only those applicants who display the potential for maintaining a high level of productive service and are capable of filling positions of increasing responsibility should be selected. If you question an applicant's suitability for increased responsibility, or are concerned with his or her promotability, do not select that applicant.

3. All personnel who apply by the published deadline and meet the eligibility requirements for postgraduate and advanced training specified in reference (a) and amplified by references (b) and (c) shall be considered by the panel. All waivers will be considered and approved prior to the panel convening; therefore, all candidates appearing before the panel are equally eligible for selection.

4. Officers who have attended full-time Coast Guard funded postgraduate and advanced training will not normally be selected for additional programs. However, all officers of the appropriate pay grade may be considered for the Command and Staff, Law (LLM), and Masters of Science in Acquisition Project Management programs.

5. The Coast Guard's aviation staffing levels require the majority of aviators to remain within their specialty for a minimum of two aviation tours. Aviators, however, may still apply for most programs with the exception of those described in paragraph 8 of reference (b). The maximum number of aviators selected per program will be determined based on Service need, aviation program requirements, and balancing postgraduate and advanced training opportunities for aviators.

6. In addition to the above guidance, the panel should consider the factors explained in the Commandant's Guidance to Promotion Year 2015 Officer Selection Boards and Panels, which is provided in enclosure (1).

7. Consolidated panels may offer a postgraduate or advanced training opportunity within their discipline to competitive officers who did not request those specific disciplines on their E-Resume application choices.

8. The selection criteria listed in reference (a) is further defined as follows:

a. Eligible grade and year group. Except for programs specifically designated for senior officers, applicants who are either O-5, O-5 select, or who will be in-zone for O-5, should not be selected. Program solicitation messages further specify eligible grade requirements as necessary.

b. Performance of Duty. Past performance of duty, as reflected in officer evaluation reports (OERs), must be the primary factor in the selection process. If there is doubt as to an applicant's ability to successfully compete for promotion, do not select that applicant for postgraduate or advanced training, even if a training allowance billet will remain vacant.

c. Academic Achievement. An applicant's past academic performance may be considered a predictor of future academic success. Applicants with less than a 2.5 undergraduate academic grade point average on a 4.0 maximum scale should have demonstrated more recent improved academic performance in order to be considered for selection. In the case of these applicants, strong professional performance coupled with recent academic success may be considered a compensating factor for a lower undergraduate academic grade point average. Outstanding academic achievement that is not coupled with a strong record of performance is not sufficient for selection.

d. Standardized Test Scores. Standardized test scores provide a method of comparing applicants' achievement with backgrounds in different curricula at different schools and may factor into an applicant's ability to be competitive for a graduate or advanced training program. Standardized test scores, as required for admission to specific programs, must be submitted as part of the application package unless otherwise specified by the program.

e. Curricula Preference (first, second and subsequent choices). Among equally qualified applicants, curricula preference should be considered as one indicator of an applicant's interest in the program.

9. Panel members must swear or affirm that they will, without prejudice or partiality, and having in view both the special fitness of officers and the efficiency of the Coast Guard, perform the

duties imposed upon them in accordance with this precept and references (a) through (c). Furthermore, all members must be able to say that the officers recommended for selection are, in the opinion of at least a majority of the members if the panel has five or less members, or in the opinion of at least two-thirds of the members if the panel has more than five members, are the best-qualified based on the applicant's Electronically Imaged - Personnel Data Record (EI-PDR) and relevant documents furnished to the panel. Panel members may not divulge any information related to the proceedings of the panel.

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Enclosure: (1) Commandant's Guidance to PY15 Officer Selection Boards and Panels