



DEPARTMENT OF THE NAVY
BOARD FOR CORRECTION OF NAVAL RECORDS
2 NAVY ANNEX
WASHINGTON DC 20370-5100

HD:hd
Docket No: 04235-01
14 November 2001

ENS [REDACTED] MSC USNR
[REDACTED]
[REDACTED]

De [REDACTED]

This is in reference to your letter dated 23 May 2001, seeking reconsideration of your previous application for correction of your naval record pursuant to the provisions of title 10 of the United States Code, section 1552. Your previous case, docket number 04101-00, was denied on 19 April 2001.

A three-member panel of the Board for Correction of Naval Records, sitting in executive session, reconsidered your case on 8 November 2001. Your allegations of error and injustice were reviewed in accordance with administrative regulations and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your letter, together with all material submitted in support thereof, the Board's file on your prior case, your naval record and applicable statutes, regulations and policies. In addition, the Board considered the advisory opinions furnished by the Medical Service Corps Officer Community Manager, dated 26 July 2001, and the Chief, Bureau of Medicine and Surgery dated 27 August 2001 with enclosure, copies of which are attached. The Board also considered your letter dated 8 October 2001.

After careful and conscientious consideration of the entire record, the Board found that the evidence submitted was insufficient to establish the existence of probable material error or injustice. In this connection, the Board substantially concurred with the comments contained in the advisory opinions. Accordingly, the Board again voted to deny relief. The names and votes of the members of the panel will be furnished upon request.

It is regretted that the circumstances of your case are such that favorable action cannot be taken. You are entitled to have the Board reconsider its decision upon submission of new and material evidence or other matter not previously considered by the Board. In this regard, it is important to keep in mind that a presumption of regularity attaches to all official

records. Consequently, when applying for a correction of an official naval record, the burden is on the applicant to demonstrate the existence of probable material error or injustice.

Sincerely,

W. DEAN PFEIFFER
Executive Director

Enclosure

MEMORANDUM

26 Jul 01

From: Medical Service Corps, Officer Community Manager (N131M3)
To: BCNR Coordinator (Pers-00ZCB)

Subj: ADVISORY OPINION OF RECONSIDERATION ICO ENS [REDACTED]
[REDACTED], USNR, [REDACTED] CASE NUMBER [REDACTED]

Ref: (a) BCNR Coord request received 09 Jul 2001
(b) MSC OCM (N131M3) memo of 26 Sep 00
(c) SECNAVINST 1120.8B

1. In response to reference (a), do not concur with the reconsideration of entry grade credit (EGC) requested by ENS [REDACTED] of 23 May 2001.
2. As stated in reference (b), and in accordance with reference (c), a review of educational background for EGC consideration was conducted. The review determined that [REDACTED] did not possess the educational background or specialty requirements necessary for entry at the grade of LTjg. As previously stated in reference (b), the Masters degree in Management and Human Resources did not provide the minimum educational background necessary to support the position requirements at the 0-2 level.
3. I can be reached [REDACTED] or [REDACTED]

[REDACTED]



DEPARTMENT OF THE NAVY
BUREAU OF MEDICINE AND SURGERY
2300 E STREET NW
WASHINGTON DC 20372-5300

4235-01

IN REPLY REFER TO

1120
Ser 522/01-7851
27 Aug 01

From: Chief, Bureau of Medicine and Surgery
To: Board for Correction of Naval Records

Subj: ADVISORY OPINION ICO [REDACTED] MSC, USNR,
[REDACTED]

Ref: (a) SECNAVINST 1120.8B
(b) Program Authorization 115 Revision May 1998
(c) NAVADMIN 130/00

Encl: (1) BCNR Application ICO I [REDACTED] of 23 May 01
(2) Summary document from [REDACTED] Medical Service
Corps Plans Officer, BUMED (00MCB4)

1. Enclosure (1) is forwarded recommending [REDACTED] [REDACTED] date of rank for ensign remains unchanged.
2. Enclosure (2) provides expert opinion with supporting documentation that Ensign [REDACTED] entry grade credit was correctly and equitably established.
3. Your point of contact is Commander [REDACTED] NC, USN, who may be reached [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
By direction

01 Aug 01

MEMORANDUM

From: Medical Service Corps Plans Officer
To: BCNR Coordinator (PERS-00ZCB)

Ref: (a) BCNR Application [redacted] 01-
(b) SECNAVINST 1120.8B
(c) PA 115 dtd June 98
(d) BUPERSINST 1131.2

[redacted] requests entry grade credit (EGC) for his master's degree in Human Resources Management, reference (a). Entry grade credit should not be granted for his master's degree.

2. [redacted] correct in stating that prior to Fiscal Year (FY) 2000 individuals who came in through the Inservice Procurement Program (IPP) with a masters in a business related field, including those without any health care emphasis, were given EGC to LTJG. However, starting with FY 2000 IPP selects, only those with masters in health care or masters in business with an emphasis in health care were given EGC to LTJG. This determination and subsequent actions by the Director, Medical Service Corps represented a change in practice rather than policy as it was discovered the EGC given in previous years was done so without closely following the established guidelines in reference (b) through (d). Reference (b) provides guidance on awarding EGC. It states constructive service credit will be awarded for advanced education, training, and professional experience. It further states credit will be awarded for degrees in management disciplines directly related to health care administration, as approved by the Director, Medical Service Corps. Reference (c), the Program Authorization (PA) 115 for MSC officers, signed by Assistant Chief of Naval Personnel for Military Personnel Policy and Career Progression, has been utilized as the determinate for which degrees qualify for EGC. The PA in effect at the time of [redacted] application required a master's degree with a major in health care, hospital or health service administration or a master's in business administration with a concentration in health care administration. One standard for awarding EGC commenced in FY 2000. At the time [redacted] was commissioned only those individuals who had completed a masters in health care or an MBA/MPH with an emphasis in health care were granted EGC to LTJG.

3. [redacted] package was processed using the same standard applied to all other applicants in that year and subsequent years. Of note, five (5) other applicants with non-HCA master's degrees were commissioned as ensigns in the same year.

[redacted]
CAPT MSC USN