



DEPARTMENT OF THE NAVY
BOARD FOR CORRECTION OF NAVAL RECORDS
701 S. COURTHOUSE ROAD, SUITE 1001
ARLINGTON, VA 22204-2490

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Docket No. 8035-22
Ref: Signature Date

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Dear █:

This is in reference to your application for correction of your naval record pursuant to Section 1552 of Title 10, United States Code. After careful and conscientious consideration of relevant portions of your naval record and your application, the Board for Correction of Naval Records (Board) found the evidence submitted insufficient to establish the existence of probable material error or injustice. Consequently, your application has been denied.

A three-member panel of the Board, sitting in executive session, considered your application on 19 January 2023. The names and votes of the members of the panel will be furnished upon request. 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 application, together with all material submitted in support thereof, relevant portions of your naval record and applicable statutes, regulations, and policies. In addition, the Board considered the advisory opinion by Chief, Bureau of Medicine and Surgery of 19 December 2022, and your response to the advisory opinion.

In accordance with OPNAVINST 1420.1B, published on 14 December 2009, specific Healthcare Administrator (HCA) degree/education eligible for entry grade credit for applicants who have completed a master's degree: (1) Acceptable fields of study are as follows: HCA, health services administration, hospital administration, public health administration with an emphasis in health care administration, or business administration with an emphasis in health care administration. (2) Acceptable master's programs shall be accredited by the Commission on Accreditation of Healthcare Management Education (CAHME) (formerly known as the Accrediting Commission on Education for Health Service Administration), American Assembly of Collegiate Schools of Business (AACSB), or Council on Education on Public Health (CEPH).

Specific HCA degree/education requirements for applicants interested in pursuing a qualifying graduate level degree prior to commissioning: applicants must have an acceptance letter or a tentative letter of acceptance to a full-time graduate degree program in HCA, business administration with a healthcare concentration, or public health with a healthcare administration concentration, accredited by the CAHME, AACSB, or CEPH.

On 11 May 2013, you graduated from ██████████ University earning a Bachelor of Science in Health Care Management.

On 19 May 2018, you graduated from ██████████ University earning a Master of Business Administration.

In accordance with DoDI 1312.03, published on 28 December 2018, Entry Grade Credit. Subject to the limitations in this section, a person's entry grade, date of rank, and service in grade for promotion eligibility will be determined by the amount of entry grade credit awarded upon original appointment. The amount of entry grade credit will equal the sum of the prior commissioned service credit and the constructive service credit a person is given. Credit will be awarded pursuant to Sections 533 and 12207 of Title 10, U.S.C., and this issuance. A period of time will be counted only once when calculating entry grade credit. Qualifying periods of less than 1 full year will be proportionally credited to the nearest day. Prior commissioned service credit will be calculated before constructive service credit. Regardless of the amount of entry grade credit awarded, a person receiving an original appointment may not be appointed to a grade above the grade of colonel in the Army, Air Force, and Marine Corps, or captain in the Navy.

Constructive service credit is awarded when commissioned service begins after the additional education, training, or experience required for appointment, designation, or assignment in a professional specialty or a specifically designated field is obtained. Constructive service credit provides a person the grade and date of rank comparable to a contemporary who began commissioned service immediately after obtaining a baccalaureate degree.

Constructive service credit awarded under this paragraph will be determined in accordance with these guidelines: 1 year of constructive service credit will be awarded for each year of graduate level education to persons appointed, designated, or assigned in an officer category that requires such advanced education or an advanced degree as a prerequisite for appointment. Creditable experience cannot predate the receipt of a degree or certificate; experience gained in a volunteer or student status will not be credited. Periods of time spent as a commissioned officer on active duty or in an active status may not be counted when calculating constructive service credit.

You were discharged with an Honorable character of service and were issued a Report of separation from Active Duty (DD Form 214 MC) for the period of 19 November 2007 to 16 June 2021 as a HMC/E-7 upon accepting commission or warrant in same branch of service.

On 17 June 2021, you signed an Officer Appointment Acceptance and Oath of Office (NAVPERS 1000/4) in the active U.S. Navy as an Ensign with a permanent grade date/present grade date of 17 June 2021 with a designator code of 2300 (Medical Service Corps Officer).

You were issued a detachment of individual Fitness Report and Counseling Record for the period of 17 June 2021 to 29 June 2021. You were an action officer primarily Health Care Administration; Market Execution Office (MEO) Small Market Standalone Military. Medical Treatment Facilities (SSO) Operations Lead.

You were issued a periodic Fitness Report and Counseling Record for the period of 30 June 2021 to 31 May 2022. You were a student primarily Master of Health Administration and Policy Student-12.

On 1 September 2022, you were issued official change duty orders (BUPERS order: 2442) while stationed in █ from duty under instruction with an effective date of departure of July 2023.

You requested to correct entry grade credit from O1-E to O2-E in accordance with DoDI 1312.03 and OPNAVINST 1420.1 B. The Board, in its review of your entire record and application, carefully weighed all potentially mitigating factors, to include your assertion that your advanced degree and higher-level educational attainment coupled with 15 years of healthcare experience, while serving at diverse platforms and assignments did not collectively yield full or constructive entry credit, warrants further scrutiny. However, the Board concluded that DoDI 6000.13 states that constructive service credit will be awarded for each year of graduate level education to persons appointed, designated, or assigned in an officer category that requires such advanced education or an advanced degree as a prerequisite for appointment. Furthermore, OPNAVINST 1420.1B states that to be awarded credit for your master's degree in business administration, it must have an emphasis on healthcare administration and be accredited by accredited by the CAHME, AACSB, or CEPH. Your master's degree in business administration does not have a concentration in healthcare management, nor is it accredited by the CAHME, AACSB, or CEPH. Therefore, it is reasonable to assume that your master's degree was not a prerequisite for your appointment and you are not eligible for entry grade credit under either reference. In this connection, the Board substantially concurred with the comments contained in the advisory opinion.

You are entitled to have the Board reconsider its decision upon submission of new matters, which will require you to complete and submit a new DD Form 149. New matters are those not previously presented to or 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,

1/23/2023

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