



DEPARTMENT OF THE NAVY

OFFICE OF THE SECRETARY
WASHINGTON, D.C. 20350-1000

SECNAVINST 1120.13A
OP-093D

20 DEC 1988

SECNAV INSTRUCTION 1120.13A

From: Secretary of the Navy

Subj: APPOINTMENT OF REGULAR AND RESERVE OFFICERS IN THE DENTAL
CORPS OF THE U.S. NAVY

Ref: (a) DODDIR 1310.2 of 24 Mar 84 (NOTAL)
(b) DODDIR 1205.14 of 24 May 74 (NOTAL)
(c) SECNAVINST 1000.7D
(d) DODDIR 1205.5 of 16 May 80 (NOTAL)
(e) DODDIR 1300.4 of 2 Apr 84 (NOTAL)
(f) Title 10, United States Code
(g) DODDIR 1312.3 of 22 Oct 81 (NOTAL)
(h) DODDIR 1320.7 of 27 Jul 81 (NOTAL)
(i) SECNAVINST 1210.5A
(j) SECNAVINST 1420.1
(k) SECNAVINST 5350.10A
(l) SECNAVINST 5300.28A
(m) Manual of the Medical Department (NAVMED P-117)
(n) DODDIR 6025.4 of 11 Feb 85 (NOTAL)
(o) DODDIR 6025.6 of 6 Jun 88 (NOTAL)
(p) SECNAVINST 1920.6A
(q) Manual of Navy Officer Manpower and Personnel
Classification, Vol I (NAVPERS 15839F)
(r) SECNAVINST 1427.2A
(s) SECNAVINST 1427.1B
(t) SECNAVINST 6401.2A
(u) DODDIR 1312.2 of 28 Jul 81 (NOTAL)

Encl: (1) Dental Student Program
(2) Navy General Practice Residency in Dentistry
(3) Credit for Special Experience/Advanced Education

1. Purpose. To establish regulations governing:

a. Appointment of officers in the Dental Corps, including appointment in the Regular component under reference (a), in the Reserve component under reference (b), and in either component through interservice transfer from another service under references (c), (d) and (e).

b. Voluntary recall of officers of the Dental Corps to the active duty list.

c. Award of entry grade credit on appointment in the Dental Corps under sections 533 and 5600 of reference (f) and references (e), (g) and (h).

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2. Cancellation. SECNAVINST 1120.13 and OPNAVINST 1120.13A.

3. Applicability. This instruction applies to all individuals appointed as Regular or Reserve officers in the Dental Corps, including officers transferred from another service, Reserve officers transferred into the Regular component, Reserve officers voluntarily recalled to the active duty list, and officers transferred from the line or another staff corps into the Dental Corps.

a. Additional guidance on the transfer of dental officers from other services into the Dental Corps of the Navy is found in references (d) and (g).

b. Additional guidance on the transfer of Reserve Dental Corps officers into the Regular component of the Dental Corps and the transfer of Regular and Reserve officers between the line and the Dental Corps or between another staff corps and the Dental Corps is found in reference (i).

4. Policy. The Department of the Navy will maintain authorized strength and grade levels in the Dental Corps and its approved specialties by recruiting personnel required to support the annual five-year promotion plan approved under reference (j) to provide a base for an all Regular career force and to attain authorized strength in the Reserve components to meet approved requirements mobilization and for Dental School Liaison Officers (DSLOs).

a. Requirements for newly appointed officers on the active duty list sufficient to support an all Regular career force will be filled by graduates of the Dental Student Program authorized in enclosure (1), the Navy General Practice Residency in Dentistry authorized in enclosure (2), and by direct procurement of civilians qualified in approved dental specialties.

b. Requirements for Regular officers on the active duty list in career grades that cannot be met by promotion will be supplemented by transfer from the Reserves, by direct procurement of former military officers and other civilians qualified in the approved dental specialties, and by voluntary recall to active duty of officers qualified in the approved specialties from the Reserve component.

c. Requirements for the Selected Reserve and Individual Ready Reserve will be filled primarily through transfer of officers from the active duty list. Requirements that cannot be met from this source and requirements in advanced grades that cannot be met by promotion will be met through direct procurement of former military officers and other civilians qualified in the approved specialties.

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5. Accession plans

a. The Chief of Naval Operations (CNO) will develop an annual accession plan for the active force and the Reserve component to attain authorized strength in the specialties of the Dental Corps. There must be enough accessions to support the annual five-year promotion plans for the active duty Reserve components and to ensure that the promotion opportunity and flow necessary to meet authorized strength-in-grade requirements are maintained. Accession plans must support execution of Affirmative Action Plans established under reference (k).

b. In determining the proportions of accession programs used to attain and maintain specialty authorizations, the cost effectiveness of each and the current and projected supply and demand for dentists in each of the approved dental specialties shall be considered. Lower cost sources will be used in preference to more expensive programs. To retain the flexibility to adjust to changes in the market and in specialty requirements, the maximum use shall be made of short lead-time programs. Reasonable career progression opportunities for the authorized strength of general dental officers shall be maintained.

6. Basic qualifications. To be eligible for appointment as a Dental Corps officer in either the Regular or Reserve component or for voluntary recall from the Reserve component to the active duty list, the applicant must meet the following requirements:

a. Citizenship. Must be a United States citizen.

b. Entry age. Entry age eligibility criteria are established to meet four goals: (1) attain the DOPMA objective of an all-Regular career force; (2) provide the maximum pool of Reserve officers eligible for Regular service; (3) maintain an officer corps young enough and vigorous enough to meet the more arduous duty requirements, such as duty at sea and in arduous locations; and (4) define a recruiting pool large enough to meet accession requirements. The basic entry age standard for appointment in the active and Reserve components of the Dental Corps is that the applicant be able to attain 20 years of continuous active service by age 60.

(1) Active Force. The Assistant Secretary of the Navy (Manpower and Reserve Affairs) (ASN(M&RA)), considering the recommendations and supporting justification of the Deputy Chief of Naval Operations (Manpower, Personnel and Training) (DCNO(MP&T)), may raise the entry age standard to 20 years by age 64. These higher standards may be set when a manning shortfall exists in a primary specialty authorized by the CNO in reference (q) for which there are programmed authorizations that cannot be filled by the use

of bonuses, in-zone promotions in the annual five-year promotion plan, recruiting of civilian candidates and voluntary recall of Reserve officers who meet the basic age requirement, and continuation of officers on the active duty list beyond statutory retirement age under reference (p).

(2) Reserve Component. ASN(M&RA), considering the recommendations and supporting justification of the DCNO(MP&T) may raise the entry age standard to 20 years by age 64. The higher standards may be set when a manning shortfall exists in a primary specialty authorized by the CNO in reference (q) for which there are programmed authorizations in the Selected Reserve that cannot be filled by the use of bonuses, loan repayments, scholarship and stipend incentives, in-zone promotions in the annual five-year promotion plan, recruiting of civilian candidates and affiliation of separating active duty list officers who meet the basic age requirements, and continuation of members of the Selective Reserve beyond statutory retirement age under reference (p). As provided in Section 591(e) of reference (f), ASN(M&RA) shall additionally set a maximum entry age standard of 47 years for health care specialties which he determines, considering the recommendations and supporting justification of the DCNO(MP&T), to be specialties critically needed in wartime. Critical specialties for the purpose of Reserve component accession management are those Dental Corps specialties which are:

- (a) At least 20 percent below authorized strength, or
- (b) Otherwise significantly understrength in the Selected Reserve, and
- (c) For which full use of the sources described above are projected to be unable to correct shortages within three years.

(3) Active Solicitation for Continuation. To minimize reliance on advanced age appointments, the CNO shall include a program to solicit officers in understrength health specialties in the active force and in the Reserve component for continuation beyond statutory separation or retirement under reference (p) as part of the annual program to fill shortages.

(4) Age Limit Waivers. ASN(M&RA) may further waive the age limits on a case-by-case basis, considering the request and supporting justification of DCNO(MP&T), to reduce manning shortages, when extraordinary circumstances indicate the waiver would be in the best interest of the naval service or when a gross inequity to the applicant would otherwise result.

c. Applicant Acknowledgement of Age Limitations. Before appointment, applicants who will be unable to complete 20 years o

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active commissioned service by age 60 will be required to acknowledge in writing that they are ineligible for Regular appointment. Before appointment, applicants who may be unable to complete 20 years of creditable service for retirement shall acknowledge same in writing.

d. Record of Age Waivers Authorized. The Commander, Navy Recruiting Command (CNRC), acting for the DCNO(MP&T), shall maintain on file written justification for each waiver granted. Age waivers will be reported annually to the ASN(M&RA) under guidance provided in paragraph 12.

e. Moral character. Must be of good moral character and of unquestioned loyalty to the United States as determined by interview and investigation. As prescribed in reference (1), no person who is drug or alcohol dependent, who abuses drugs or alcohol, whose pre-service abuse of drugs or alcohol indicates a proclivity to continue abuse in the service, or who has a record of any drug trafficking offenses, shall be permitted to enter the Dental Corps.

f. Physical standards. Must meet the physical standards for service on active duty established by the Director, Naval Medicine, as approved by the CNO, in reference (m). The DCNO(MP&T), upon recommendation of the Director, Naval Medicine, may waive physical defects that will not interfere with performance of active duty within the guidelines of reference (m).

g. Availability for Mobilization. Appointments in the Reserve component are predicated upon mobilization requirements and the applicant's availability for mobilization. Members of Congress, federal political appointees, elected state and local government officials and federal career Senior Executive Service (SES) employees may not be tendered an original direct appointment without prior approval of the Secretary of the Navy.

7. Professional qualifications. To be eligible for appointment in the Dental Corps as a Regular or Reserve officer, whether on the active duty list or in the Reserve component, or for voluntary recall from the Reserve component to the active duty list, the applicant must meet the following minimum professional criteria:

a. Be a graduate of a dental school approved by the Commission on Accreditation of Dental and Auxiliary Educational Programs of the American Dental Association.

b. Be actively engaged in the practice of dentistry except in those cases where the Chief, Navy Dental Corps verifies significant past clinical experience of a dentist licensed in accordance with paragraph 7f. A recent graduate is exempt if date of application is within six months of date of graduation.

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c. Be in possession of current clinical privileges to practice in Navy dental clinics if a dental officer in the Selected Reserve desiring voluntary recall.

d. Be in possession of valid credentials necessary to be granted clinical privileges as indicated in reference (n) if a Reserve dental officer, in other than a Selected Reserve status, who desires voluntary recall.

e. Be in possession of current clinical privileges granted by their present service if an officer in the Dental Corps of another service who desires an interservice transfer.

f. Be licensed to practice dentistry independently in a state, the District of Columbia or a Commonwealth, territory or possession of the United States as indicated in reference (o). Recent graduates of dental schools (within six months) may be appointed before licensing; however, they must obtain a current, valid license within one year from the date of graduation from dental school. Dental Corps officers who fail to obtain a current, valid state license, at their own expense, in accordance with reference (t) shall be reappointed in a different competitive category to complete any incurred active duty obligation. The ASN(M&RA) may relieve an officer of incurred active duty obligation, considering the recommendations and supporting justification of the DCNO(MP&T), when such action would be in the best interest of the naval service.

g. Complete Officer Indoctrination School (OIS) by the end of their first year of active duty. Candidates selected for a General Practice Residency must complete OIS prior to coming on active duty. Officers appointed directly into the Reserve component must complete a reserve officer indoctrination training course during their first year.

h. Officers who fail to complete officer indoctrination and licensing requirements shall be separated for cause under reference (p). Officers who fail to complete satisfactorily their General Practice Residency shall be reappointed in a different competitive category to complete any incurred active duty obligation. ASN(M&RA) may relieve an officer of incurred active duty obligation, considering the recommendations and supporting justifications of the DCNO(MP&T), when such action would be in the best interest of the naval service. Officers who fail to complete successfully dental school under the Dental Student Program, officers with no incurred active duty obligation and officers for whom active duty obligation has been waived shall be separated for cause under reference (p).

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8. Examination of Professional Qualifications

a. Appointments. The Chief, Navy Dental Corps shall examine and certify the professional qualifications of all applicants for appointment in the Dental Corps or for voluntary recall from the Reserve component to the active duty list.

b. Voluntary Recall. Applicants for voluntary recall from the Reserve component to the active duty list must be dentists in good standing, currently engaged in dental practice, or be fully qualified for board certification in the dental specialty for which recalled and provide documentation necessary to recertify professional qualifications as indicated in reference (n). The Chief, Navy Dental Corps shall recertify qualifications specified for appointment in paragraph 8c.

c. Professional Review Procedure

(1) The Chief, Navy Dental Corps shall appoint a Dental Corps Professional Review Board to examine the professional qualifications of all applicants. The Board shall be composed of senior Dental Corps officers on the active duty list. Applicants' records shall be reviewed by at least three but not more than five Board members. The senior member of the Board shall be not less than a captain. When considering applicants for appointment in one of the specialties, the Board may call upon an officer designated by the Chief, Navy Dental Corps as the specialty advisor, when readily available for this purpose. The Board shall recommend to the Chief, Navy Dental Corps which specific qualifications of the Entry Grade Credit Table in paragraph 9 are met, recommend entry grade credit for those qualifications, and provide an evaluation of the quality and desirability of the candidate based on his/her professional qualifications and experience in the dental specialty for which being considered. The Board shall make its report directly to the Chief, Navy Dental Corps without intervening endorsements or clearances.

(2) The Board may require an applicant to demonstrate his or her professional qualifications by written, oral, or practical examination. The Board will review the applicant's academic performance, advanced dental training, professional experience, professional recognition such as membership in professional societies and authorship of professional publications, professional reputation, current experience in a primary specialty, and level of certification/licensure. This review must be completed before recommending qualifications for appointment or recall and entry grade credit to be awarded on appointment.

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(3) The Chief, Navy Dental Corps shall make his certification directly to DCNO(MP&T), or his designee, without intervening endorsements or clearances.

(4) Once the Chief, Navy Dental Corps has certified the applicant's professional qualifications, the DCNO(MP&T) shall determine whether the applicant is otherwise qualified for a commission as a dental officer in the dental specialty for which designated. The DCNO(MP&T) may delegate this authority to CNRC with appropriate guidelines. Except as provided in paragraph 14, no applicant shall be appointed as a Dental Corps officer without these determinations.

9. Entry grade credit. Entry grade and date of rank upon appointment in the Dental Corps shall be determined by the number of years of entry grade credit awarded for prior active commissioned service, including commissioned service in an active status in a Reserve component, as required by Section 5600 of reference (f), and for advanced education, training and professional experience. Recalled officers will be recalled in the rank held in the Reserve component and will not have entry grade recomputed. Service shall be credited subject to the computation and maximum credit criteria in paragraphs 10 and 11 and as specified in the following table:

Entry Grade Credit Table

<u>Qualification</u>	<u>Credit</u>
1. Service as a dental officer on active duty or in an active status in any of the Uniformed Services, including commissioned service in the U.S. Public Health Service.	1 year for each year
2. Commissioned service in any of the Uniformed Services on active duty or in an active status other than as a dental officer or dental officer candidate.	1/2 year for each year
3. Initial DDS or DMD degree awarded under criteria in paragraph 7.	4 years
4. Successful completion of a civilian General Practice Residency (one or more years).	1 year maximum credit

5. Successful completion of advanced education approved by the Commission on Accreditation of Dental and Dental Auxiliary Education Programs of the American Dental Association. To be credited, the education must be in a dental specialty authorized by the CNO and identified by a dental subspecialty classification code in Part E of reference (q) and to which the applicant will be assigned. Such education must be creditable toward specialty board certification or board certification equivalency awarded by the Chief, Navy Dental Corps.

1 year for each year or school year

6. Advanced degrees, in addition to dental specialty training in qualifications 3 through 5. Degree must be in a field that contributes directly to performance in the dental specialty to which the applicant will be appointed. Credit may be given for only one degree in a single field. Credit for degree shall be based on full time equivalent education but no more than two years for a master's degree or three years for a doctorate degree. Credit shall not be awarded for a degree earned concurrently with the primary credential, i.e., DDS or DMD. A period of time shall be counted only once.

1 year for each year, or school year, limited by level of degree earned

7. Experience as a practicing dentist after graduation from dental school. No credit may be given for practice outside the United States, District of Columbia, Puerto Rico, or Canada except when the Chief, Navy Dental Corps certifies the level of clinical practice in the dental specialty to be equivalent to practice in that dental specialty in the United States.

1/2 year for each year of experience up to a maximum of 3 years credit

8. Special experience or advanced education related to the dental specialty which uniquely distinguishes the applicant's qualifications from the normal level of qualification required for appointment as an officer fully trained and board eligible in that specialty. Types of special experience or education for which credit may be granted are listed in enclosure (3). Maximum credit for experience as a practicing dentist under qualification 7 must be earned before earning credit under this paragraph.
- 1 year for each year of special experience or advanced education

10. Computation of entry grade credit. Entry grade credit shall be computed as follows:

- a. A period of time or a special qualification shall be counted only once.
- b. Qualifying periods of less than one full year shall be credited proportionately to the nearest day except where noted otherwise.
- c. Graduates of the service academies will not be awarded credit for any service performed or education, training, or experience obtained before graduation from the academy concerned.
- d. Credit will not be awarded for advanced education under qualifications 4 through 6 of the Entry Grade Credit Table for periods during which the applicant served as a commissioned officer. Credit for such service shall be awarded under qualification 1 or 2 of the Entry Grade Credit Table.
- e. Credit will not be awarded for service as a warrant officer.

11. Maximum entry grade credit. Total entry grade credit granted shall be limited to 14 years. The ASN(M&RA), considering the recommendations and supporting justification of the DCNO(MP&T), may waive this limit in the following circumstances:

a. For appointment on the active duty list. When there is a shortage against authorized strength in the dental specialty for which the appointee is nominated which cannot be met by:

(1) Accessions through the Dental Student Program and direct procurement of qualified dentists in grades lieutenant commander or below.

(2) Voluntary recall of qualified officers from the Reserve component.

(3) Continuation of officers subject to mandatory retirement for service under reference (p), and

(4) In-zone promotion under the five-year promotion plan approved by the Secretary of the Navy.

b. For appointment in the Reserve component. When there is a shortage against authorized strength in the dental specialty for which the appointee is nominated which cannot be met by:

(1) Transfer of officers from the active duty list.

(2) Direct procurement of qualified dentists in grades of lieutenant commander or below.

(3) In-zone promotion under the five-year promotion plan approved by the Secretary of the Navy.

c. For appointment in the Reserve component in an authorized Dental School Liaison Officer billet. Officers granted entry grade credit in excess of 14 years under this subparagraph must:

(1) Be qualified for mobilization in a dental specialty, and

(2) Acknowledge in writing that they may be mobilized in a national emergency if required to meet the needs of the naval service.

d. When a gross inequity to the applicant would otherwise result.

12. Report of waivers. As required by reference (h), the DCNO (MP&T) shall provide by 20 November an annual summary report for ASN(M&RA) to send to the Assistant Secretary of Defense (Health Affairs) (ASD(HA)) of grade waivers granted during the fiscal year just concluded. The report will include a copy of the written justification for each waiver granted. Symbol DD-HA(A)1420(1120) (dental) applies. This report will be supplemented for the ASN(M&RA) to show both age and grade waivers for appointments on the active duty list and in the Reserve components in each primary dental specialty and grade, with an assessment of the effectiveness of such waivers in attaining accession plan goals. The entry age waiver reports will be expanded to distinguish the advanced age appointments attained under the age 47 standard for critical specialties in section 591(e) of reference (f). Symbol OPNAV 1120-1 applies.

13. Appointments. Appointments in the Dental Corps shall be made subject to the following guidance governing entry grade, date of rank, precedence, and application processing. Entry grade and date of rank of dental officers transferred from other Services into the Dental Corps of the Navy shall be determined under references (d) and (f).

a. Entry grade. The grade in which dental officers are appointed shall be determined from the following table, using the total entry grade credit awarded under paragraph 10.

<u>Entry Grade</u>	<u>Minimum Years Entry Grade Credit</u>
LT	4
LCDR	10
CDR*	16
CAPT*	22

*Only as authorized in paragraph 11.

b. Date of rank. When the minimum entry grade credit required for appointment in a given grade is granted, the date of rank shall be the date of appointment. When entry grade credit is granted in excess of the minimum years required for appointment in a given grade, but less than the amount necessary to justify the next higher grade, the excess credit shall be used to adjust the date of rank within grade. The appointee's excess entry grade credit shall be compared with the time-in-grade of Dental Corps officers on the active duty list in the same grade. The date of rank upon appointment shall be the same as that of the Dental Corps officer on the active duty list in the same grade with time-in-grade most equal to, but not less than, the appointee's excess entry grade credit.

c. Assignment of precedence. Each appointee will be placed on the active duty list or assigned a running mate as follows:

(1) Appointees ordered to active duty or retained on active duty, other than special active duty of Reserve officers as described in section 641(1) of reference (f), incident to appointment shall be placed on the active duty list under reference (r). Appointees whose placement on the active duty list would render them eligible for consideration for promotion by an active duty promotion selection board within one year of entering on active duty shall be informed that their eligibility for consideration for promotion will be deferred under reference (j), unless they specifically request consideration. The appointee may waive this deferment and request consideration for the promotion, in writing to Commander, Naval Military Personnel Command (NMPC-22), Navy Department, Washington, D.C. 20370-5220. The waiver request must be received by NMPC-22 no later than the convening date of the

board. If NMPC-22 receives a timely written waiver request from an officer otherwise eligible for consideration, that officer's records shall be placed before the selection board for consideration. Once waived, deferment will not be reinstated.

(2) Appointees not concurrently ordered to or retained on active duty, other than special active duty as described in section 641(1) of reference (f), shall be assigned a running mate on the active duty list and placed on the inactive duty precedence list in an active status under reference (s).

14. Application processing

a. Completed applications for appointment on the active duty list shall be submitted to CNRC within 45 days from the date the applicant signs the application for commission.

b. Applicants accepted for appointment on the active duty list in grades lieutenant commander and below shall be issued commissioning documents within 90 days of the date the applicant signs the application for commission.

c. Executive nominations for qualified applicants accepted for appointment in grades commander and above shall be submitted to the Senate for confirmation within 90 days of the date the applicant signs the application for commission.

d. Prospective appointees awaiting authorization for appointment in grades commander and above may be appointed in a grade no higher than lieutenant commander pending approval of the higher grade. Officers who accept appointments in the lower grade may at their option accept assignment to the Individual Ready Reserve if the grade for which nominated is not approved. Officers appointed pending approval of nomination for a higher grade are eligible for pay and allowances of a lieutenant commander, including special pays and bonuses. However, the appointee must acknowledge in writing that unearned portions of special pays and bonuses will be recouped on a pro rata basis if he/she elects not to accept an active duty appointment when the nomination for the advanced grade is not approved.

15. Responsibilities

a. The ASN(M&RA) is responsible for ensuring successful execution of the policy and program guidance in this instruction.

b. The CNO is responsible for:

(1) Procurement and appointment of Dental Corps officers in compliance with this instruction.

(2) Establishing the annual accession plan for the active force and the Reserve component.

c. The DCNO(MP&T) shall:

(1) Approve entry grade credit and establish entry grades and dates of rank of Dental Corps officers in compliance with the guidelines in this instruction.

(2) Prepare the annual summary report required by reference (d).

(3) Propose changes in the policies governed by reference (h) for submission by the ASN(M&RA) to the ASD(HA).

d. The Chief, Navy Dental Corps shall:

(1) Certify professional qualifications and provide the calculation of entry grade credit based on these qualifications to the DCNO(MP&T).

(2) Establish the DCPRB.

e. The CNRC shall:

(1) Determine grade and date of rank based on calculations provided by the Chief, Navy Dental Corps, subject to approval of the DCNO(MP&T), in compliance with the guidelines in this instruction.

(2) Maintain statistical data required for preparation of summary reports for the ASN(M&RA) and for special reports when required by the ASD(HA).

(3) Prepare for the DCNO(MP&T) the annual summary report and supplementary information required by reference (h) and paragraph 12 of this instruction.

(4) Provide Commander, Naval Military Personnel Command (CNMPC) a copy of appointee's counseling document when required per paragraph 13c(1).

16. Report. The reporting and record keeping requirements contained in paragraphs 12 and 15 are assigned symbol DD-HA(A)1420(1120)(dental). The supplemental report required by paragraphs 12 and 15 is assigned OPNAV 1120-1. These reports are approved for three years from the date of this instruction.

KENNETH P. BERGQUIST
Assistant Secretary of the Navy
(Manpower and Reserve Affairs)

20 DEC 1988

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DENTAL STUDENT PROGRAM

1. Purpose. To aid in attaining future year accession requirements for general dentistry in the active force and the Reserve component.
2. Eligibility. Candidates must meet the basic qualifications in paragraph 6, except that no age waivers may be granted, and must:
 - a. Be matriculated in a program of professional study in dentistry, leading to a Doctor of Dental Surgery (DDS) or Doctor of Dental Medicine (DMD), in a dental school qualifying under paragraph 7a.
 - b. Maintain a satisfactory full time standing under the standards of the school in which enrolled.
3. Appointments. Candidates selected for the program will be appointed as Reserve ensigns under instruction as prospective Dental Corps officers (designator 1925) during the period of their professional studies, including Active Duty for Training (ACDUTRA), under the following conditions:
 - a. Serve without pay or allowances while in a student status except during periods of ACDUTRA for OIS or a dental clerkship.
 - b. Upon completion of dental education, accept a superseding appointment to lieutenant in the Dental Corps Reserve (2205) on the active duty list or in an active status in the Reserve component, if offered.
 - c. Total service obligation is eight years. Service after a superseding appointment in the Dental Corps is in an active status in the Reserve. For officers appointed to the active duty list, the initial active duty obligation is three years. Commander, Naval Military Personnel Command, acting for DCNO(MP&T), may defer this obligation for officers who volunteer to undergo a civilian residency in an authorized dental specialty to meet specialty accession requirements under paragraph 6.
 - d. Obtain a current, valid state dental license in accordance with paragraph 7f.
 - e. Officers who fail to complete successfully dental school under the Dental Student Program and who have no previously incurred active duty obligation will be separated for cause under reference (p).
 - f. Complete OIS in accordance with paragraph 7g.

4. Disenrollment. Officers in the Dental Student Program may be disenrolled and discharged from the Naval Reserve for:

- a. Academic failure.
- b. Voluntarily or involuntarily discontinuing professional training.
- c. Violations of the Uniform Code of Military Justice.
- d. Failure to obtain a DDS or DMD degree in the normal time frame for the dental school in which enrolled.

5. Superseding Appointment in the Dental Corps. DCNO(MP&T) may offer to successful Dental Student Program students, to the extent necessary to meet current year accession plan requirements for the active duty list and the Reserve component, superseding appointments in the Dental Corps.

- a. Selection will be based on criteria established by DCNO(MP&T) and the Chief, Navy Dental Corps.

- b. Those not offered a superseding commission will be honorably discharged from the Naval Reserve.

- c. Officers accepting a superseding appointment who fail to obtain a current, valid state license within one year of graduation from dental school will be separated as provided in paragraph 7h.

6. Active Duty for Training. Dental Student Program officers may apply for OIS or for a dental clerkship to Commander, Naval Medical Command.

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NAVY GENERAL PRACTICE RESIDENCY IN DENTISTRY

1. Purpose. To provide a one year Navy General Practice Residency (GPR) in Dentistry to selected senior dental students immediately following their graduation from an accredited dental school.
2. Eligibility. Candidates must meet the qualifications in paragraph 6 of the basic instruction, except no age waivers may be granted, and must be a senior dental student, either civilian or prospective Dental Corps officer (1925), in an accredited program of professional study in dentistry qualifying under paragraph 7a.
3. Appointment. The Chief, Navy Dental Corps will convene a GPR selection committee to recommend qualified graduates for GPR. Candidates selected for the GPR, after approval by the Chief, Navy Dental Corps, will begin the residency after graduation from dental school under the following conditions:
 - a. Accept an appointment in the Dental Corps Reserve (2205) on the active duty list.
 - b. Complete OIS in accordance with paragraph 7g.
 - c. Obtain a current, valid state dental license in accordance with paragraph 7f.
 - d. Total service obligation is eight years. Active duty obligation is three years after completion of the GPR.
4. Disenrollment. Officers disenrolled from GPR for unsatisfactory performance shall be retained or processed for separation as provided in paragraph 7h.

Enclosure (2)

20 DEC 1988

CREDIT FOR SPECIAL EXPERIENCE/ADVANCED EDUCATION

1. Credit may be awarded for advanced education or special experience which uniquely distinguishes the applicant's qualifications from the normal level of qualification required for appointment as a fully trained and licensed entry-level Dental Corps officer.

a. Types of advanced education which may be considered include:

(1) Postgraduate education in a dental specialty addressed in qualification 5 of paragraph 9 of the Entry Grade Credit Table.

(2) As provided in reference (u), a master's degree or doctorate degree in the following fields when the degree contributes directly to performance in the dental specialty to which the applicant will be appointed as addressed in qualification 6 of paragraph 9 of the Entry Grade Credit Table:

- Anatomy
- Bacteriology
- Biochemistry
- Clinical Laboratory Science
- Environmental Health
- Immunology
- Medical Entomology
- Medical Laboratory Sciences
- Microbiology
- Parasitology
- Physiology
- Public Health
- Virology

(3) Advanced education in fields not listed above may be credited when the degree contributes directly toward meeting a requirement approved by the CNO and identified by a dental subspecialty classification code in Part E of reference (q), based on the recommendations of the DCNO(MP&T), and is approved, on a case-by-case basis, by the ASN(M&RA).

b. Types of special experience addressed in qualification 8 of paragraph 9 of the Entry Grade Credit Table which may be considered include:

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(1) Full time teaching experience in dentistry.

(2) Extensive clinical experience as a practicing dentist after board certification in the primary specialty to which the applicant will be appointed and after any creditable commissioned service as a Dental Corps officer. Such experience may be credited as special experience only when the applicant is not credited with any other special experience or education.

2. The maximum credit which may be granted as extensive experience practicing the subspecialty is that amount which would qualify the applicant for appointment in the grade next above that grade supported by credit awarded under qualifications 1 through 7 of the Entry Grade Credit Table in paragraph 9, but not to qualify the applicant for appointment in grade 0-6.

3. Credit for special experience/advanced education may be awarded on a case-by-case basis with the approval of the ASN(M&RA), based on the recommendations and supporting justification of the DCNO(MP&T).

Enclosure (3)