



# **FY-22 Reserve Staff Corps Merit Reorder Disclaimer**

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**This information is provided to assist board members in identifying performance and career achievements which may indicate a record of particular merit. 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. Information on these slides is not an all inclusive list and should not be used to exclude records that otherwise document particular merit. This information is not a checklist of traits required for merit and should not be a substitute for board discretion. It has been vetted by Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.**

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# Medical Corps

## *Merit Reorder Considerations*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Commitment to Excellence
    - Dedicated to excellence as a clinician
    - Board certification
    - Peer-reviewed publications
  - Leadership
    - Chief Resident
    - Medical/specialty state or national organization leadership role
    - Top recognized performer in leadership role
  - Career Diversity
    - Prior service (e.g. Line)
    - Operational tour(s)
    - Deployments
- **Additional valued achievements prior to COMMANDER**
  - Commitment to Excellence
    - Master clinician
    - Multiple peer-reviewed publications, invited presentations
  - Leadership
    - Det. OIC, Department Head
    - Medical Executive Committee (MEC)
    - Program Director/Associate Program Director
- **Additional valued achievements prior to CAPTAIN**
  - Top recognized performer in leadership roles such as: Senior Medical Executive, Assistant Senior Medical Executive, MAW SG, MAG SG, REG SG, MLG/Wing/Div SG, Chief Professional Services 4<sup>th</sup> Med Bn, Department Head
    - Master clinician
    - Program Director
    - Assistant Specialty Leader or Specialty Leader



# Dental Corps

## *Merit Reorder Considerations*

### ▪ **Valued achievements prior to LIEUTENANT COMMANDER**

- Successfully completed deployment
- Board certification in specialty
- Top recognized performer in leadership positions (Training Officer, AO, collaterals)

### ▪ **Valued achievements prior to COMMANDER**

- Operational leadership (Det. AOIC/OIC, Operations Officer, HQ tour, Dental Battalion) or deployments
- Successfully led in the clinical arena (mentor to junior officers or credentialing officers)
- Board certification in specialty and leader in community (Assistant Specialty Leader or leader in national organization)

### ▪ **Valued achievements prior to CAPTAIN**

- Successfully served in a leadership position within Navy Medicine (Director, Det. OIC, XO minor command)
- Successfully led in the clinical arena (master clinician)
- Successfully led in an academic setting (residency program director; multiple peer-reviewed publications)
- Board certification in specialty and leader in community (Specialty Leader)
- Fulfilled a wide variety of assignments (FMF, War College, BUMED Recall)
- Senior Dental Executive



# Medical Service Corps

## *Merit Reorder Considerations*

### ▪ Valued achievements prior to LIEUTENANT COMMANDER

- Lead with Integrity
  - Established track record of ongoing success with increasing responsibility
    - Top recognized performer in operational leadership tour/deployment (FDPMU, MFR, NSW, etc); Department Head tour; HQ tour (EMF, OHSU, Med Bn, CNFK, NAVCENT, etc); Recall / ADOS (BUMED, PERS, etc.)
- Commitment to Excellence
  - Sustained outstanding performance in sub-specialty
  - Contributed to operational readiness
    - Deployment if applicable; Fleet support
  - Pursued life-long learning and ongoing specialty-specific & professional education
    - Board certification, if applicable; advanced degree and additional training and additional subspecialty qualification: AQD, PhD., etc.
- Honor Our Heritage
  - Served as educator/mentor within area of professional specialization
  - Exhibited career diversity through the ability to excel across a variety of assignments

### ▪ Valued achievements prior to COMMANDER

- Lead with Integrity
  - Established track record of ongoing success with increasing scope/responsibility/staff/budget
    - Top recognized performer in Assistant DFA tour, operational leadership tour/deployment (FDPMU, MFR, NSW, etc), Officer-in-Charge / HQ tour (EMF, OHSU, Med Bn, CNFK, NAVCENT, etc); Recall / ADOS (BUMED, PERS, OCNR, etc.)
- Commitment to Excellence
  - Contribution to command, Navy Medicine, and the operational forces
  - Pursued life-long learning and ongoing specialty-specific & professional education
    - Board certification, if applicable; advanced degree and additional training - AQD, PhD., JPME, etc.
- Honor Our Heritage
  - Served as educator/mentor within area of professional specialization
  - Exhibited career diversity through the ability to excel across a variety of assignments

### ▪ Valued achievements prior to CAPTAIN

- Same as Commander, plus top recognized performer in DFA tour, operational leadership tour/deployment (FDPMU, MFR, NSW, etc.), HQ tour (EMF, OHSU, Med Bn, CNFK, NAVCENT, etc.); Recall / ADOS (BUMED, PERS, OCNR, etc.)



# Judge Advocate General's Corps

## *Merit Reorder Considerations*

- **Valued experience at all paygrades**
  - Increasing responsibility and leadership
  - Participation in strategic programming initiatives
  - Participating in community management duties, such as accessions, assignment of members, reserve policy matters, or strategic planning (e.g. Senior Officer or Junior Officer Apply, Task Forces, Advisory Council)
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Top recognized performer on mobilization, recall, or active duty for special work (ADOS) orders throughout their naval career.
  - Top recognized performer in tough visible tours that balance skillset development and collateral unit support.
- **Valued achievements prior to COMMANDER**
  - Top recognized performer on mobilization, recall, or active duty for special work (ADOS) orders as a Judge Advocate
  - Increased unit administrative responsibilities (e.g., RESPAY, ADMIN, Training, Operations Officer)
  - Increased leadership responsibilities (e.g., Department Head)
  - Completion of professional military educational courses via Naval Justice School or other military schoolhouses
- **Valued achievements prior to CAPTAIN**
  - Top recognized performer on mobilization, recall, or active duty for special work (ADOS) orders as a Judge Advocate
  - Top recognized performer in O-5 Milestone tour (e.g., XO, RCC Deputy SJA, Department Head for a large unit)
  - Top recognized performer on mobilization, recall, or active duty for special work (ADOS) orders
  - Top recognized performer at major staff or COCOM (e.g., fleet, operational, joint duty tour)
  - Top recognized performer as a Military Judge or Preliminary Hearing Officer
  - Demonstrated effectiveness in building synergy with active component leadership (JAG and/or line community)
  - Demonstrated ability to align NR JAG priorities in planning and execution



# Nurse Corps

## *Merit Reorder Considerations*

### ▪ Valued achievements prior to LIEUTENANT COMMANDER

- Rank-appropriate demonstration of superior performance across all domains of the Professional Practice Model
- Operational readiness/Jointness
  - Completed Combat Casualty Care Course
  - Deployment if applicable, or provided direct support to the warfighter
  - Possible AQDs: BX2, LA7,6FA, 6OB, 6OC, 6OE, 6OU, 6OW, 6AJ, 68M
  - Completed Joint Professional Military Education (JPME I); AQD JS7; Joint assignment
- Professional development of self and others
  - Sustained outstanding performance in sub-specialty
  - Advanced education; certification
  - Variety of billets, including non-traditional (e.g., EMF, OHSU, USMC, etc.)
- Transformational leadership
  - Led teams, people, or programs to achieve measurable outcomes; provided mentorship; acted as a change agent and promoted innovation Possible AQDs: HB3, HG2, 67G, 68H, 68I, 68L, 69K, 69O, 69P, 69L

### ▪ Additional valued achievements prior to COMMANDER

- Operational readiness/Jointness
  - Top recognized performer in any of the following: MTF Department Head, operational assignment, deployment
  - Completed Joint Professional Military Education (JPME II); AQD JS8
- Professional development of self and others
  - Achieved advanced degree and maintains clinical competency
  - Successful role as a Team member or Lead of a BUMED Nurse Corps Strategic Goals Group
- Transformational leadership
  - Successful performance in leadership role such as nurse researcher; specialty leader, executive assistant, faculty member, assistant director.

### ▪ Additional valued achievements prior to CAPTAIN

- Models all domains of the Professional Practice Model
- Completed Advanced Readiness Officer Course, earned AQD: 67A
- Top recognized performer in as any of the following: Operational assignment, deployment, Officer-in-Charge, HQ tour (Command Leadership Position i.e.; Det Director, Command TO) and, operational staff.
- Assistant Senior Nurse Executive and Specialty Leader



# Supply Corps

## *Merit Reorder Considerations*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Top recognized performer on mobilization, recall, or active duty for special work (ADOS) orders
  - Top recognized performer in tough visible tours that balance skillset development and operational experience in multiple areas of responsibility
  - Earned warfare qualification in a qualifying tour
- **Valued achievements prior to COMMANDER**
  - Top recognized performer in command/officer-in-charge tour
  - Top recognized performer on mobilization, recall, or active duty for special work (ADOS) orders
  - Top recognized performer in tough visible tours which balance skillset development and operational experience
  - Completed JPME Phase I
  - Acquisition Corps membership highly valued
- **Valued achievements prior to CAPTAIN**
  - Top recognized performer in O-5 command tour
  - Top recognized performer on mobilization, recall, or active duty for special work (ADOS) orders
  - Top recognized performer at major staff
  - Tour diversity in multiple Reserve Supply areas of operation:
    - OPLOG, Acquisition, Expeditionary, Supply Chain
  - Completed JPME Phase II and/or JQO



# Supply Corps (FTS)

## *Merit Reorder Considerations*

- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Recognized top performer in two operational tours to include a department head tour
  - Recognized top performer in tough visible tours that balance skillset development and operational experience
  - Earned warfare qualification in each qualifying tour
  - Reserve management experience
  - Master's or JPME Phase I complete
- **Valued achievements prior to COMMANDER**
  - Recognized top performer in tough visible tours which balance skillset development and operational experience
  - Recognized top performer in at least one Supply Corps line of operation competency (Reserve Management, Aviation, Expeditionary)
  - A subspecialty in at least one Supply Corps competency
  - Recognized top performer in Reserve management tour
  - Tour diversity, master's degree in Supply Corps competency and JPME Phase I complete
- **Valued achievements prior to CAPTAIN**
  - Recognized top performer in a command tour
  - Recognized top performer at major staff assignments (e.g., Echelon III staff or higher)
  - Recognized top performer with expertise in one (i.e., fully developed sub-specialty) with experience in another Supply Corps competency
  - Tour/geographic diversity, master's degree in Supply Corps competency and JPME Phase I complete





# Chaplain Corps

## *Merit Reorder Considerations*

- Merit considerations for all paygrades: documented strong positive influence on peers, subordinates, and leadership; official recognition; demonstrated exceptional strength of performance; character and conduct that inspire Navy core values and attributes in others.
- **Valued achievements prior to LIEUTENANT COMMANDER**
  - Demonstrated tactical mastery of CHC core capabilities (provide, facilitate, care, advise)
  - Demonstrated full integration into, and alignment with, standards of Professional Naval Chaplaincy
  - Recognition by peers or superiors related to exceptional ministry performance or collegiality
  - Full understanding of the pluralistic environment of the military and implications for ministry
  - Demonstrated effectiveness in program management
- **Valued achievements prior to COMMANDER**
  - Demonstrated pursuit of Professional Naval Chaplaincy and Service system and process mastery
  - Demonstrated ability to build and lead teams to mission success
  - Demonstrated ability to productively interact with senior line officers
  - Demonstrated interdisciplinary savvy
  - Demonstrated mastery of strategic plan execution and management of ministry at & from the sea
- **Valued achievements prior to CAPTAIN**
  - Demonstrated mastery of institutionally valuable knowledge
  - Demonstrated mastery of Professional Naval Chaplaincy and Service systems and processes
  - Demonstrated effectiveness in communication inside and outside the CHC
  - Demonstrated ability to align CHC and commander priorities in planning and execution
  - Demonstrated mastery of strategic talent management
  - Demonstrated professional fidelity to Sea Service ministry



# Civil Engineer Corps

## *Merit Reorder Considerations*

- **Valued achievements for all paygrades:**
  - Successfully and continuously served in assignments normally filled by the next higher paygrade, or “Acting” in a similar billet, for more than six months
  - Top recognized performer in all assignments
  - Successful performance in overseas, arduous, or operational / Individual Augment assignments
  - Post-graduate degree
  - ACQ qualification or certification in advance of requirement by grade
  - Other technical qualifications or certifications (e.g., PMP, CEM, LEED, etc.)
- **Valued achievements for LIEUTENANT COMMANDER:**
  - Achieved professional qualification (PE or RA). Architects who have completed the Intern Architect Development Program shall have their RA
  - Completion of JPME Phase I
- **Additional valued achievements for COMMANDER:**
  - Successful leadership of personnel in challenging assignments
  - Superior performance in a battalion key billet (XO, S3, S7)
  - Completion of JPME Phase I
- **Additional valued achievements for CAPTAIN:**
  - Additional relevant education in business, engineering, or military science fields beyond a single graduate degree
  - Selected for command by the command screening board at current paygrade
  - Superior performance in more than one of the following billets: Commanding Officer, Chief of Staff/Chief Staff Officer, Executive Officer, Regimental or Battalion Operations Officer



# Limited Duty Officer (Staff)

## *Merit Reorder Considerations*

- **Valued achievements for all paygrades**
  - Meritorious consideration should be given to those officers who demonstrate superior LEADERSHIP AND TECHNICAL performance within their designator specialty in the degree of importance demonstrated here:
    - Qualification as Seabee Combat Warfare Officer (AQD: 960)
    - Documented successful leadership roles
    - Successful performance in multiple overseas, arduous, or operational / Individual Augment assignments
    - Graduate degree
    - Completion of JPME Phase I
    - Combined/Joint experience in reserve assignments and/or deployments
    - Top recognized performer in all assignments
    - Attainment of Facilities Engineering qualification (AQD: AF1 to AF3)