



Department of Defense DIRECTIVE

NUMBER 1322.10

August 26, 2004

PDUSD(P&R)

SUBJECT: Policy on Graduate Education for Military Officers

- References: (a) DoD Directive 1322.10, subject as above, August 31, 1990 (hereby canceled)
- (b) Section 2005 of title 10, United States Code
 - (c) [DoD Directive 6000.12](#), "Health Services Operations and Readiness," April 29, 1996
 - (d) [DoD Directive 1322.12](#), "Funded Legal Education," April 12, 2004
 - (e) through (h), see enclosure 1

1. REISSUANCE AND PURPOSE

1.1. This Directive reissues reference (a); implements reference (b); and updates policy, responsibilities, and procedures for graduate education for military officers.

1.2. The purposes for establishing this graduate education program are to do the following:

1.2.1. Raise the levels of individual military officer professionalism and technical competence so that those officers more effectively perform their required duties and responsibilities.

1.2.2. Provide developmental incentives for military officers with high ability, dedication, and the capacity for professional growth to remain in the Service.

2. APPLICABILITY AND SCOPE

This Directive applies to:

2.1. The Office of the Secretary of Defense, the Military Departments; the Chairman, Joint Chiefs of Staff; the Combatant Commands; the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities in the Department of Defense (hereafter referred to collectively as the "DoD Components"). The term "Military Services," as used herein, refers to the Army, the Navy, the Air Force, and the Marine Corps.

2.2. All Military Services officer personnel holding or pursuing a graduate degree while on active duty (AD), except for officers receiving graduate education in the health, law, and theology disciplines who are covered in DoD Directive 6000.12, DoD Directive 1322.12, and DoD Directive 1304.19 (references (c) through (e)).

3. DEFINITIONS

The terms used in this Directive are defined in enclosure 2.

4. POLICY

It is DoD policy:

4.1. To fund graduate education fully and partially for AD military officers required to fill Military Service requirements for validated positions.

4.2. That the Military Services shall have the authority to provide graduate education to their military officers in sufficient numbers and disciplines to accomplish the missions of the Military Services.

4.3. That the Military Services utilize military officers who have received fully- or partially-funded graduate education in validated positions requiring the discipline of that graduate education.

4.4. That each Military Service shall:

4.4.1. Specifically identify all military officer duty-assignment positions requiring their incumbents to possess a graduate degree.

4.4.2. Utilize military officers either possessing or pursuing a graduate degree in validated positions requiring that degree.

4.4.3. Encourage those officers not selected for fully-funded or partially-funded education to utilize available Government benefits, such as tuition assistance specified in Directive 1322.8 (reference (f)) and in the "Montgomery GI Bill" (reference (g)) to pursue an unfunded graduate degree for its considerable personal and professional value to those officers.

5. RESPONSIBILITIES

5.1. The Principal Deputy Under Secretary of Defense for Personnel and Readiness shall oversee the policy on Graduate Education for Military Officers.

5.2. The Secretaries of the Military Departments shall ensure that the Military Services shall:

5.2.1. Validate all military officer duty positions that require an incumbent with graduate education.

5.2.2. Maintain a list of all validated positions that shall be reviewed and updated on a biennial basis.

5.2.3. Maintain a list of all officers who hold or are pursuing a graduate degree, as the result of a partially- or fully-funded program. This list shall be reviewed and updated on a biennial basis.

5.2.4. Continually evaluate the process of managing officers with graduate degrees, including the methodologies for determining requirements through the validation of positions and the degree to which officers who have received fully- or partially-funded graduate educations are utilized in validated positions.

5.2.5. Consider all officers who possess a graduate degree and grade required for assignment to a validated position as available for assignment to that position.

5.2.6. Require that officers who receive a fully- or partially-funded graduate education serve in a validated position (requiring that education) as soon as practicable after completion of the education, but not later than the second assignment following completion of that education. Officers may participate in partially-funded education for 12 consecutive months, to complete a graduate degree, without the obligation of assignment to a designated billet.

5.2.7. Consider officers who hold an unfunded graduate degree to be available, but not required, to serve in a validated position.

5.2.8. Require that officers who have received a fully-funded or partially-funded graduate education serve on AD for the time period specified.

5.2.9. Require that officers who receive a fully-funded or partially-funded graduate education opportunity and who, voluntarily or because of misconduct, fail to complete the period of AD obligation specified in return for that educational opportunity reimburse the United States by the amount specified.

5.2.10. Require that officers who have received a fully-funded or partially-funded graduate education, who fail to earn a graduate degree of the level and discipline that they were selected by their Military Service to obtain or another graduate degree for which their Military Service has a validated requirement and has permitted them to pursue, serve on AD for the time period specified.

5.2.11. Ensure that, each officer holding a graduate degree serve in as many positions appropriate to that degree as Military Service requirements and career development permit.

6. EFFECTIVE DATE

This Directive is effective immediately.



Paul Wolfowitz
Deputy Secretary of Defense

Enclosures - 3

- E1. References, continued
- E2. Definitions
- E3. Guidance for Graduate Education for Military Officers

E1. ENCLOSURE 1

REFERENCES, continued

- (e) [DoD Directive 1304.19](#), "Appointment of Chaplains for the Military Departments,"
June 11, 2004
- (f) [DoD Directive 1322.8](#), "Voluntary Education Programs for Military Personnel,"
January 6, 1997
- (g) Chapter 30 of title 38, United States Code, "Montgomery GI Bill"
- (h) [DoD 8910.1-M](#), "DoD Procedures for Management of Information Requirements,"
June 1998

E2. ENCLOSURE 2

DEFINITIONS

E2.1.1. Fully Funded. While pursuing a graduate degree, the officer receives full pay and allowances with the majority of the tuition and other schooling costs being assumed or paid by the U.S. Government or by another organization. The officer attends school instead of performing usual military duties.

E2.1.2. Graduate Education. Studies beyond the bachelor's or first professional degree that are devoted to the utilization and advancement of knowledge.

E2.1.3. Military Officer. Military personnel of the Military Services in either warrant or commissioned grades.

E2.1.4. Partially Funded. While pursuing a graduate degree, the officer receives full pay and allowances with the majority of tuition and other schooling costs paid by the officer from personal funds and/or benefits to which the officer was entitled. The officer attends school instead of performing usual military duties.

E2.1.5. Unfunded Education. While pursuing a graduate degree, the majority of tuition and other schooling costs are paid by the officer from personal funds and/or benefits to which the officer was entitled. The officer attends school during off-duty time.

E2.1.6. Validated Position. A position in which individuals possessing qualifications that normally may be acquired only through graduate education in a relevant field of study optimally perform the primary duties. (Such education shall enable the officer to comprehend theories, principles, terminology, processes, and techniques that are necessary for effective evaluation, supervision, or management of complex programs.) The two types of validated positions are those in which the officer must possess graduate education to:

E2.1.6.1. Conduct effective staff planning, coordination, command, and/or advisory functions.

E2.1.6.2. Manage or exert direct technical supervision over military and/or civilian personnel who are required to possess professional technical qualifications that may include graduate education.

E3. ENCLOSURE 3

GUIDANCE FOR GRADUATE EDUCATION FOR MILITARY OFFICERS

E3.1. THE SECRETARIES OF THE MILITARY DEPARTMENTS

The Secretaries of the Military Departments shall ensure that the Military Services:

E3.1.1. Maintain a list of validated positions including the following information:

E3.1.1.1. Position title.

E3.1.1.2. Unit symbol and organization including unit identification code.

E3.1.1.3. Rank or grade required of incumbent.

E3.1.1.4. Required graduate discipline and degree level.

E3.1.1.5. Incumbent information, including name, Service number, rank, degree level, and degree discipline.

E3.1.2. Maintain a list of all officers who hold or are pursuing a graduate degree in the partially- or fully-funded program, including the following information:

E3.1.2.1. Name.

E3.1.2.2. Rank.

E3.1.2.3. Service number.

E3.1.2.4. Graduate degree level and discipline.

E3.1.2.5. Date degree was awarded.

E3.1.2.6. Whether degree was fully or partially funded.

E3.1.2.7. Number of months the officer has served in a validated position.

E3.1.2.8. Validated position title in which served and/or serving, its required graduate degree level and discipline, unit identification code and symbol, and organizational name.

E3.1.3. Conduct a biennial evaluation of officers with graduate degrees using the list of validated positions and the list of officers who have or who are pursuing fully- or partially-funded graduate education. The evaluation shall determine the utilization of officers with fully- or partially-funded graduate educations in validated positions and whether selection criteria such as officer performance of duty, years of military service, and grade are ensuring a maximum return on investment and retention.

E3.1.4. Require that the minimum AD obligation of officers who have received fully-funded or partially-funded graduate education shall be a period equal to three times the number of months of such education completed during the first year of graduate school, unless a different period of time is prescribed by law. Additional service obligation for such education in excess of 12 months shall be as prescribed by each Military Service and as stated in a written agreement with each officer.

E3.1.5. Require that the reimbursement to the United States by officers, who voluntarily or because of misconduct fail to complete the period of AD obligation specified in return for a fully-funded or partially-funded educational opportunity, is an amount that bears the same ratio to the total cost of the education provided to the officer as the unserved portion of AD obligation bears to the total period of AD the officer agreed to serve.

E3.1.6. Require that the minimum AD obligation of officers who have received fully-funded or partially-funded education, who fail to earn a graduate degree of the level and discipline that they were selected by their Military Service to obtain or another graduate degree that their Military Service has a validated requirement and has permitted them to pursue, be in an assignment for which their Service deems them appropriately qualified, for a period equal to three times the number of months of graduate schooling received through the first year, unless a different period is prescribed by law. Additional service obligation required for graduate education received in excess of 12 months will be prescribed by each Military Service.

E3.2. THE PRINCIPAL DEPUTY UNDER SECRETARY OF DEFENSE (PERSONNEL AND READINESS)

The Principal Deputy Under Secretary Of Defense (Personnel And Readiness) shall conduct a biennial review with each Military Service of the validated position and fully- and/or partially-funded graduate education listings that it maintains in accordance with section E3.1., above.

E3.3. INFORMATION REQUIREMENTS

The reports in this Directive are exempt from licensing in accordance with DoD 8910.1-M (reference (h)).