



*Aug 2023*  
**Executive Medicine (67A) AQD**

*Purpose: To provide senior MC Officers with the updated Executive Medicine (67A) Additional Qualification Designator (AQD) requirements for use when mentoring anyone interested in acquiring the 67A AQD.*

The Joint Medical Executive Skills Program formalizes the process designed to meet the congressional mandate (NDAA 1991, Sec. 8096) that states, "No appropriated funds used to fill the commander's position at any MTF with a health care professional unless the candidate can demonstrate professional administrative skills." This includes MTF Commander (CO) or Deputy Commander (XO) prior to assignment and to obtain the 2D1 Command Eligible AQD.

JMESP is not a course, but a process through which Officers are exposed to the DHA/JMESP Core Curriculum 11<sup>th</sup> Edition and the 28 competencies therein through the following:

- 1. Four areas reviewed for Executive Medicine Qualification:**
  - 1) Education, 2) Experience, 3) Professional Certifications and 4) Approved Courses
- 2. Requirement(s):** If you have met ALL the requirement below, you qualify for the 67A AQD.

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| <b>Executive Medicine 67A AQD Award Quick Reference</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Education:</b> Navy Medicine Officers with a master's degree or higher and the following:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Applicable:</b> All Corps                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Rank:</b> 04 and above                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Medical Treatment Facility:</b> <ol style="list-style-type: none"> <li>a. Department/Division Head (Clinical or Administrative) or Higher 2-year minimum tour <b>and</b></li> <li>b. JMESI*: Intermediate Executive Skills Course (IESC) at <a href="https://www.health.mil/Training-Center/LEADS/Intermediate-Executive-Skills">https://www.health.mil/Training-Center/LEADS/Intermediate-Executive-Skills</a>, Market Financial Regulations Competency or equivalent</li> </ol>                                                                                                                                                                                                                                                                      |
| <b>Operation/Expeditionary Experience:</b> Operational tour of 2 years <b>or</b> any combination of two or more experiences from the categories below (a through c): <ol style="list-style-type: none"> <li>a. <i>Operational Tours/Deployment Experience:</i> Individual Augmentation, EMF, Hospital Ship, Humanitarian, Role III or equivalent</li> <li>b. <i>Operational Educational Training/Event(s):</i> War College Degree/National Defense University; Joint Professional Military Education I, Combat Casualty Course or equivalent</li> <li>c. <i>JKO:</i> Joint Operations 1-4 (JMESI-US046-9) or National Disaster Medical System Contingency Planning One; Disaster Preparedness (JMESI-US081-2)</li> </ol>                                  |
| <b>Additional Considerations and Enhancers:</b> <ol style="list-style-type: none"> <li>a. Graduate Medical/Dental/Nursing education above Primary Role</li> <li>b. Navy Postgraduate/Army Baylor/USUHS</li> <li>c. Approved Training Course recommendations as indicated in Corps Career Pathways and offered by all Services</li> <li>d. Collateral Duties (minimum 1 year). Those currently in the JMESP database are as follows: Executive Steering/Staff/Board of Director membership, Public Affairs, Emergency Management, Ethics Committee, Safety/Quality Assurance/Risk Management/Environment of Care Committee membership, Command Legal Officer, and Institutional Review Board (Due to potential CO Research Signature Authority)</li> </ol> |
| <b>Comments:</b> AQD qualifications are verified and validated by Joint Medical Executive Skills (JMES) Program Manager based on criteria above and use of competency matrix.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Instructions/References:</b><br>DHA Procedural Instruction 6000.07 Dtd 03 Sep 2021; BUMEDINST 1412.1C, dtd 23 Apr 2021, subject: Command Qualification Program requires 67A as part of the 2D1 AQD process.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

\* Market Financial Regulations Competency or equivalent and if needed, JMESI online JKO courses: Facilities Management 1-3, Public Affairs Concepts and Principles/Effective Communication, External Accreditation 1-2, and Clinical Investigation

(Note: If you have satisfied these JKO Courses connected competencies listed directly above this note via billet experience, you do not have to do these JKO online courses. These are just the competencies/courses that typically are needed depending on career paths that may not expose individuals experientially). As far as collateral, being that this process was designed for CO/XOs and with reference to the collateral duties, there is more than one way to fulfill. If you never serve as a legal officer, officers applying for Command will attend the Senior Officer Legal Course. There must be more than one way to fulfill the competencies due to diverse and different career paths based on corps.

### **Process to Obtain the AOD:**

**1) Self-Verification:** Officers run a self-verification using the matrices. The best way to accomplish this is to use the "Tracker Tab" at the bottom of the Matrices (embedded Excel Document) and then refer to the other tabs (Education, courses, billets, and certification) and annotate on the Tracker Tab how you satisfied the competency.

**2) Document Provision:** Upon completion of the self-verification, return the "Tracker Tab" spreadsheet, your curriculum Vitae (CV), and your awarding authority's (AA) name/email to JMESP Staff ([usn.bethesda.navmedprodevctrmd.list.nmpdc-jmesp@health.mil](mailto:usn.bethesda.navmedprodevctrmd.list.nmpdc-jmesp@health.mil)). AAs for active-duty MC, MSC and DC provide Detailer's name; the AA for active duty NC is the NC Planner's staff. For reservist, all corps, please provide your Reserve Affairs Officer's name on the very first e-mail you send. Not doing so will delay the process.

\* Note: We have access to FLTMPS; there is no need to provide any documentation other than the CV unless requested.

**3) JMESP staff Verification after self-verification:** JMESP staff will run the non-automated verification using the matrices provided and respond either with the remaining competencies that can be fulfilled through online courses or provide information on other ways to fulfill competencies.

a. If fully qualified, you will be copied on a verification email sent to the awarding authorities.

b. If remaining competencies are fulfilled later by serving in an MTF DH or Director Billet or through JKO courses, please send the JKO certificates or transcript upon completion. Once fully qualified, you will be copied on a verification email sent to the awarding authorities.

### **Talking Points:**

- Officers must be 04 and above to apply for 67A. All officer, enlisted, and civilian personnel are in the process of being exposed to the 28 JMESP competencies outlined in the newly released Core Curriculum 11th Edition. This enables everyone to understand, perform tasks, and carry out the duties of the MHS. Only COs and XO are required by congressional mandate to have the 67A AOD prior to assuming those executive medicine positions.
- Through realignment, there are now 28 JMESP competencies. Technically, the original 42 competencies exist (e.g., Total Force has been removed as a standalone competency, but the behaviors or objectives were moved under the overall Human Capital Management Competency). Additionally, all competencies have been elevated from knowledge and application (Experience) to application (Experience) only.
- The 67A requirement has been removed from the BUMED Milestone instructions and messages. Although officers are strongly encouraged to have prepared for Milestone billets through exposure to

the 28 JMESP competencies, completion closer to CO/XO eligibility enables one to focus on other early officer development occupational and professional development areas.

- As a result of these changes, the following administrative actions are underway:
  - The NOOCS Manual will be updated to reflect the 04 change.
  - Promotion and other board's precept guidance will be provided.
  - The 2024 Leadership Catalog will reflect these changes.
- If a MC officer already has the 67AQD, the AQD will remain with officer. The changes reflected here indicate process moving forward.
- JMESP Changes will be discussed during Career Development Boards for even wider dissemination.