

MILPERSMAN 1306-925

SENIOR ENLISTED ACADEMIES (SEA)

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Reference(s)	<ul style="list-style-type: none"> (a) Marine Corps Doctrinal Publication (MCDP) 1, Warfighting (b) Marine Corps Doctrinal Publication (MCDP) 2, Intelligence (c) Marine Corps Doctrinal Publication (MCDP) 3, Expeditionary Operations (d) Marine Corps Doctrinal Publication (MCDP) 4, Logistics (e) Marine Corps Doctrinal Publication (MCDP) 5, Planning (f) Marine Corps Doctrinal Publication (MCDP) 6, Command and Control (g) Marine Corps Warfighting Publication MCWP 5-10, Marine Corps Planning Process (h) OPNAVINST 6110.1J
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1. **Background.** Senior enlisted academies (SEAs) provide an opportunity for master, senior, and chief petty officers to engage in studies concentrated in executive level leadership and executive communication skills. SEAs provide an educational experience toward fulfillment of executive leadership and managerial requirements for senior enlisted leaders.

a. The curriculum is designed to be demanding, challenging, diversified, relevant, and comprehensive, giving the student a broad exposure to multiple facets of leadership, management theories and functions, and strategic communication practices that are focused on joint interoperability.

b. Completion of an SEA is required for advancement to master chief petty officer (MCPO) for all senior chief petty officers (SCPO) who were selected for SCPO from the FY-17 or

later SCPO board. Subparagraphs 1b(1) through 1b(5) below list five senior enlisted educational opportunities that meet this requirement for advancement to MCPO, and subparagraph 1b(6) lists one that does not meet the requirement for advancement to MCPO. Location, number of seats available, prerequisites (where required), and class convening duration and description are as follows:

(1) **United States Navy Senior Enlisted Academy (USN SEA)**

(a) Naval Station Newport, RI.

(b) One hundred sixty-two seats per class (see USN SEA Web site for specific quotas).

(c) Pre-course requirement of either Navy Primary Professional Military Education (PPME); 70 hours online computer-based training on Navy Knowledge Online (NKO) Web site, or Senior Enlisted Joint Professional Military Education (SEJPME) I & II; 81 hours online computer-based training on Joint Knowledge Online (JKO) Web site. Completion certificates are due on the first day of distance learning. Failure to provide completion certificates will result in automatic disenrollment.

(d) Course duration - 12 weeks (9 weeks distance learning and 3 weeks in-residence study).

(e) There will be two SEA courses offered each year with 36 SELRES seats for Selected reservists (SELRES) who cannot complete the full 3 weeks in-residence. SELRES students will be grouped together in these two classes. Following completion of the 9 weeks of distance learning, these students will graduate at the 2-week point in-residence.

(f) USN SEA Web site: <https://www.usnwc.edu/Departments---Colleges/Senior-Enlisted-Academy.aspx>

(2) **United States Coast Guard Senior Enlisted Leadership Course (USCG SELC)**

(a) U.S. Coast Guard Academy, New London, CT.

(b) Four Navy seats per class; convening five times each year (E-8 and E-9 only).

(c) Pre-course requirement of either Navy PPME with 70 hours of online computer-based training on NKO or SEJPME I & II with 81 hours online computer-based training on JKO. Completion certificates are due on the first day of distance learning. Failure to provide completion certificates will result in automatic disenrollment.

(d) Course duration - 8 weeks (6 weeks distance learning followed by 2 weeks in-residence).

(e) Travel during permanent change of station (PCS) is funded by Navy Personnel Command (NAVPERSCOM) and temporary duty (TDY) travel is funded by attendees' parent command.

(f) U.S. Navy command senior chief facilitator on staff is available to assist (if necessary).

(g) See "USCG SELC" Web site for additional details (<http://uscga.edu/subsites/ldccourses.aspx?id=2843>).

(3) United States Air Force Senior Non-Commissioned Officer Academy (AFSNCOA)

(a) Maxwell Air Force Base (AFB), Gunter Annex, Montgomery, AL.

(b) Six Navy seats per class; convening six times each year (E-8 and E-9 only).

(c) Pre-course requirement - 80-hours online computer based training on the Air Force Portal (<https://www.my.af.mil/aurepmprod/SIS/app>).

(d) Course duration - 6 weeks (in-residence).

(e) Travel during PCS is funded by NAVPERSCOM and TDY travel is funded by the attendees' parent command.

(f) U.S. Navy command senior chief facilitator on staff and is available to assist (if necessary).

(4) United States Special Operations Command (USSOCOM) Joint Special Operations Forces Senior Enlisted Academy (JSOFSEA)

(a) MacDill AFB, Tampa, FL.

(b) Ten seats per class; convening 4 times each year; Special Operations Forces (E-8 and E-9 only).

(c) Course duration - 8 months (6 months distance learning prerequisites followed by 2 months in-residence study).

(d) Travel during PCS is funded by NAVPERSCOM and TDY travel is funded by attendees' parent command.

(e) U.S. Navy facilitators on staff and are available to assist (if necessary).

(f) See "[JSOFSEA](https://jsou.socom.mil/Pages/CourseInformation.aspx?CourseName=Joint%20Special%20Operations%20Forces%20Senior%20Enlisted%20Academy)" Web site for details (<https://jsou.socom.mil/Pages/CourseInformation.aspx?CourseName=Joint%20Special%20Operations%20Forces%20Senior%20Enlisted%20Academy>).

(5) United States Marine Corps Senior Enlisted Professional Military Education (SEPME) Course

(a) Quantico, VA.

(b) One Navy seat per class; convening five times each year (E-8 only). E-8 personnel that have been twice non-selected for advancement to E-9 **will not** be considered.

(c) Pre-course requirements - either 70 hours online computer-based training (Navy PPME) on NKO, or 81 total hours of online SEJPME I & II on JKO (same prerequisite as USN SEA). See USN SEA Web site for prerequisite details. Additionally, students must read and become familiar with references (a) through (g).

(d) Course duration - 5 weeks (in-residence).

(e) Travel during PCS is funded by NAVPERSCOM and TDY travel is funded by attendees' parent command.

(f) No U.S. Navy personnel on staff.

(g) See "[Marine Corps University - Senior Enlisted Academy](https://www.mcu.usmc.mil/epme/SitePages/Senior%20Enlisted.aspx)" Web site for details and contact information (<https://www.mcu.usmc.mil/epme/SitePages/Senior%20Enlisted.aspx>).

(6) **United States Army Sergeants Major Academy (USASMA)**
(Does Not Meet the Requirement for Advancement to MCPO) -

- (a) Fort Bliss, El Paso, TX.
- (b) Seven Navy seats per class; convening in August (E-8 and E-9 only).
- (c) Course duration - 9 months (in-residence).
- (d) PCS move required.
- (e) No geographical bachelor quarters available.
- (f) No U.S. Navy personnel on staff.
- (g) See "[USASMA](http://usasma.armylive.dodlive.mil)" Web site for details
<http://usasma.armylive.dodlive.mil>.

Note: See USN SEA Web site, para 1b(1)(f), for the most up-to-date information.

2. **Eligibility Requirements for USN SEA**

a. **Eligibility**

- (1) Pay grades E-8 and E-9 are fully eligible (including frocked E-8s).
- (2) Pay grade E-7 must provide a CO letter of endorsement that includes the following:
 - (a) Time in rate eligibility for E-8.
 - (b) Recommendation for advancement from current CO.
 - (c) Member has an "early promote" or was #1 or #2 "must promote" on most recent competitive chief evaluation.
 - (d) Have a command acknowledgment statement (see USN SEA Web site, para 1b(1)(f), for exact verbiage and CO's endorsement letter template). E-mail CO's endorsement letter to the USN SEA registrar at the following e-mail address:
registration.sea@usnwc.edu.

b. **Registration.** Students must self-register online for a USN SEA class at the SEA Web site using the "Empower" registration tool.

c. **Funding**

(1) TDY - **All** students attending the USN SEA for TDY will have their travel (to and from homeport), lodging, and per diem funded by the USN SEA.

(2) PCS - E-8 and E-9 students attending the USN SEA on PCS orders will have their travel (to and from homeport), lodging, and per diem funded by NAVPERSCOM.

(3) USN SELRES students will use annual training (AT) or active duty for training (ADT) funding.

Note: E-7 USN personnel must attend the USN SEA on TDY orders; PCS funding **will not** be authorized.

d. **Body Composition Assessment (BCA):** All attendees, regardless of Service, must be within the Navy's BCA standards per reference (h). Failure to meet Navy BCA standards will result in immediate disenrollment, unless waived due to circumstance(s) outlined by reference (h).

e. **Obligated Service (OBLISERV):** Required OBLISERV for active duty and SELRES personnel for attending USN SEA, AFSNCOA, CG SELC, or JSOFSEA is 12 months from course completion. OBLISERV for attending USASMA is 36 months from course completion. United States Marine Corps SEPME does not require OBLISERV.

f. **Points of Contact for USN SEA:**

Director

E-mail: director.sea@usnwc.edu

Phone: (401) 841-2912

Deputy Director

E-mail: depdirector.sea@usnwc.edu

Phone: (401) 841-4946

Course Manager

E-mail: coursedirector.sea@usnwc.edu

Phone: (401) 841-4944

Registration

E-mail: registration.sea@usnwc.edu
Phone: (401) 841-4221

Travel/Defense Travel System (DTS) Coordinator

E-mail: seadtscoordinator@usnwc.edu
Phone: (401) 841-4469

3. **Requirements for All Other SEAs**

a. **Eligibility**

(1) **Pay Grades E-8 and E-9** must meet partner Service requirements. See the respective SEA's Web site for details.

(2) **Pay Grade E-7** personnel are not eligible to attend USASMA, USCG SELC, JSOFSEA, or AFSNCOA.

b. **Registration.** To complete the registration process for **all** other SEAs, go to the individual school's Web site.

c. **Funding**

(1) TDY - all students attending other SEAs on TDY will have their travel (to and from homeport), lodging, and per diem funded by the parent command.

(2) PCS - all students attending other SEAs on PCS orders will have their travel (to and from homeport), lodging, and per diem funded by NAVPERSCOM.

(3) USN SELRES students will use AT or ADT funding.

d. **Physical Fitness and BCA.** **All** attendees, regardless of Service, must be within the parent Service schools' BCA standards for the school they are attending and must have passed their last physical fitness assessment. Failure to meet BCA standards will result in immediate disenrollment from the course.

e. **OBLISERV.** Required OBLISERV for attending USN SEA, AFSNCOA, CG SELC, or JSOFSEA is 12 months from course completion. OBLISERV for attending USASMA is 36 months from course completion. United States Marine Corps SEPME does not require OBLISERV.