

**PART B**  
**SUBSPECIALTY SYSTEM CODES**

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## PART B

### SUBSPECIALTY CODES

#### Section 1: General

#### 1. Navy Subspecialty System

a. Navy manpower systems use subspecialty codes to identify subspecialty requirements and personnel that are subspecialists. The Navy Subspecialty System (NSS) employs subspecialty codes to facilitate the assignment of subspecialists to subspecialty-coded billets and generate the Navy's advanced education requirements.

b. Subspecialties are professional disciplines secondary to an officer's primary specialty (Designator) and apply to Unrestricted Line, Restricted Line, and Staff Corps officers. Officers gain subspecialist designation by meeting the Education Skill Requirements (ESRs) and Core Skill Requirements (CSRs). Subspecialties require a Master's or higher degree program from an institution of higher learning accredited by an agency recognized by the Department of Education (see Volume II of this manual), programmed funding, and Navy Officer Occupational Classification System (NOOCS) approval.

c. CSRs specify the functional areas covered by a subspecialty discipline. They are a set of quantifiable skills, traits and experiences that a subspecialist must possess to perform acceptably in a coded billet. ESRs are the degree program elements required to meet a subspecialty's CSR. Degree programs require formal education curricula that meets occupational requirements (billets must be reviewed as directed in DoD Directive 1322.10 and OPNAVINST 1520.23B). Subject Matter Experts (SMEs) develop CSRs and ESRs under Major Area Sponsor (MAS) cognizance. OPNAV N12 approves ESRs and CSRs, biennial curriculum reviews and validation of Subspecialty Billet requirements and authorizations.

d. OPNAVINST 1000.16 series and OPNAVINST 1520.23 series set subspecialty policy. This manual details procedure for establishing and applying subspecialty codes and describes the roles of SMEs, MASs, Officer Community Managers (OCMs) and activities.

#### 2. Subspecialty Codes

a. Subspecialty Code Description. Subspecialty codes consist of four numerals and an alphabetic suffix:

(1) The 1<sup>st</sup> digit indicates the subspecialty Major Area:

- (a) 1 = Staff Corps
- (b) 2 = National Security Studies
- (c) 3 = Resource Management and Analysis
- (d) 4 = Applied Disciplines
- (e) 5 = Engineering and Technology
- (f) 6 = Operations.

(2) The 2<sup>nd</sup> digit indicates Concentration Area.

(3) The 3<sup>rd</sup> and 4<sup>th</sup> digits provide specificity (further specialization as required).

(4) The suffix (5<sup>th</sup> character) indicates the level of education or experience.

b. Subspecialty Coded Billet Restrictions

(1) Flag Officer billets: Subspecialty codes are not applicable to billets.

(2) Unrestricted Line shore duty billets: Subspecialty codes should not be applied below the grade of Lieutenant Commander (LCDR) for Master's level and higher requirements.

(3) Selected Reserve (SELRES) billets: Subspecialty codes limited to medical subspecialties (15xx-19xx).

3. Subject Matter Experts (SME).

(a) Current information for SMEs is located at the Navy Subspecialty Web site:

<http://www.nps.edu/Academics/Subspecialty.html> No login required. Click on Navy Subspecialty System, then click on the help/information section and scroll down to Subspecialty Codes.

(b) The POC SME's email information for the Navy Subspecialty Codes is in the Table below. The Major Area Sponsor's will update the contact information every 2 years or if the POC has retired, transferred or assumed another position.

## Section 2 Billet and Officer Codes

### 1. Unrestricted Line/Restricted Line/Staff Corps Subspecialties (excluding Medical)

MAS	Code	Curricula	Subspecialty	MAS Flag	SME
<b>0000</b>			<b>ANY DISCIPLINE</b>	<b>OPNAV N12</b>	
	0000	*required to teach at civilian schools	Any discipline (NROTC instructor billets only)		OPNAV N127
<b>1XXX</b>			<b>STAFF CORPS SPECIFIC</b>		
<b>1100</b>			<b>Civil Engineer Corps</b>	<b>NAVFAC</b>	
	1101	470/471/473	Facilities Engineering	RADM John Korka	brad.coleman@navy.mil
	1103	472	Ocean Engineering	RADM John Korka	brad.coleman@navy.mil
<b>12XX</b>			<b>JAG Corps</b>	<b>JAG</b>	
	1201	881	Military Justice (Advanced)	VADM John G. Hannink	eva.loser@navy.mil
	1202	884	Military Justice Litigation	VADM John G. Hannink	charles.purnell@navy.mil
	1203	883/887	International Law	VADM John G. Hannink	OJAG
	1205	885	Health Care Law	VADM John G. Hannink	malgorzata.lawrynowi@navy.mil
	1207	880	Environmental Law	VADM John G. Hannink	david.m.shull@navy.mil
<b>13XX</b>			<b>Supply Corps</b>	<b>NAVSUP</b>	
	1301	810	Supply Acquisition, Distribution Management	CAPT Marty F. Fields	BUPERS 31 bupers-3_OCM.fct@navy.mil
	1302	819	Supply Chain Management	RADM Michelle Skubic	BUPERS 31 bupers-3_OCM.fct@navy.mil
	1304	813	Transportation Logistics Management		BUPERS 31 bupers-3_OCM.fct@navy.mil
	1306	815	Acquisition and Contract Management	Mr. Elliot Branch	BUPERS 31 bupers-3_OCM.fct@navy.mil
	1307	811	Petroleum Management	CAPT Marty F. Fields	BUPERS 31 bupers-3_OCM.fct@navy.mil
	1309	870	Logistics Information Technology	RADM Michelle Skubic	BUPERS 31 bupers-3_OCM.fct@navy.mil
<b>14XX</b>			<b>Chaplain Corps</b>	<b>OPNAV N097</b>	
	1400		Spiritual Leadership		OPNAV N0971A
	1430	973	Religion in Culture	RADM Margaret Kibben	eric.p.hammen@navy.mi
	1440	974	Pastoral Counseling	RADM Margaret Kibben	eric.p.hammen@navy.mi
	1450	975	Ethics	RADM Margaret Kibben	eric.p.hammen@navy.mi
<b>2XXX</b>			<b>National Security Studies</b>	<b>OPNAV N7</b>	

MAS	Code	Curricula	Subspecialty	MAS Flag	SME
	2000	680/690/694	National Security Studies	VADM Lisa Franchetti	Patrick.A.Kay1@navy.mil
	2101	681	Middle East, Africa and South Asia	VADM Lisa Franchetti	richard.l.mcknight3@navy.mil
	2102	682	Far East and Pacific	VADM Lisa Franchetti	richard.l.mcknight3@navy.mil
	2103	683	Western Hemisphere	VADM Lisa Franchetti	richard.l.mcknight3@navy.mil
	2104	684	Europe, Russia and Associated States	VADM Lisa Franchetti	richard.l.mcknight3@navy.mil
	2200	824	Regional Intelligence – General	VADM Jeffrey Trussler	OPNAV N2N6C1 michael.saunders@navy.mil
	2201		Regional Intelligence - Middle East, Africa and South Asia	VADM Jeffrey Trussler	OPNAV N2N6C1 michael.saunders@navy.mil
	2202		Regional Intelligence - FarEast/Pacific	VADM Jeffrey Trussler	OPNAV N2N6C1 michael.saunders@navy.mil
	2203		Regional Intelligence - Western Hemisphere	VADM Jeffrey Trussler	OPNAV N2N6C1 michael.saunders@navy.mil
	2204		Regional Intelligence - Europe, Russia	VADM Jeffrey Trussler	OPNAV N2N6C1 michael.saunders@navy.mil
	2300	680	Naval Strategy (NWC & CIV INST)	VADM Lisa Franchetti	Patrick.A.Kay1@navy.mil
	2301	688	Naval Strategy (NPS)	VADM Lisa Franchetti	Patrick.A.Kay1@navy.mil
	2400	990	Strategic Intelligence	VADM Jeffrey Trussler	OPNAV N2N6C1 michael.saunders@navy.mil
	2500	699	Special Operations/ Low Intensity Conflict	RADM Collin Green Effective Aug 2020 RADM Hugh Howard	justin.p.davis@nps.edu
	2600	691	Homeland Security & Defense	VADM Lisa Franchetti	Patrick.A.Kay1@navy.mil
<b>3XXX</b>			<b>Resource Management Analysis</b>	<b>OPNAV N8</b>	
	3000		Resource Management and Analysis – General		james.cullen@navy.mil
	3100	805/807	Financial Management – Defense Focus (Executive MBA) Distance Learning	VADM Bill Lescher	desummer@nps.edu
	3105	Note 1	Financial Management – Civilian Focus (Executive MBA)		patrick.veith@navy.mil
	3110	837	Financial Management – Advanced Defense Focus (Executive MBA)		desummer@nps.edu
	3111	Note 2	Financial Manager		OPNAV N82
	3112	Note 2	Comptroller		OPNAV N82

<b>MAS</b>	<b>Code</b>	<b>Curricula</b>	<b>Subspecialty</b>	<b>MAS Flag</b>	<b>SME</b>
	3113	838	Financial Management - Energy	VADM Bill Lescher	thomas.k.morrow@navy.mil; andrew.l.feinberg@navy.mil
	3120		Logistics and Transportation Management	VADM Bill Lescher	
	3121	827	Logistics and Transportation Management – Logistics	VADM Bill Lescher	amdoocm.fct@navy.mil
	3122	814	Logistics and Transportation Management - Transportation	VADM Bill Lescher	robert.a.brooks@navy.mil
	3130	847	Manpower Systems Analysis Management	VADM Bill Lescher BUPERS-314 bupers-3_OCM.fct@navy.mil	tricia.a.cronau@navy.mil
	3150	867	Education and Training Management	VADM Bill Lescher	allan.livers@navy.mil
	3210	363	Operations Research Analysis	VADM Bill Lescher	james.cullen@navy.mil
	3211	360	Operations Research Analysis - Analysis and Assessment	VADM Bill Lescher	james.cullen@navy.mil
	3212	361	Operations Research - Logistics Analysis	VADM Bill Lescher	maxine.gardner@navy.mil NAVSUP/ BUPERS-316 phillip.mogilevsky@navy.mil
	3213	358	Operations Analysis - Energy	VADM Bill Lescher	andrew.l.feinberg@navy.mil lucas.adin@navy.mil and OPNAV N45 carl.lahti@navy.mil
<b>4XXX</b>			<b>Applied Disciplines</b>	<b>OPNAV N1</b>	
	4000		General Applied Disciplines		
	4100	380	Mathematics Applied Disciplines		<a href="mailto:wkang@nps.edu">wkang@nps.edu</a> <a href="mailto:tmartins@nps.edu">tmartins@nps.edu</a> USNA Carter Jr, wcarter@usna
	4201	382	Operational Sciences – Chemistry		<a href="mailto:durkin@usna.edu">durkin@usna.edu</a>
	4301	Civilian	Academic Support – English		<a href="mailto:mflynn@usna.edu">mflynn@usna.edu</a>
	4302	Civilian	Academic Support – History		belson@usna.edu
	4400	920	Public Affairs	RDML Paula Dunn, Vice Chief of Information	CAPT Philip R. Rosi II, CHINFO Manpower Assistant/Head of Officer Assignments (OI-003), <a href="mailto:philip.rosi@navy.mil">philip.rosi@navy.mil</a>
	4500	856	Leadership Education and Development		mcinerne@usna.edu ledford@usna.edu adietric@usna.edu

MAS	Code	Curricula	Subspecialty	MAS Flag	SME
	4600	362	Human Systems Integration	Dr. Dave Menzen	richard.etheridge@navy.mil
	4700	999	Symphonic Wind Band Conducting	LCDR Eddie Watson	ken.collins@navy.mil
<b>5XXX</b>			<b>Engineering &amp; Technology</b>	<b>NAVSEA</b>	
	5000		Engineering and Technology (General)	VADM Johnny R. Wolfe	NAVSEA COS T1 robert.klocek@navy.mil / john.keegan@navy.mil
	5100	510	Naval Construction and Engineering	RDML David Goggins	NAVSEA COS T1 robert.klocek@navy.mil / john.keegan@navy.mil
	5101		Naval Architecture	RDML David Goggins	NAVSEA COS T1 robert.klocek@navy.mil / john.keegan@navy.mil
	5102		Power Systems	RDML David Goggins	NAVSEA COS T1 robert.klocek@navy.mil / john.keegan@navy.mil
	5103		Acoustics	RDML David Goggins	NAVSEA COS T1 robert.klocek@navy.mil / john.keegan@navy.mil
	5104		Missiles	RDML David Goggins	NAVSEA COS T1 robert.klocek@navy.mil / john.keegan@navy.mil
	5200	520	Nuclear Engineering	RDML David Goggins	NAVSEA COS T1 robert.klocek@navy.mil / john.keegan@navy.mil
	5201		Naval Nuclear Engineering	RDML David Goggins	NAVSEA COS T1 robert.klocek@navy.mil / john.keegan@navy.mil
	5202		Reactors	RDML David Goggins	NAVSEA COS T1 robert.klocek@navy.mil / john.keegan@navy.mil
	5203		Plant Propulsion	RDML David Goggins	OPNAV N97
	5300	590	Electrical/Electronic Systems Engineering	VADM Thomas J. Moore	SPAWAR 05 robert.parker@navy.mil
	5301		Electrical Systems	VADM Thomas J. Moore	SPAWAR 05 robert.parker@navy.mil
	5302		Communications	VADM Thomas J. Moore	SPAWAR 05 robert.parker@navy.mil
	5303		Electro-Magnetic	VADM Thomas J. Moore	SPAWAR 05 robert.parker@navy.mil
	5304		Guidance & Navigation	VADM Thomas J. Moore	SPAWAR 05 robert.parker@navy.mil
	5305		Power Systems & Electric Drive	VADM Thomas J. Moore	SPAWAR 05 robert.parker@navy.mil
	5306		Digital Signal Processing	VADM Thomas J. Moore	SPAWAR 05 robert.parker@navy.mil
	5307		Electronics	VADM Thomas J. Moore	SPAWAR 05 robert.parker@navy.mil
	5308		Total Ship Systems	VADM Thomas J. Moore	SPAWAR 05 robert.parker@navy.mil
	5309		Computer Science	VADM Thomas J. Moore	SPAWAR 05 robert.parker@navy.mil

<b>MAS</b>	<b>Code</b>	<b>Curricula</b>	<b>Subspecialty</b>	<b>MAS Flag</b>	<b>SME</b>
	5310		Sensor Systems Engineering		SPAWAR 05 robert.parker@navy.mil
	5311	593	Electrical Engineering - Energy	VADM Thomas J. Moore	SPAWAR 05 robert.parker@navy.mil and OPNAV N45
	5312		Network Engineering		SPAWAR robert.parker@navy.mil
	5313		Cyber Systems		SPAWAR robert.parker@navy.mil
	5400		Aeronautical Engineering		john.c.oconnor@navy.mil
	5401	611	Aeronautical Engineering – Avionics		john.c.oconnor@navy.mil
	5402	610	Aeronautical Engineering – Aerospace		john.c.oconnor@navy.mil
	5403	612	Test Pilot		john.c.oconnor@navy.mil
	5500	591	Space Systems Engineering	RADM Christian Becker	wmcrane1@nps.edu christian.becker@navy.mil/ <a href="mailto:chernesknro@nro.mil">chernesknro@nro.mil</a> (G CODE ONLY)
	5600	Note 3	Naval/Mechanical Engineering	RADM Christian Becker	NAVSEA COS T1 robert.klocek@navy.mil / john.keegan@navy.mil
	5601	570	Naval Mechanical Engineering	RADM Christian Becker	NAVSEA COS T1 robert.klocek@navy.mil / john.keegan@navy.mil
	5602	Note 3	Total Ship Systems	RADM Christian Becker	NAVSEA COS T1 robert.klocek@navy.mil / john.keegan@navy.mil
	5603	570	Mechanical Engineering - Energy	RADM Christian Becker	NAVSEA COS T1 robert.klocek@navy.mil / john.keegan@navy.mil and OPNAV N45
	5700	Note 3	Combat Systems	VADM Thomas J. Moore	NSWC Port Hueneme CHENG andrew.j.hoffman@navy.mil
	5701	Note 3	Combat Systems – Sensors	VADM Thomas J. Moore	NSWC Port Hueneme CHENG andrew.j.hoffman@navy.mil
	5702	Note 3	Combat Systems – Weapons	VADM Thomas J. Moore	NSWC Port Hueneme CHENG andrew.j.hoffman@navy.mil
	5703	Note 3	Combat Systems – Physics	VADM Thomas J. Moore	NSWC Port Hueneme CHENG andrew.j.hoffman@navy.mil
	5704	Note 3	Combat Systems – Acoustics	VADM Thomas J. Moore	NSWC Port Hueneme CHENG andrew.j.hoffman@navy.mil
	5705	Note 3	Combat Systems - Total Ship Systems	VADM Thomas J. Moore	NSWC Port Hueneme CHENG andrew.j.hoffman@navy.mil
	5706	Note 3	Combat Systems – Missiles	VADM Thomas J. Moore	NSWC Port Hueneme CHENG andrew.j.hoffman@navy.mil
	5707	Note 3	Combat Systems - Software Design	VADM Thomas J. Moore	NSWC Port Hueneme CHENG andrew.j.hoffman@navy.mil
	5708	Note 3	Combat Systems – Robotics	VADM Thomas J. Moore	NSWC Port Hueneme CHENG andrew.j.hoffman@navy.mil

MAS	Code	Curricula	Subspecialty	MAS Flag	SME
	5709	Note 3	Combat Systems - Strategic Weapons	VADM Thomas J. Moore	SP 20 Ethan.Proper@ssp.navy.mil
	5710	Note 3	Combat Systems - Strategic Navigation	VADM Thomas J. Moore	SP 20 Ethan.Proper@ssp.navy.mil
	5800	580	Systems Engineering	VADM Johnny R. Wolfe	SP 20 Ethan.Proper@ssp.navy.mil
	5801	Note 3	SE - Ships Systems	VADM Johnny R. Wolfe	SP 20 Ethan.Proper@ssp.navy.mil
	5802	Note 3	SE - Combat Systems	VADM Johnny R. Wolfe	SP 20 Ethan.Proper@ssp.navy.mil
	5803	Note 3	SE - Network Centric Systems	VADM Johnny R. Wolfe	SP 20 Ethan.Proper@ssp.navy.mil
	5804	311/580	SE - Aviation Systems		NAVAIR 4.0
<b>6XXX</b>			<b>Operations</b>	<b>OPNAV N2/N6</b>	
	6000		General Operations	VADM Jeffrey Trussler	OPNAV N2/N6 michael.saunders@navy.mil
	6200		Information Sciences, Systems and Operations	VADM Jeffrey Trussler	OPNAV N2/N6 michael.saunders@navy.mil
	6202	399	Modeling and Simulation	VADM Jeffrey Trussler	<a href="mailto:brett.telford@usmc.mil">brett.telford@usmc.mil</a> 6202P reviews - elmcmull@nps.edu
	6203	368	Computer Science and Systems Design	VADM Jeffrey Trussler	FLTCYBERCOM joseph.c.sullivan@navy.mil
	6206	366	Space Systems Operations	VADM Jeffrey Trussler	FLTCYBERCOM <a href="mailto:budd.e.bergloff1@navy.mil">budd.e.bergloff1@navy.mil</a> john.e.larson1@navy.mil
	6208	326	CYBER Systems and Operations	VADM Jeffrey Trussler	FLTCYBERCOM <a href="mailto:timothy.f.krippendor@navy.mil">timothy.f.krippendor@navy.mil</a>
	6209	386	Network Operations and Technology	VADM Jeffrey Trussler	FLTCYBERCOM john.hope1@navy.mil
	6401	373	Naval Meteorology and Oceanography Operational Sciences	VADM Jeffrey Trussler	OCEANAV frank.w.baker@navy.mil
	6402	440/375	Oceanography Operational Sciences	VADM Jeffrey Trussler	OCEANAV OCEANAV frank.w.baker@navy.mil
	6403	372	Meteorology Operational Sciences	VADM Jeffrey Trussler	OCEANAV OCEANAV frank.w.baker@navy.mil
				<b>OPNAV N9</b>	
	6301	525	Undersea Warfare	VADM James Kilby	Edward.a.johnson1@navy.mil
	6500	308	Systems Engineering Analysis	VADM James Kilby	Karl.Hassenfratz@navy.mil
	6501	51A	Systems Engineering Analysis	VADM James Kilby	Karl.Hassenfratz@navy.mil
	6502	816/836	Systems Acquisition Management	VADM James Kilby	Karl.Hassenfratz@navy.mil
	6511	Note 4	Requirements Management	VADM James Kilby	OPNAV N9I james.kilby@navy.mil

Note 1: Subspecialty 3105 is awarded following a review by Naval Postgraduate School and the Major Area Sponsor. Degrees may come from any Association to Advance Collegiate Schools of Business (AACSB) accredited institution that meets published ESRs.

Note 2: Subspecialty 3111 is not awarded based solely on education (i.e., 3111P is not a valid officer code). However, it is a valid billet code. A billet with subspecialty 3111P may be filled by an officer holding subspecialties 3100P, 3105P, or 3110P. Subspecialty 3112 is a billet only code. It should only be filled with an officer who holds a 3111 subspecialty.

Note 3: Subspecialty curriculum may have tracks within that may have multiple subspecialty codes.

Note 4: Billets coded with 6511 require an officer with SSP 1306, 3100, 3111, 3210, 3211, 58XX, 6500, 6501, 6502, or 6511. Officers are awarded SSP 6511 based on Requirements Management experience.

2. Medical Subspecialty Codes. The following criteria shall be used in the assignment of subspecialty codes to identify officers in the Medical Department (Subspecialty Codes 15XX-19XX):

- a. Subspecialty 1 - Specialty in which an officer is currently fully credentialed and actively practicing as a primary duty, or the specialty for which the officer is in training. Trainees are not counted in specialty inventories.
- b. Subspecialty 2 - Fully trained, may not be currently credentialed or actively practicing the specialty as a primary duty. Usually the specialty in which trained prior to attaining Subspecialty 1. May require refresher training to become fully credentialed.
- c. Subspecialty 3 - Fully trained, may not be currently credentialed or practicing the specialty. Usually the specialty in which trained prior to attaining Subspecialty 2. May require lengthy refresher training to become fully credentialed.

Code	Subspecialty	MAS Flag	SME
<b>15XX/ 16XX</b>	<b>MEDICAL CORPS</b>	<b>BUMED</b>	<b>00C1</b> Joel.M.Schofer.mil@mail.mil
1500	Medical		
15A0	Aviation Medicine		
15A1	Aerospace Medicine		
15B0	Anesthesia, General		
15B1	Anesthesia, Subspecialty		
15C0	Surgery, General		
15C1	Surgery, Subspecialty		
15D0	Neurological Surgery, General		
15D1	Neurological Surgery, Subspecialty		
15E0	Obstetrics/Gynecology, General		
15E1	Obstetrics/Gynecology, Subspecialty		
15F0	General Medicine		
15G0	Ophthalmology, General		
15G1	Ophthalmology, Subspecialty		
15H0	Orthopedic Surgery, General		
15H1	Orthopedic Surgery, Subspecialty		
15I0	Otolaryngology, General		
15I1	Otolaryngology, Subspecialty		
15J0	Urology, General		
15J1	Urology, Subspecialty		
15K0	Preventative Medicine, General		
15K1	Preventative Medicine, Subspecialty		
15K2	Occupational Medicine, General		
15L0	Physical Medicine & Rehabilitation, General		
15L1	Physical Medicine & Rehabilitation, Subspecialty		
15M0	Pathology, General		
15M1	Pathology, Subspecialty		
16N0	Dermatology, General		

<b>Code</b>	<b>Subspecialty</b>	<b>MAS Flag</b>	<b>SME</b>
16N1	Dermatology, Subspecialty		
16P0	Emergency Medicine, General		
16P1	Emergency Medicine, Subspecialty		
16Q0	Family Medicine, General		
16Q1	Family Medicine, Subspecialty		
16R0	Internal Medicine, General		
16R1	Internal Medicine Subspecialty		
16T0	Neurology, General		
16T1	Neurology Subspecialty		
16U0	Undersea Medicine, General		
16U1	Undersea Medicine, Subspecialty		
16V0	Pediatrics, General		
16V1	Pediatrics, Subspecialty		
16W0	Nuclear Medicine		
16X0	Psychiatry, General		
16X1	Psychiatry, Subspecialty		
16Y0	Diagnostic Radiology		
16Y1	Radiology, Subspecialty		
16Y2	Radiology Oncology		
<b>17XX</b>	<b>DENTAL CORPS</b>	<b>BUMED</b>	<b>00C2</b>
1700	Dentistry, General		
1710	Endodontics		
1720	Dental Education Programs		
1724	Advanced Clinical Programs (ACP in General Dentistry)		
1725	Comprehensive Dentistry		
1730	Maxillofacial Prosthetics		
1735	Orthodontics		
1740	Operative Dentistry		
1745	Oral and Maxillofacial Radiology		
1749	Advanced Clinical Programs (ACP in Exodontia)		
1750	Oral Surgery		
1760	Periodontics		
1769	Prosthodontics		
1775	Public Health Dentistry		
1780	Oral Pathology		
1785	Orofacial Pain		
1790	Dental Science and Research		
1795	Pediatric Dentistry		
<b>18XX</b>	<b>MEDICAL SERVICE CORPS</b>	<b>BUMED</b>	<b>00C4</b>
1800 <sup>1</sup>	Health Care Administration		
1801	Patient Administration		
1802	Medical Logistics Administration		
1803	Medical Data Services Administration		
1804	Health Facility Planning and Projects		
1805	Plans, Operations, and Medical Intelligence (POMI)		
1810	Biochemistry		
1815	Microbiology		
1825	Radiation Health		
1835	Physiology		
1836	Aerospace and Operational Physiology		
1840	Clinical Psychology		
1841	Child Psychology		

<b>Code</b>	<b>Subspecialty</b>	<b>MAS Flag</b>	<b>SME</b>
1842	Neuropsychology		
1843	Medical Psychology		
1844	Aerospace Experimental Psychology		
1845	Research Psychology		
1850	Entomology		
1860	Environmental Health		
1861	Industrial Hygiene		
1862	Audiology		
1865	Medical Technology		
1870	Social Work		
1873	Physical Therapy		
1874	Occupational Therapy		
1876	Dietetics		
1880	Optometry		
1887	Pharmacy, General		
1892	Podiatry		
1893	Physician Assistant		
<b>19XX</b>	<b>NURSE CORPS</b>	<b>BUMED</b>	<b>00C3</b>
1900 <sup>2</sup>	Professional Nursing		
1901	Nursing Administration		
1903	Nursing Education		
1910	Medical/Surgical Nursing		
1920	Maternal and Infant Health Nursing		
1922	Pediatric Nursing		
1930	Psychiatric Nursing		
1940	Public Health Nursing		
1945	Emergency Trauma Nursing		
1950	Preoperative Nursing		
1960	Critical Care Nursing		
1964	Neonatal Intensive Care Nursing		
1972	Certified Registered Nurse Anesthetist		
1973	Psychiatric Mental Health Nurse Practitioner		
1974	Pediatric Nurse Practitioner		
1976	Family Nurse Practitioner		
1980	Women's Health Nurse Practitioner		
1981	Nurse Midwife		

Note 1: 1800 indicates a billet requirement for a Health Care Administrator of the Medical Service Corps with the specified level of education and/or experience in health care administration or related management disciplines.

Note 2: 1900 indicates a billet requirement for a Nurse Corps officer qualified in any of the disciplines included within the field with the level of education, training, or experience as specified by the suffix.

### 3. Suffix Definitions

#### a. Subspecialty Suffix (non-Medical).

<b>SUFFIX</b>	<b>Short Title</b>	<b>Description</b>	<b>Remarks</b>	<b>Billet Code</b>	<b>Officer Code</b>
A	Associate's Degree	Associate's degree with a major concentration in a specific subspecialty field.		No	Yes

SUFFIX	Short Title	Description	Remarks	Billet Code	Officer Code
B	Bank	Master's degree or higher without subspecialty compensation.	Only used during out-of-cycle reviews. Billets qualify for officers requesting proven- subspecialist credit.	Yes	No
C	Proven Doctor of Philosophy	Significant experience in a related subspecialty area after attainment of the PhD.	Significant experience is met by serving 18 or more consecutive months in a subspecialty coded billet or a billet using the CSR of a related subspecialty.	Yes	Yes
D	Doctor of Philosophy (PhD)	Knowledge obtained from a degree in current subspecialty programs.	Does not apply to professional entry level degrees such as medical or JDL. Must be from an accredited school.	Yes	Yes
E	Bachelor's or Baccalaureate Degree	Knowledge obtained from a degree in current subspecialty programs.		Yes	Yes
F	Proven Master's Degree that does not meet all required ESRs.	Proven code for G coded officers.	Significant experience is met by serving 18 or more consecutive months in a subspecialty coded billet or a billet using CSR of a related subspecialty.	No	Yes
G	Master's Degree that does not meet all required ESRs.		Must be from an accredited school.	No	Yes
H	Master's Degree desired not required.		To be used if billet can be filled by master's degree or higher. Will be used as a utilization of master's degree if subspecialty code matches detailing matrix. Manpower requirement may be coded higher, but authorization code would be H coded. H codes do not establish a subspecialty quota requirement.	Yes	No
I	Graduates of the Bowman Scholar Program	1120 officers selected to attend a specific technical degree for 12 months immediately following graduation from USNA.	Officers will retain I code suffix associated with degree completion throughout career. Officers may complete a utilization tour in a general or specific master's coded billet, however officers will retain the I code for tracking.	No	Yes
J	Subspecialty Trained	Approved programs must be listed in CSRs.	Formal training related to a subspecialty ESR not classified in AQD system.	No	Yes
K	Professional Certification	Approved programs must be listed in CSRs.	In a subspecialty related field.	No	Yes
L	Masters Level Certificate	Approved programs must be listed in CSRs.	In a subspecialty related field	No	Yes
M	Proven Post Master's graduate education		Significant experience is met by serving 18 or more consecutive months in a subspecialty coded billet or a billet using the CSR of a related subspecialty.	Yes	Yes
N	Post Master's Degree graduate education	Education after Master's Degree (such as Engineering license).	Must be from an accredited school. Must meet ESRs. Specific subspecialty codes allow this suffix.	Yes	Yes
O	Not used	N/A		N/A	N/A
P	Master's	Master's degree in an approved	Officer can receive proven-	Yes	Yes

SUFFIX	Short Title	Description	Remarks	Billet Code	Officer Code
	Degree	Navy-specific subspecialty.	subspecialist credit. Must be from an accredited school.		
Q	Proven Master's Degree	Experience tour after Master's degree.	Significant experience is met by serving 18 or more consecutive months in a subspecialty coded billet or a billet using the CSR of a related subspecialty.	Yes	Yes
R	Proven significant experience		Significant experience is met by serving 18 or more consecutive months in a subspecialty coded billet or a billet using the CSR of a related subspecialty.	Yes	Yes
S	Significant experience Knowledge obtained through on-the-job training (OJT).	No experience needed to fill the billet. Preference is to fill with an S coded officer.	Significant experience is met by serving 18 or more consecutive months in a subspecialty coded billet or a billet using the CSR of a related subspecialty.	Yes	Yes
T	Officer code only – not applicable to billets. Officer in training.	Code used in Officer Assignment Information System (OAIS) while officers are in training.		No	Yes
U	Shoemaker Scholars	New program specifically for the 13XX community. Shoemaker Scholars shall participate in a one-year aerospace or mechanical engineering program at NPS with a June/July start.	Graduates shall receive the "U" suffix subspecialty code for tracking purposes, as well as a "P" or "G" dependent on Education Skill Requirements (ESR) completion.	No	Yes
V	N/A	N/A		N/A	N/A

b. Medical Department Suffix Codes (for 15XX-19XX subspecialty codes).

SUFFIX	Short Title	Description	Remarks	Billet Code	Officer Code
A	N/A				
B	N/A				
C	Proven Doctorate		Requires officer with N code who has had one or more tours post degree. Nurse Corps (NC) are required to be certified.	No	Yes
D	Doctorate	Accredited Doctoral degree program.	Knowledge obtained from a doctoral degree program.	Yes	Yes
E	Bachelor's or Baccalaureate Degree			Yes	Yes
F	N/A			N/A	N/A
G	N/A			N/A	N/A
H	N/A			N/A	N/A
I	N/A			N/A	N/A
J	Fully Trained			Yes	Yes
K	BC/BE	Board Certified/Board Equivalency certified		Yes	Yes

SUFFIX	Short Title	Description	Remarks	Billet Code	Officer Code
L	Post-bachelor's certificate	Post-bachelor's certificate with a concentration in the subspecialty code field.		No	Yes
M	Proven post-Master's degree or certificate		Requires officer with N code and one or more tours post degree. Nurse Corps (NC) requires certification.	No	Yes
N	Post-Master's degree or certificate		Knowledge obtained from a Post-Masters graduate degree or certificate program	No	Yes
O	N/A			N/A	N/A
P	Master's Degree	Master's degree in an approved Navy-specific subspecialty.	Officer can receive proven-subspecialist credit. Must be from an accredited school.	Yes	Yes
Q	Proven Master's Degree		NC Requires officer with P code and board certification. MSC requires a P code from completion of DUINS at NPS and subsequent utilization tour.	Yes	Yes
R	Proven significant experience		If officer is S coded before tour, they will leave with an R code after tour completion (minimum tour 36 months).	Yes	Yes
S	Significant experience	Professional experience and knowledge of theories, principles, processes in the subspecialty field. Knowledge obtained through training and OJT	Officer must serve 12 months to obtain S code. No experience needed to fill the billet.	Yes	Yes
T	Officer code only – Not applicable to billets		Used in Officer Detailing Data Base (OAI) for personnel while in training	No	Yes
U	N/A	N/A	N/A	N/A	N/A
V	Formal preparation beyond basic professional education	BUMED approved program		Yes	Yes

4. Subspecialty Code Criteria. Subspecialty requirements must satisfy these criteria:

- a. General. Criteria requires a naval officer with operational, technical or managerial experience. The position must supervise personnel possessing graduate education and align with the CSRs.
- b. Specific. Criteria requires that the job functions align with the ESRs of a subspecialty degree program.
- c. Level. Criteria requires justifying the level of education or experience of the position.

### **Section 3**

## **Changes to the Subspecialty System**

#### 1. Establishing, Deleting, Revising, or Updating Subspecialties

a. Requests to establish a subspecialty code require a NOOCS package that must include:

(1) Recommended subspecialty code and title.

(2) Recommended designator(s) that can hold the subspecialty code and the minimum and maximum pay grades applicable to officers and billets.

(3) Cost analyses for student Individuals Account (IA) (MPN programming rate--LT and LCDR), student IA (RPN programming rate--LT and LCDR), Navy student non-IA, foreign student non-IA, other service student non-IA, and funding implications such as curriculum development including CSRs and ESRs, instructor workload, Military Construction (MILCON), Other Procurement - Navy (OPN), and student throughput needed to maintain curriculum; Detailed funding source and approved Program Objective Memorandum (POM) line item. Consult Education Branch (OPNAV N127) for CSR/ESR guidance. Cost Analysis, CSRs, ESRs forms attached at appendix(c). Downloadable forms are available on the Navy Subspecialty Web site: <http://www.nps.edu/Academics/Subspecialty.html>

(4) Subspecialty-coded billets by activity name, activity Unit Identification Code (UIC), Billet Identification Number (BIN), Billet Sequence Code (BSC), billet title, designator and grade, proposed subspecialty, any existing subspecialty coding, and minimum number of officers required at NPS to support a curriculum. Consult NPS Programs Office and Education Branch (OPNAV N127) for guidance.

(5) Specific degree program, degree awarded, and ESRs required. Each ESR that requires additional courses above the degree requirements requires justification and cost analysis.

(6) Identification of any foreseeable contingencies that may impact the subspecialty program.

(7) Justification of requirement for a subspecialty including historical and amplifying information.

(8) Identification of any Reserve Component implications.

(9) Applicable MAS and SMEs.

(10) Point of contact information including telephone numbers (Commercial and DSN), fax number, and e-mail.

(11) Completed Curriculum review establishing or changing a subspecialty code.

b. Recommendations to disestablish a subspecialty code require a NOOCS package that must include:

(1) The subspecialty code and title to be disestablished.

(2) Reason for deletion; provide all background material associated with making of the decision to disestablish.

(3) Preference to recode billets and subspecialists:

(a) Recoding of billets should be completed during the biennial revalidation process, if possible. Provide billets for recoding if outside of the revalidation process.

(b) Officers holding specific subspecialty code may retain subspecialty or be recoded to another subspecialty. Provide preference under the guidance of Professional Development Education and Subspecialty Branch (PERS-45).

(4) Identification of Reserve Component implications.

(5) Extent of coordination with MASs, SMEs, Claimants, etc. Consult with NPS and Education Branch (OPNAV N127).

(6) Provide point of contact information including telephone numbers (Commercial and DSN), fax number, and e-mail.

c. Recommendations to revise a subspecialty code require a NOOCS package that must include (revision is defined as a substantial change in meaning to an existing subspecialty code):

(1) Subspecialty code and title to be revised.

(2) Reason for revision.

(3) Recommended changes.

(4) Changes to this manual or OPNAVINST 1000.16 series.

(5) Listing of designators that can hold the subspecialty including minimum and maximum pay grades.

(6) Cost analyses for student IA (MPN programming rate—O-3 and O-4), student IA (RPN programming rate – O-3 and O-4), Navy student non-IA, foreign student non-IA, other service student non-IA, and funding implications such as curriculum development including education skill requirements (ESR), instructor workload, Military Construction (MILCON), OPN, and student/training billets needed to maintain curriculum; Detailing funding source and approved Program Objective Memorandum (POM) line item. Consult Education Branch (OPNAV N127) for ESR guidance.

(7) Impact to existing or proposed subspecialty-coded billets by activity name, activity Unit Identification Code (UIC), Billet Identification Number (BIN), Billet Sequence Code (BSC), billet title, designator and grade, proposed subspecialty, any existing subspecialty coding, and minimum number of officers required at NPS to support a curriculum. Consult NPS and Education Branch (OPNAV N127) for guidance.

(8) Updating of CSRs and state impact to education curricula and ESRs.

(9) Identification of any foreseeable contingencies that may impact the subspecialty program.

(10) Justification for a subspecialty revision including historical and amplifying information.

(11) Identification of any Reserve Component implications.

(12) Completed curriculum review subspecialty code with the revisions and a copy of the existing curriculum review.

(13) Point of contact information including: telephone numbers (Commercial and DSN), fax number, and e-mail.

(14) Identification of Major Area Sponsors and Subject Matter Experts.

(15) Preference to recode billets and subspecialists.

(a) Recoding of billets should be completed during the biennial revalidation process, if possible. Provide a Billet Change Request (BCR) for recoding of billets if outside of the revalidation process.

(b) Officers holding specific subspecialty code may retain subspecialty or be recoded to another subspecialty. Provide preference under the guidance of Professional Development Education and Subspecialty Branch (PERS-45).

d. Recommendations to update a subspecialty code whereas update is defined as an administrative change to an existing subspecialty code. Updates do NOT require a NOOCS package, but must be formally documented in a memorandum or curriculum review letter signed by MAS/SME, NPS, and Education Branch (OPNAV N127). This

signed memorandum or approved curriculum review letter can be forwarded to NAVMAC to update the Navy subspecialty system. Examples of administrative updates include:

(1) Subspecialty code title

(2) Curriculum number (s)

(3) MAS/SME assignment

(4) Additional subspecialty codes that apply only to officers to delineate specific curriculum tracks and do not require additional NPS resources to support.

2. All subspecialty packages must be coordinated first through the Education Branch (OPNAV N127) or BUMED N1, (for medical specific subspecialty codes) prior to submission to NAVMAC and the NOOCS process. Consult with NPS for curriculum changes. MAS, SME, Community Management, and BSO coordination is required before implementing any changes.

3. Submit recommendations to establish, revise, or disestablish subspecialty codes through the appropriate chain of command to:

COMMANDING OFFICER, NAVY MANPOWER ANALYSIS CENTER  
ATTN: CODE 10  
5720 INTEGRITY DRIVE, MILLINGTON, TN  
38054-5011.

## **Section 4**

### **Responsibilities**

1. General Roles. Commands identify the subspecialty needs of the Navy. Budget Submitting Offices (BSOs) validate and program subspecialty requirements. Officer Community Managers (OCMs) ensure subspecialist career paths and manage the inventory of subspecialists. Major Area Sponsors (MAS) and Subject Matter Experts (SMEs) are the technical experts for subspecialty disciplines. Director, Total Force Manpower, Training, and Education Requirements Division (N12) coordinates all subspecialty management policies and functions.

2. Commanders and Commanding Officers. Commanders and Commanding Officers determine if a billet requires a subspecialty code and shall.

a. Originate subspecialty requirement requests expressing minimum requirements necessary to support the mission, function and tasks of the command—submitted to the BSO.

b. Identify to the BSO all excess subspecialty requirements.

c. Provide subspecialty-coded billet validation support to BSO by identifying present and future subspecialty manpower requirements and/or authorizations and submitting additions, changes, or deletions via Total Force Manpower Management System (TFMMS).

3. Budget Submitting Offices (BSOs). BSOs may delegate subspecialty responsibilities to the activity level, but all subspecialty requirement requests must be routed via BSO for review. BSOs must:

a. Review all Subspecialty requirement requests originating from assigned activities that propose changes to activity manpower authorizations.

b. Submit a Billet Change Request (BCR) to add delete or change a subspecialty field. The BCR form must have a fully articulated reason in the LOJ explaining the request.

c. Ensure subspecialty requirement requests meet the subspecialty billet criteria.

d. Identify all nonessential subspecialty requirements for deletion.

e. Maintain a complete file of approved subspecialty requirement requests within their purview.

4. Major Area Sponsors (MASs) and Subject Matter Experts (SMEs). MASs and SMEs develop CSRs/ESRs and monitor officer subspecialty management, coordinating with OPNAV N127, OCMs, and NPS. MASs may delegate responsibilities to SMEs, but retain overall responsibility and approval authority. MASs shall:

a. Act as quota spokesperson for all subspecialties under their Major Area.

b. Serve as the central point of contact for the assigned subspecialty skill field.

c. Develop and maintain subspecialty CSRs.

d. Originate and maintain subspecialty ESRs. MAS will ensure ESRs are at a minimum level required for the specific Navy degree. ESRs should be met by the core curriculum courses to the greatest extent possible. Each curriculum course must identify the ESR addressed, and courses not required for a degree must be annotated. ESRs are approved by OPNAV N12.

e. Perform curriculum review every two years (DoD Directive 1322.10) with NPS and submit to OPNAV N12 for final approval in accordance with NPS curriculum review instruction (NAVPGSCOLINST 1550.1G). Major Area Sponsors will sign all curriculum reviews unless delegated in writing to SME. MAS or SME should ensure thesis and research projects are of significant value to the Navy and within the scope of the specific subspecialty. During the curriculum review the MAS will validate the Detailing Matrix held by Pers 4.

- f. Must ensure fleet skill requirements are captured. All TYCOM's must be included in all curriculum reviews.
  - g. Review officer and billet subspecialty requirement requests to determine whether the requirement represents a valid use of the subspecialty.
  - h. Ensure subspecialty requirement requests meet the requirements stipulated in subspecialty billet criteria statements in CSRs and ESRs.
  - i. Ensure subspecialty-coded billets are coded to an appropriate education and experience level.
  - j. Ensure similar subspecialty-coded billets are coded consistently.
5. Officer Community Managers (OCMs). OCMs manage officer community educational requirements and shall:
- a. Review all subspecialty requirement requests to ensure requirements are coded to appropriate grade and designator and in the career path.
  - b. Review CSRs and ESRs and assist MASs and SMEs.
  - c. Coordinate with Education Branch (OPNAV N127) to ensure adequate graduate education quotas and career paths exist for the development and utilization of subspecialists.
6. Graduate Education and Training Placement (PERS-44). Pers 440 shall:
- a. Maintain and Execute approved Advanced Quota Fill Plan.
  - b. Submit quarterly Fill report to Education Branch (OPNAV N127) and NPS.
  - c. Initiate and submit Advanced Education Quota Plan Mid-Year Review to Education Branch (OPNAV N127);
  - d. Maintain approved curriculum change waivers and extensions to the Advanced Education Quota Plan.
7. Subspecialty Management (PERS-45). Pers 450 shall:
- a. Maintain approved subspecialty codes in the Officer Master File.
  - b. Maintain officer records to reflect current education, utilization, and experience status.
  - c. Maintain a repository of approved curriculum submitted by officers for specific subspecialty graduate education programs approved by MAS, SME and NPS.
  - d. Submit biannual subspecialist officer utilization reports to Education Branch (OPNAV N127);
  - e. Submit the biennial report to the Education Branch (OPNAV N127) in accordance with DOD Instruction 1322.10.
8. Director, Total Force Manpower, Training, and Education Requirements Division (N12). N12 provides oversight of the NSS and shall:
- a. Develop, monitor, adjudicate, and issue graduate education policy.
  - b. Issue subspecialty policy and guidance.
  - c. Approve subspecialty requirements and subspecialty codes through the Navy Officer Occupational Code System (NOOCS) process.
  - d. Approve graduate education curricula.

- e. Direct and approve curriculum reviews for each subspecialty at a minimum biennially to ensure curriculum meet established CSRs and ESRs.
  - f. Conduct the Advanced Education Quota Plan Conference.
  - g. Approve and promulgate the Advanced Education Quota Plan.
  - h. Approve any modifications to the Advanced Education Quota Plan.
9. President, Naval Postgraduate School. NPS Programs Office shall:
- a. Act as spokesperson for all Naval-sponsored curricula at NPS and Civilian Institutions.
  - b. Conduct curriculum reviews with respective MAS/SME for each subspecialty at a minimum biennially to ensure curriculum meet established CSRs and ESRs.
  - c. Publish guidance regarding the curriculum review process and forms. All curriculum review forms are included in NAVPGSCOLINST 1550.1G.
  - d. Analyze PERS-440 Advanced Quota Fill Report and report to Education Branch (OPNAV N127) and PERS-440 when anticipated student throughput is not sufficient to meet NPS class size requirements.
  - e. Submit curriculum change waivers and extensions to the Advanced Education Quota Plan to PERS-440 and Education Branch (OPNAV N127) for approval.
  - f. Maintain the Navy Subspecialty Web site: <http://www.nps.edu/Academics/Subspecialty.html>. This includes posting approved CSRs, ESRs, and general advanced education guidance approved by Education Branch (OPNAV N127).