



US Navy Civil Engineer Corps Collegiate Corner



June 2023

Future CEC Officers,

Congratulations, recent grads! As we all gear up to enter the summer season, please continue to keep safety in mind as you plan and embark on summer vacations and activities. Enjoy the season & stay safe! Please see the message below from Navy leadership.

- CEC Accessions Team

Memorial Day marked the beginning of the "101 Critical Days of Summer," which ends on 4 September, Labor Day. Many of us will enjoy the outdoors and/or taking extended trips during this time period. As outdoor activities increase, we must exercise effective risk mitigation. Off duty accident prevention must be at the forefront. The majority of fatalities that occur during the "101 Critical Days of Summer" are related to off duty traffic accidents. Across the Department of Defense, privately owned vehicle (POV) accident prevention is the primary focus point. Direct causes of fatal POV accidents involve alcohol consumption, reckless driving, and a failure to use seatbelts. A general lack of situational awareness and complacency are root causes in numerous outdoor activities as well every summer. Be aware of these pitfalls and take immediate action to correct or stop all unsafe behavior.

Make use of the prepared safety information to help you – and your team – maintain an active risk management mindset and to ensure your experiences are enjoyable and safe.

Have a safe summer!

MESSAGE FROM THE CHIEF -- 2023 LGBTQI+ PRIDE MONTH

NAVFAC Team,

NAVFAC recognizes the month of June as Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex (LGBTQI+) Pride Month. We recognize and value the contributions of the NAVFAC civilian employees and Service members in the LGBTQI+ community who serve our country.

The 2023 theme for Pride Month is “Equality Without Exception”. Members of the LGBTQI+ community serve their country, fully contribute to the DoD mission, and deserve a welcoming environment which enables them to reach their full potential. NAVFAC will continue its efforts to embrace a work culture focused on enhancing operational effectiveness, expanding talent pools to meet future warfighting capabilities, and promoting the best qualified individuals regardless of their gender identity or sexual orientation.



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Every Service member and DoD civilian employee is entitled to dignity, respect, and equal opportunities for professional success. As a Department, we reaffirm our commitment to diversity and inclusion for every team member. For more information, I encourage you to visit:
<https://www.defenseculture.mil/Human-Relations-Toolkit/Special-Observances>

VR/ Dean

RADM, CEC, USN

Chief of Civil Engineers

ADVISORY OPINION REGARDING THE HATCH ACT AND PRESIDENT JOSEPH BIDEN NOW THAT HE IS A CANDIDATE FOR REELECTION

April 26, 2023

The U.S. Office of Special Counsel (OSC) is issuing this advisory opinion to address questions about how the Hatch Act affects the workplace activities of federal employees now that President Joseph Biden is a candidate in the 2024 presidential election.

The Hatch Act prohibits federal employees from engaging in political activity while on duty or in a federal room or building. Employees are “on duty” when they are in a pay status, other than paid leave.

For purposes of the Hatch Act, political activity is defined as activity directed at the success or failure of a political party, partisan political group, or candidate for partisan political office. This prohibition is broad and encompasses more than displays or communications (including in-person and via email or social media) that expressly advocate for or against President Biden’s reelection. For example, while on duty or in the workplace, employees may not: wear, display, or distribute items with campaign slogans, including from the 2020 Biden/Harris campaign or any other of President Biden’s past campaigns, or with the phrase, “Let’s Go Brandon”; or use hashtags such as #IStandWithBiden, #BidenDisaster, or #lets gobrandon in social media posts or other forums. In addition, employees generally may not wear or display items with the image of President Biden, unless it is the type of official or personal photograph described in this [advisory opinion](#). For specific questions concerning social media and how it applies to communications about candidates for partisan political office, including the President, please refer to our social media advisory opinion, which can be found [here](#).



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ACCESSIONS OFFICER FOCUS

As we enter the summer months when most Navy assignments end, we would like to take this time to thank Lieutenant Commander (select) Alex Bedley, the Deputy Accessions Officer and Assistant CEC Officer Community Manager for his service to our mission. LCDR(s) Bedley will be departing in mid-June 2023 to begin a Master's degree in Operations Analysis and Research, a highly unique controlled enrollment program at the Naval Postgraduate School in Monterey, California. Read more about controlled enrollment and other CEC graduate school programs in the Career Focus section below.



Alex led a remarkable amount of process improvement initiatives for the CEC accessions program including expanded diversity outreach efforts, streamlining of selection board procedures, and a massive information management and data transfer program to the Navy's new M365 'Flank Speed' information technology enterprise. Alex has been responsible for every step in the accessions process, from directing the outreach program to aggregating board members' votes of confidence for each and every CEC candidate for OCS, and even conducting a number of candidate interviews. His unwavering positivity, managerial prowess, and visionary leadership over the Civil Engineer Corps accessions program will leave a lasting legacy for the community far into the future.

In standard Navy tradition, we wish Alex, "*FAIR WINDS AND FOLLOWING SEAS.*"

In his place, we will soon welcome aboard LT Caleb Osborne as the new Deputy Accessions Officer and Assistant Officer Community Manager for the CEC. LT Osborne has very recently completed a deployment with Naval Mobile Construction Battalion FIVE and is expected to assume all duties and responsibilities as 'The Deputy' in Millington, TN in early July 2023. We look forward to introducing him in next month's Collegiate Corner!



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CAREER FOCUS – Graduate School

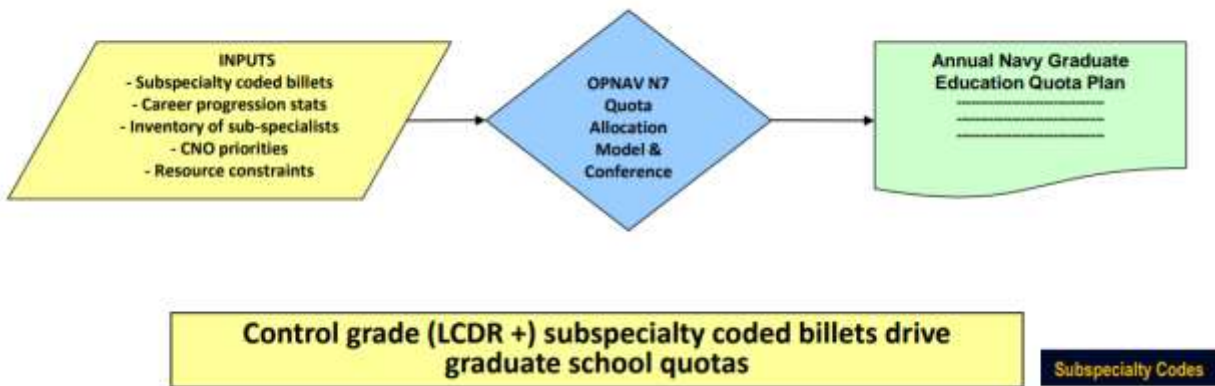
The opportunity to attend graduate school full-time at the Navy’s expense is offered to career motivated CEC officers who demonstrate superior performance and long term career potential. It is a significant investment and a valuable benefit to the Navy and for officers’ personal and professional development.

Sub-specialty coded billets (jobs) at the rank of LCDR and above drive the requirement to send CEC Officers to Graduate School. A proper sub-specialty code is required for O5 promotion. Graduate school provides advanced education opportunities to bolster technical and professional competencies. Follow-on assignments will optimize talents, thereby enhancing warfighting and support capabilities.

Subspecialty Coded CEC Billets

Subspecialty Title	Subspecialty Code	Billets
Facilities Management (Most engineering master’s degrees)	1101	563
Ocean Engineering	1103	26
Financial Management	3111	8
Operations Research Analysis	3211	1

Navy Graduate Education Quota Allocation Process



Fiscal Year 2022 data provided below is sourced from the latest CEC Grad School Handbook. Quotas may change year-to-year.



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FY22 Quotas

- 48 Facilities Engineering (1101P)
 - 2 Prestige Universities*
 - 2 Urban Planning*
 - 2 CIVINS MBA*
 - 5 Ocean Engineering (1103P)
 - 1* NPS Electrical or Mechanical Engineering (1101P)
 - 1* NPS Financial Management (3110P)
 - 1* NPS Operations Research Analysis (3211P)
- *Controlled Enrollment Program – more information on Slide 8*

Eligibility

Requirements

- SCW
- EIT or substantial NCARB progress
- Command endorsement

Considerations

- Proper timing
- CON LVL 1
- PW LVL 1
- PE or RA
- Strong career potential & proven performance

*****Officers already possessing a Master's degree are only eligible for Controlled Enrollment*****

Timing

Bracket 1:

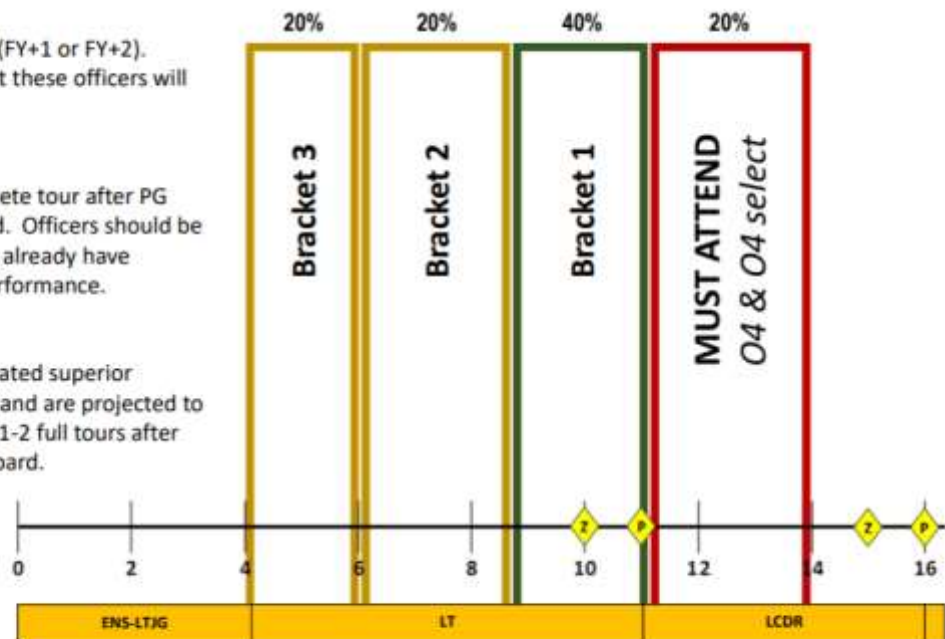
Strong record near O4 zone (FY+1 or FY+2). There is high confidence that these officers will be selected for promotion.

Bracket 2:

LTs without time for a complete tour after PG school before their O4 board. Officers should be carefully recommended and already have exceptional documented performance.

Bracket 3:

Officers who have demonstrated superior performance early in career and are projected to continue. Officers will have 1-2 full tours after PG school before their O4 board.



Most officers complete PG School before O4 promotion.

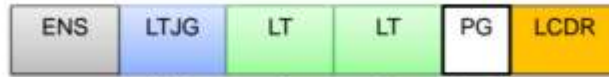


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Timing Examples

Bracket 1 – strong record near O4 zone – high confidence in selection to LCDR



Available past performance history: (High)

Bracket 2 – strong past performance with time for a complete tour after PG school



Available past performance history: (Med)

Bracket 3 – very strong O1/O2 performance with time for 2 tours after PG school



Available past performance history: (Low)

Preliminary Planning



Civil Engineer Corps Graduate School Handbook
Appendix A – Checklist for Graduate School

Checklist for Graduate School

Time Frame	Action Item	Completion
1 24-12 months prior to assignment	Take Graduate Record Examination (GRE) and forward results to graduate schools. See Navy College for readmission through DAUTIES program. Plan Civilian Enrollment Application.	CBC office
2 12-9 months or more prior to assignment	Send your CO PG school attendance endorsement to the PG Detale (PER3-4411E) Create school GAPS, tabulation and applications	CBC office
3 9-6 months prior to assignment	Contact CBC office confirming FY quota and prep orders for office.	PER3-4411E (CBC LT Detale)
4 9-6 months prior to assignment	Submit applications. Keep detailed notebook of application status. Draft rough education plan to ensure program can be completed within allotted time.	CBC office
5 Upon receipt of acceptance letters	Forward copies of letters to PER3-4411E (including any rejection letters) ALL THEIR APPROVE.	CBC office
6 8 months prior to assignment or upon receipt of acceptance letters	Conduct budget and cost analysis. Complete FY quota plan and orders release. Complete systems, school, curriculum, and civilian contact information.	PER3-4411E
7 Upon receipt of orders	Send letter of introduction to cs@navy.mil and to Commanding Officer/Officer in Charge following of arrival date and plans. Draft final education plan for advisor review.	CBC office
8 30 days prior to reporting to PG School (O.C.T 30 days after reporting)	Submit signed Education Plan to PER3-4411E for technical review and approval (to: Jim Dean, Jim.D.Dean@navy.mil) Notify the PG School Detale (PER3-4411E) and 3rd Class Manager 3rdClassManager@navy.mil , 35A7FAC ECTWC, CBC Graduate Student Project List Manager) of your arrival or leave selection.	CBC office

8 of 15 milestones shown



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Civil Engineer Corps Approved Graduate Schools and Curriculums

School	470A	470B	470C	470D	470E	470F	470G	470H	470I	471	472	473A	473B
Massachusetts Institute of Technology***	X	X	X	X	X								
Carnegie Mellon University***	X	X	X	X	X								X
Stanford University***	X	X	X	X	X								
University of Rhode Island											X		
University of New Hampshire											X		
University of Delaware											X		
University of Maryland	X	X	X	X	X			X		X		X	X
Old Dominion University	X	X	X	X	X			X					
Virginia Polytechnic Institute	X	X	X	X	X	X			X*				
North Carolina State University	X	X	X	X	X			X		X		X	X
Georgia Institute of Technology	X	X	X	X	X	X			X	X		X	X
Florida Atlantic University											X		
University of North Florida											X		
University of Florida	X	X	X	X	X	X	X			X		X	X
Clemson University						X							
Pennsylvania State University	X	X	X	X	X		X			X		X	
Purdue University	X	X	X	X	X	X				X		X	
University of Illinois at Urbana-Champaign	X	X	X	X	X	X	X			X		X	X
University of Pittsburgh	X	X	X	X	X		X			X			
Texas A&M University	X	X	X	X	X	X				X	X	X	
University of Texas at Austin	X	X	X	X	X					X		X	
Arizona State University	X	X	X	X	X								
University of Colorado	X	X	X	X	X			X		X		X	X
University of Wisconsin, Madison	X	X	X		X								
Oregon State University											X		
University of Washington	X	X	X	X	X	X	X			X		X	
University of California at Berkeley	X	X	X	X	X	X				X		X	X
University of California at Los Angeles	X	X	X	X	X				X				
San Diego State University	X	X	X	X	X								
University of Hawaii **	X	X	X	X	X	X	X				X	X	X
Naval Post Graduate School							837/838	360					

- **Civil Engineering**
 - Construction 470A
 - Environmental 470B
 - Geotechnical/Soils 470C
 - Public Works 470D
 - Structural 470E
 - Urban, Regional or City Planning 470F
- **Facilities Financial Program Management 470G**
- **Engineering Management 470H**
- **Architecture and Urban Design 470I**
- **Electrical Engineering, Shore Facilities 471**
- **Ocean Engineering 472**
- **Mechanical Engineering, Shore Facilities/Energy Management 473A/473B**
- **NPS Operations Analysis & Research 360**
- **NPS Financial Management – Defense/Energy Focus 837/838**



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Controlled Enrollment

Process:

- Officers request enrollment by submitting a request package* to Navy Personnel Command (PERS-4413E).
- Selections are made by a board that reviews professional performance, letter of objectives, and academic ability.

**Templates for the request letter and endorsement are included in Appendix B of the CEC Graduate School Handbook, and an example package is posted on the CEC Detailer website.*

Package contents (electronically submitted as single PDF)

1. Updated Bio
2. Official request letter
3. Commanding Officer endorsement
4. GRE Score Report and/or APC calculation
5. Document outlining application process and timeline to ensure Officer understands requirements
6. Additional letters of recommendation beyond the CO endorsement are allowed, but not required

FY22 Controlled Enrollment

- (x1) NPS Financial Management
- (x1) NPS Electrical or Mechanical Engineering
- (x1) NPS Operations Research Analysis
- (x2) CIVINS Carnegie Mellon, MIT, Stanford
- (x1) CIVINS Purdue Military Research Institute
- (x2) CIVINS Urban, Regional, or City Planning
- (x2) CIVINS MBA Facilities Financial Management

Packages due: 15JUN

Packages must reach PERS-4413E by 15 June for school starting the following calendar year
(Example: Student desires to start in Jan/May/Aug 2022, Controlled Enrollment package is due 15Jun2021.)

Sustained superior performance is the largest single factor in selection

CONGRATULATIONS TO THE FOLLOWING CANDIDATES SELECTED FOR OCS!

Hector Banos Clay Copland Brian Duitsman Jonathan Wallace

ACCESSIONS TEAM CONTACT INFORMATION

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Deputy Accessions
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