



CCI 231.03
EFFECTIVE DATE: 6 May 2011

By Order of the Assistant Secretary for Health:

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SUBJECT: Category Specific Appointment Standards

1. PURPOSE: This Instruction provides the eligibility standards for category specific appointment to the Commissioned Corps of the U.S. Public Health Service (Corps). In addition to appointment criteria established in [CCI 231.01](#), "General Appointment Standards," applicants for specific categories must meet the eligibility criteria as provided in this Instruction.
2. APPLICABILITY:
 - 2-1. This Instruction applies to candidates seeking appointment to the Corps, except:
 - a. Students appointed in accordance with 42 CFR 21.54;
 - b. Candidates seeking admission to the Uniformed Services University of the Health Sciences (USUHS); and
 - c. Candidates whose names have been forwarded to the Senate prior to implementation of this policy.
3. AUTHORITY:
 - 3-1. [42 USC 204](#), "Commissioned Corps; Composition; Appointment of Regular and Reserve Officers; Appointment and Status of Warrant Officers," as amended by Public Law 111-148, section 5210.
 - 3-2. [42 USC 209](#), "Appointment of Personnel"
 - 3-3. [42 USC 210b\(a\)](#), "Professional Categories"
 - 3-4. [42 USC 216](#), "Regulations"
 - 3-5. [42 CFR 21.21-21.58](#), "Commissioned Officers"
 - 3-6. [CC43.7.1](#), "Involuntary Separation," places Corps officers under the security requirements set forth in [Executive Order No. 10450](#), "Security Requirements for Government Employment" as amended

- 3-7. [CC43.4.1](#), "Promotions"
 - 3-8. [68 FR 70507](#), "Office of Public Health and Science; Statements of Organizations, Functions, and Delegations of Authority"
 - 3-9. [5 USC 2903](#), "Oath, Authority to Administer"
 - 3-10. [Public Law 111-148](#), Section 5209, "Patient Protection and Affordable Care Act" eliminates the cap on Regular Corps officers.
4. PROPONENT: The proponent of this Instruction is the Assistant Secretary for Health (ASH). The Surgeon General (SG) is responsible for assuring day-to-day management of the Corps.
5. SUMMARY OF REVISIONS AND UPDATES: This is the second issuance of this Instruction within the CCIS and replaces CCI 231.03 dated 14 August 2007 and Personnel Policy Memorandum (PPM) 08-003, "Revisions to Nurse Appointment Standards," dated 7 November 2007.
- 5-1 Section 5209, PL 111-148, eliminates the cap on Regular Corps officers thereby eliminating the requirement for Reserve Corps officers to be called to active duty. Effective 23 March 2010, all Corps officers on active duty are designated as Regular Corps officers.
 - 5-2 All references to the "Reserve Corps" were removed and text drafted to cover all Corps officers.
 - 5-3 Additionally, language for appointment to the Regular Corps from the Reserve Corps was removed from all category standards.
 - 5-4 Requirement for successful completion of the United States Medical Licensing Examination (USMLE) or Comprehensive Osteopathic Medical Licensing Examination (COMLEX-USA) for appointment into the Medical category.
 - 5-5 Accepting foreign degrees in the Engineering and Dental categories upon the successful completion of a recognized program or meeting the established standards of the certifying or accrediting bodies
 - 5-6 Licensure exceptions for New Graduates were deleted from the Medical, Dental, Scientist, Veterinary categories and for the Clinical Psychologist and Licensed Clinical Social Workers in the Health Services Officer category.
 - 5-7 Establishing the criteria for awarding Training and Experience Date (TED) credit for select qualifying degrees in the Nurse category.
 - 5-8 The Environmental Health category added the term qualifying "public health" degrees as a requirement for appointment.
 - 5-9 Establishing a baseline TED of 4 years for a qualifying bachelor's degree, 6 years for a qualifying master's degree, and 8 years for a qualifying doctoral degree.
 - a. Medical, dental and veterinary officers with a master's degree shall have 9 years of TED.
 - b. Medical, dental and veterinary officers with a doctoral degree shall have 10 years of TED.

6. POLICY:

6-1. Medical Category Appointment Standards.

a. License.

- (1) Basic Requirement. A current, unrestricted, and valid medical license from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required for an appointment to the Corps. Applicants who are graduates of accredited medical schools in U.S. or Canadian allopathic medical schools must pass the United States Medical Licensing Examination (USMLE). Graduates of osteopathic medical schools must pass the Comprehensive Osteopathic Medical Licensing Examination (COMLEX-USA). Foreign medical graduates must possess certification from the Educational Commission for Foreign Medical Graduates (ECFMG).

b. Training.

- (1) A candidate must possess a qualifying Doctor of Medicine (M.D.) or Doctor of Osteopathic Medicine (D.O.) degree from a medical school accredited by the [Council on Medical Education of the American Medical Association](#) or Bureau of Professional Education, Committee on Colleges of the [American Osteopathic Association](#), respectively. However, candidates who are graduates of medical schools that are not located in a U.S. State or a Province or Territory of Canada, may be appointed if they are certified by the ECFMG and meet all other requirements for appointment.
- (2) Formal supervised training and/or research in a recognized fellowship program, or its equivalent, taken while in pursuit of the professional degree and in addition to the formal degree program may be credited.
- (3) Successful completion of 1 year of postgraduate medical education (internship or first year of residency training) in a program which, at the time the training was undertaken, was accredited by the [Accreditation Council for Graduate Medical Education](#) of the American Medical Association or the Department of Education of the [American Osteopathic Association](#).

c. Training and Experience Date (TED) Credit for Selected Qualifying Degrees. Notwithstanding TED criteria listed in [CCI 231.01](#), the qualifying degrees listed below shall receive the following amounts of TED credit:

- (1) Doctor of Medicine (M.D.) or Doctor of Osteopathic Medicine (D.O.) degree shall receive 8 years TED credit for the basic undergraduate degree and professional education;
- (2) Combined M.D. or D.O./creditable master's degree program shall receive 9 years of TED credit for the basic undergraduate degree and combined professional education/master's degree; or
- (3) Combined M.D. or D.O./creditable doctoral degree program shall receive 10 years of TED credit for the basic undergraduate degree and combined professional education/doctoral degree.

6-2. Dental Category Appointment Standards.

- a. License. A current, unrestricted, and valid dental license from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required).
- b. Training.
 - (1) A candidate must possess a qualifying Doctor of Dental Surgery / Doctor of Dental Medicine (D.D.S. or D.M.D.) degree from a dental school accredited by the [Commission on Dental Accreditation](#) of the American Dental Association (ADA).
 - (2) International dentists who have not graduated from an ADA accredited program may seek appointment provided that they are graduates from a [U.S. Advanced Standing Program for International Dentists](#). These dentists must complete the program at an ADA accredited dental school and result in either a D.D.S. or D.M.D. degree.
 - (3) Dentists participating in formal supervised training and/or research in a recognized internship, residency, fellowship program or its equivalent taken while in pursuit of the professional degree and in addition to the formal degree program, may be credited.
- c. Training and Experience Date (TED) Credit for Selected Qualifying Degrees. Notwithstanding TED criteria listed in [CCI 231.01](#), the qualifying degrees listed below shall receive the following amounts of TED credit:
 - (1) Individuals with either a D.D.S. or D.M.D. degree shall receive 8 years TED credit for the basic professional dental degree;
 - (2) Combined D.D.S or D.M.D./Creditable master's degree program shall receive 9 years of TED credit for the basic undergraduate degree and combined professional education/master's; or
 - (3) Combined D.D.S or D.M.D./Creditable doctoral degree program shall receive 10 years of TED credit for the basic undergraduate degree and combined professional education/doctoral degree.

6-3. Nurse Category Appointment Standards.

- a. License. A current, unrestricted, and valid Registered Nurse (RN) license from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required. Licensure of nurses, who graduated after 1 December 1988, must be based on passing the National Council of State Boards of Nursing Licensure Examination ([NCLEX](#)).
- b. Training. A candidate must possess a qualifying bachelor's degree in nursing or a master's degree in nursing (with no qualifying bachelor's degree) accredited by the National League for Nursing Accrediting Commission ([NLNAC](#)) or the Commission on Collegiate Nursing Education ([CCNE](#)).
- c. The TED reflects the undergraduate or graduate education and experience considered to be professionally qualifying for appointment to the Nurse category.
- d. TED Credit for Selected Qualifying Degree.
 - (1) The qualifying degree of Bachelor of Science in Nursing (BSN) shall

receive 4 years TED credit for the basic undergraduate degree and professional education.

- (2) The qualifying degree of Masters of Science in Nursing (MSN) with no qualifying bachelor's degree, shall receive 6 years TED credit for the basic graduate degree and professional education.

6-4. Engineer Category Appointment Standards.

- a. License. None required.
- b. Training. A candidate must possess a qualifying engineering degree, meeting one of the specified requirements as follows:
 - (1) An engineering degree (e.g., Bachelor of Science, Master of Science) from a program (e.g., Civil Engineering, Biomedical Engineering) accredited by ABET;
 - a. Candidates who are appointed to the Corps based upon the possession of a qualifying bachelor's degree shall receive 4 years of TED credit
 - b. Candidates who are appointed to the Corps based upon the possession of a qualifying master's degree shall receive 6 years of TED credit
 - (2) An engineering degree from a foreign (non-U.S.) university that is determined by an Appointment Board to be substantially equivalent to an ABET accredited program. A candidate must provide an independent evaluation of his/her degree from the [Center for Professional Engineering Education Services](#) (CPEES), or equivalent, which includes certified translated transcripts with grades and a detailed evaluation of all course work.
- c. Degrees in an engineering-related curriculum (e.g., architecture or engineering technology) are not acceptable even if accredited by the Accreditation Board for Engineering and Technology ([ABET](#)).

6-5. Scientist Category Appointment Standards.

- a. License. If a qualifying doctoral degree is in any of the disciplines or professions requiring licensure as set forth in this Instruction, a current, unrestricted, and valid license from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required.
- b. Training.
 - (1) A candidate must possess an accredited qualifying doctoral degree, including, but not limited to, Doctor of Philosophy, Doctor of Public Health, Doctor of Human Development, Doctor of Science, Doctor of Education, or Doctor of Psychology, in a scientific field or a health-related specialty and the degree requirements must include the successful completion of independent and original research in the specialty field.

- (2) Candidates who are appointed to the Corps based upon the possession of an accredited qualifying doctoral degree shall receive 8 years of TED credit.
- (3) If the candidate has completed all requirements for the degree but has not yet obtained the diploma, a statement from the Dean of the Graduate School may be accepted in lieu of the degree. The candidate's date of eligibility for appointment shall be based on this official letter. This document should state that the applicant has completed all requirements for the doctorate and that the degree shall be awarded at the next appropriate convocation to be held on a pre-determined date.

6-6. Environmental Health Category Appointment Standards.

- a. License. None required.
- b. Training. A candidate must possess one of the following qualifying public health degrees or a degree and professional certification:
 - (1) A bachelor's, master's, or doctoral degree in environmental health accredited by the [National Environmental Health Science and Protection Accreditation Council](#);
 - (2) A bachelor's, master's, or doctoral degree in the curricular areas of industrial hygiene, safety, or health physics accredited by the Accreditation Board for Engineering and Technology ([ABET](#));
 - (3) A master's degree or doctoral degree with a specialization in environmental health, occupational health, or industrial hygiene from a school of public health accredited by the [Council on Education for Public Health](#); or
 - (4) A bachelor's, master's or doctoral degree in any field and one of the following:
 - (a) Certification as an industrial hygienist by the [American Board of Industrial Hygiene](#); or
 - (b) Certification as a health physicist by the [American Board of Health Physics](#).
- c. Additional Considerations.
 - (1) Work experience in the actual practice of environmental health, occupational safety and health, industrial hygiene, or health physics after obtaining the qualifying degree is fully creditable. To be creditable, experience must be related to the public health aspects of the environment.

Examples of areas that are related to the public health aspects of the environment include, but are not limited to: air pollution control; environmental health; emergency response activities; epidemiological investigations; housing and institutional environmental health; industrial hygiene; milk and food sanitation; occupational safety and health; radiological health; recreational environmental sanitation; solid and hazardous waste management; injury prevention; wastewater

management; and water quality including installation, treatment, and distribution.

- (2) If an appointment is made via certification as an industrial hygienist or health physicist, TED credit shall be calculated based upon the candidate's degree plus professional level work experience as recognized by the respective accrediting boards.
- (3) TED credit for teaching at or above the 2-year college or university level may be awarded.

6-7. Veterinary Category Appointment Standards.

- a. License. A current, unrestricted, and valid veterinary medical license from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required.
- b. Training.
 - (1) A candidate must possess a qualifying Doctor of Veterinary Medicine (D.V.M./V.M.D. or similar equivalent) degree obtained from a School of Veterinary Medicine accredited by the American Veterinary Medical Association (AVMA) Council on Education ([COE](#)) or, if a graduate of a foreign or non-accredited veterinary school, successfully completes certification by the Education Commission for Foreign Veterinary Graduates ([ECFVG](#)) and meet all other requirements for appointment.
 - (2) Formal supervised training and/or research in a recognized internship, residency, fellowship program or its equivalent taken while in pursuit of the professional degree and in addition to the formal degree program may be credited.
- c. Training and Experience Date (TED) Credit for Selected Qualifying Degrees. Notwithstanding TED criteria listed in [CCI 231.01](#), the qualifying degrees listed below shall receive the following amounts of TED credit:
 - (1) Individuals with a D.V.M./V.M.D degree shall receive 8 years TED credit for the basic undergraduate degree and professional education;
 - (2) Combined D.V.M. (or V.M.D.)/creditable master's degree program shall receive 9 years of TED credit for the basic undergraduate degree and combined professional education/master's degree depending upon the duration of the combined program as accredited;
 - (3) Combined D.V.M. (or V.M.D.)/creditable doctoral degree program shall receive 10 years of TED credit for the basic undergraduate degree and combined professional education/doctoral degree depending upon the duration of the combined program as accredited; or

6-8. Pharmacy Category Appointment Standards.

- a. License. A current, unrestricted, and valid license as a pharmacist from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required.
- b. Training. A candidate must possess a bachelor's degree in pharmacy or a Doctor of Pharmacy (Pharm.D) degree. The qualifying degree must be accredited by the [Accreditation Council on Pharmaceutical Education](#).

- c. TED Credit for Selected Qualifying Degrees. Notwithstanding TED criteria listed in [CCI 231.01](#), the qualifying degrees listed below shall receive the following amounts of TED credit:
- (1) Bachelor's degree in pharmacy shall receive 4 years TED credit;
 - (2) Pharm.D. degree shall receive 8 years TED credit for basic undergraduate and professional education;
 - (3) Combined bachelor's degree in pharmacy/Pharm.D degree shall receive 8 years TED credit;
- d. Additional Considerations.
- (1) A candidate who has earned more than one pharmacy degree shall have his/her first professional pharmacy degree, from an accredited school or college of pharmacy, established as the qualifying degree.
 - (2) A candidate may receive TED credit for professional pharmacy practice that is associated with the transfer, marketing, regulation, management, or payment of pharmaceuticals, medical devices, and medical foods.

6-9. Dietitian Category Appointment Standards.

- a. License. A current, unrestricted, and valid registration by the Commission on Dietetic Registration ([CDR](#)) of the American Dietetic Association (ADA) is required.
- b. Training.
- (1) A candidate must possess one the following qualifying degrees:
 - (a) A bachelor's degree;
 - (b) A master's degree (with no qualifying baccalaureate degree); or
 - (c) A doctoral degree (with no qualifying baccalaureate degree).
 - (2) Degrees identified above must be recognized by a U.S. regionally-accredited college or university with a major in Foods and Nutrition, Dietetics, Institution Management, Public Health Nutrition, Food Science, Sports Nutrition, or Animal Nutrition.
 - (3) Minimum Academic Requirements. A candidate must successfully complete an ADA/Commission on Accreditation for Dietetics Education ([CADE](#)) approved Didactic (academic) Programs in Dietetics (DPD) program.
 - (4) In addition to the academic requirements, a candidate must present verification of completion of one of the following ADA accredited or approved pathways:
 - (a) Accredited Dietetic Internship Program;
 - (b) Accredited Coordinated Program;

- (c) *Approved Pre-professional Practice;
- (d) **Qualifying Experience with an Advanced Degree; or
- (e) **3-Year Pre-Planned Experience Program.

6-10. Therapy Category Appointment Standards.

a. Occupational Therapy.

- (1) License. A current, active, valid, unrestricted occupational therapy license from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required.
- (2) Certification. Certification from the [National Board for Certification in Occupational Therapy](#) is required.
- (3) Training. A candidate must be a graduate of an occupational therapy program accredited by the [Accreditation Council for Occupational Therapy Education](#) leading to a degree in occupational therapy. Completion of a clinical internship of not less than 6 months duration is required. (This is an occupational therapy certification examination prerequisite generally accomplished prior to graduation from an accredited program.) The candidate must possess a qualifying professional degree in one of the following:
 - (a) Bachelor's degree in occupational therapy;
 - (b) Master's degree in occupational therapy (MOT or MSOT); or
 - (c) Doctoral degree in occupational therapy (OTD).

Note. Transitional Occupational Therapy Degree (TOTD) is not a qualifying degree for the purpose of this Instruction, but rather a professional education that is granted after a candidate has obtained a qualifying occupational therapy degree.

- (4) TED Credit for Selected Qualifying Degrees. Notwithstanding TED criteria listed in [CCI 231.01](#), the qualifying degrees listed below shall receive the following amounts of TED credit:
 - (a) MOT or MSOT shall receive 6 years credit for basic undergraduate and professional education; or
 - (b) OTD shall receive 8 years TED credit for basic undergraduate and professional education.

b. Physical Therapy.

- (1) License. A current, active, valid, unrestricted physical therapy license from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required.
- (2) Training. A candidate must be a graduate of a physical therapy program accredited by the [Commission on Accreditation for Physical Therapy Education](#). The candidate must possess a qualifying professional degree in one of the following:

- (a) Bachelor's degree in physical therapy;
- (b) Master's degree in physical therapy (MPT or MSPT); or
- (c) A doctoral degree in physical therapy (DPT).

Note. Transitional Doctor of Physical Therapy (tDPT) and Doctor of Science in Physical Therapy (DScPT) degree are not qualifying degrees for purposes of this Instruction, but rather a professional education that is granted after a candidate has obtained a qualifying physical therapy degree.

- (3) TED Credit for Selected Qualifying Degrees. Notwithstanding TED criteria listed in [CCI 231.01](#), the qualifying degrees listed below shall receive the following amounts of TED credit:
 - (a) A bachelor's degree in physical therapy shall receive 4 years TED credit;
 - (b) MPT or MSPT shall receive 6 years credit for basic undergraduate and professional education; or
 - (c) DPT shall receive 8 years TED credit for basic undergraduate and professional education.

c. Speech Language Pathology.

- (1) License. A current, active, valid, unrestricted speech-language pathology license from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required.
- (2) Training. A candidate must possess a qualifying master's degree in speech-language pathology from a school accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology ([CAA](#)).

Note: A PhD in Speech-Language Pathology is not a qualifying degree for purposes of this Instruction, but rather a professional education that is granted after a candidate has obtained a qualifying speech-language pathology degree.

- (3) TED Credit for Selected Qualifying Degrees. The qualifying degree shall receive 6 years of TED credit.

d. Audiology.

- (1) License. A current, active, valid, unrestricted audiology license registration, or certification from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required.
- (2) Certification. All audiologists are required to achieve and maintain national certification from either the [American Board of Audiology](#) (i.e., Board Certification in Audiology) or the [American Speech Language Hearing Association](#) (i.e., Certificate of Clinical Competence in Audiology).

- (3) Training. The candidate must possess a qualifying professional degree in one of the following:
- (a) Master's degree in audiology; or
 - (b) Clinical doctoral degree in audiology, (Au.D. or Sc.D.).
 - (c) The qualifying degree must be accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology ([CAA](#)).

Note: Research PhD in Audiology and Transitional Doctor of Audiology are not qualifying degrees for purposes of this Instruction, but rather a professional education that is granted after a candidate has obtained a qualifying audiology degree.

- (4) TED Credit for Selected Qualifying Degrees. Notwithstanding TED criteria listed in [CCI 231.01](#), the qualifying degrees listed below shall receive the following amounts of TED credit:
- (a) Master's degree in audiology, 6 years.

Note: As of 31 December 2006, CAA no longer accredits master's degree programs.
 - (b) Au.D shall receive 8 years TED credit for basic undergraduate and professional education.

e. Respiratory Therapists.

- (1) Licensure. A current, active, valid, unrestricted Respiratory Therapist license from any U.S. State (as defined in [42 USC 201 \(f\)](#)) is required.
- (2) Certification. The Registered Respiratory Therapist (RRT) credential administered by the National Board for Respiratory Care (NBRC) is required.

Note: A Certified or Registered Pulmonary Function Technician/Technologist is not a qualifying certification for the purposes of this Instruction.

- (3) Training. A candidate must be a graduate from a school or college of respiratory therapy reviewed for accreditation by the Committee on Accreditation of Respiratory Care ([CoARC](#)) or its predecessor, the Joint Review Committee for Respiratory Therapy Education (JRCRTE) and approved by the Commission on Accreditation of Allied Health Education Programs ([CAAHEP](#)) at the time of the applicant's graduation. The candidate must possess a qualifying professional degree from the accredited program in one of the following:
 - (a) Bachelor's degree in respiratory therapy; or
 - (b) Master's degree in respiratory therapy.

- (4) Training and Experience Date (TED) Credit for Selected Qualifying Degrees. Notwithstanding TED criteria listed in [CCI 231.01](#), the qualifying degree shall receive the following amounts of TED credit:
- (a) Bachelor's degree in respiratory therapy, 4 years for undergraduate degree.
 - (b) Master's degree in respiratory therapy shall receive 6 years TED.

Note: A Neonatal/Pediatric Respiratory Care Specialist certification is not considered for additional TED criteria for the purpose of this Instruction as this certification is rather professional education granted after a candidate has obtained the qualifying RRT certification.

6-11. Health Services Category Appointment Standards.

- a. License.
 - (1) Unless otherwise specified, none.
 - (2) The term "license" refers to licensing, certification, and/or registration and will be specified in the discipline requirements.
- b. Training. A candidate with a qualifying degree in one of the following may be appointed to the Health Services category:
 - (1) A degree in one of the disciplines or programs listed in Subsection 6-11.d., "Exceptions to General Standards;" or
 - (2) A master's or doctoral degree in a scientific field or a professional field in a health-related specialty for which there is a continuing long-term program need within the Department.

Note: The determination as to whether there is a Departmental need for the degrees shall be made by the SG or his/her designee.

- c. Limitations on category placement and active duty appointment.
 - (1) A candidate may only be assigned to the Health Services category under Subsection 6-11.b. if the candidate is not otherwise qualified for another category.
 - (2) Appointments made under Subsection 6-11.b.(2), are only made when there is a critical need for a commissioned individual that is demonstrated by the HHS Operating Division (OPDIV)/Staff Division (STAFFDIV)/non-HHS organization requesting the appointment.
- d. Exceptions to General Standards.
 - (1) Clinical Psychology.
 - (a) License. A current, unrestricted, and valid license as a doctoral-level clinical psychologist from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required. Clinical Psychologist encompasses psychologists in clinical, counseling, community, rehabilitation

and related practice specialties where practice is an expectation during the officer's Corps career and thus, a license is required.

- (b) Training. The candidate must possess a qualifying doctoral degree in clinical psychology from an [American Psychological Association](#) accredited university or professional psychology program that did not require the candidate to successfully complete independent scientific, data-driven original research in clinical psychology in order to obtain the degree.

(2) Information Systems.

- (a) License. None
- (b) Training. A candidate must possess a qualifying bachelor or master's degree in computer science, information systems or an information technology related discipline.

Note: For purposes of this Instruction, computer science or information technology related disciplines are considered to be one of the physical sciences and thus, scientific fields.

(3) Dental Hygiene.

- (a) License. A current, unrestricted, and valid license as a dental hygienist from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required.
- (b) Training. A candidate must possess an accredited bachelor's degree and have successfully completed a Commission on Dental Accreditation ([CODA](#)) of the American Dental Association accredited curriculum in dental hygiene.
- (c) TED Credit for Selected Qualifying Degrees. A bachelor's degree and completion of dental hygiene training shall receive 4 years TED credit regardless of whether the dental hygiene training occurred prior to, as part of, or subsequent to the candidate's bachelor's degree.

(4) Medical (Health) Record Administration.

- (a) License. A current valid certification as a Registered Health Information Administrator (RHIA) with the [American Health Information Management Association](#) from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required.
- (b) Training. A candidate must possess one of the following:
 - i. A qualifying bachelor's degree from a program accredited by the [Commission on Accreditation for Health Informatics and Information Management \(CAHIM\)](#); or
 - ii. An accredited bachelor's degree from an accredited college or university and a certificate of completion in health information and administration from a CAHIM

accredited program.

- (5) Medical Technology.
- (a) License. A current, unrestricted, and valid certification as a Medical Technologist or Clinical Laboratory Scientist by the American Medical Technologist ([AMT](#)), American Society of Clinical Pathologists ([ASCP](#)), or the National Credentialing Agency ([NCA](#)) is required.
 - (b) Training. A candidate must possess an accredited bachelor's degree (related to clinical laboratory science or another human biology discipline, including microbiology, virology and organic-based chemistry) and must have completed an accredited training program from either the [National Accrediting Association for Clinical Laboratory Science](#) (NAACLS - either MT/CLS or MLT/CLT program), or if a categorical candidate, 1 year of employment, in the candidate's specialty, at a CLIA (HHS) licensed clinical laboratory.
 - (c) TED Credit for Selected Qualifying Degrees. Notwithstanding TED criteria listed in [CCI 231.01](#), the following qualifying degrees shall receive the following amounts of TED credit: A bachelor's degree and completion of a medical technology training program shall receive 4 years TED credit regardless of whether the medical technology training occurred prior to, as part of, or subsequent to the candidate's bachelor's degree.
- (6) Optometry.
- (a) License. A current, unrestricted, and valid license as a professional optometrist from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required.
 - (b) Training. A candidate must possess:
 - i. A qualifying Doctor of Optometry (O.D.) degree accredited by the [Accreditation Council on Optometric Education](#) of the American Optometric Association.
 - ii. Formal, supervised training and/or research in a recognized fellowship program or its equivalent taken while in pursuit of the professional degree and in addition to the formal degree program may be credited.
 - (c) TED Credit for Selected Qualifying Degrees. Notwithstanding TED criteria listed in [CCI 231.01](#), the following qualifying degree shall receive the following amount of TED credit: O.D. shall receive 8 years TED credit for basic undergraduate and professional education.
- (7) Physician Assistant.
- (a) License. A current, unrestricted, and valid certification as a physician assistant by the National Commission on Certification

of Physician Assistants ([NCCPA](#)) from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required.

- (b) Training. The candidate must possess an accredited bachelor's or master's degree and must have completed a physician assistant training program accredited by the Accreditation Review Commission on Education for the Physician Assistant ([ARC-PA](#)) or one of the predecessor organizations.
 - (c) TED Credit for Selected Qualifying Degrees.
 - i. A bachelor's degree and completion of physician assistant training program shall receive 4 years TED credit regardless of whether the physician assistant training occurred prior to, as part of, or subsequent to the candidate's bachelor's degree.
 - ii. Above degree (Subsection 6-11.e.(7)(c)i) plus a combined master's degree in an accredited physician assistant program shall receive 6 years TED credit regardless of whether the physician assistant training occurred prior to, as part of, or subsequent to the candidate's bachelor's degree.
- (8) Podiatry.
- (a) License. A current, unrestricted, and valid podiatry license from a U.S. State (as defined in [42 USC 201 \(f\)](#)) is required.
 - (b) Training.
 - i. A candidate must possess a qualifying Doctor of Podiatric Medicine (D.P.M.) degree accredited by the Council on Podiatry Education of the [American Podiatric Medical Association](#).
 - ii. In addition to Subsection 6-11.e.(8)(b)i., the applicant must have completed a 12-month podiatric residency program approved by the Council on Podiatry Education of the American Podiatric Medical Association.
 - iii. Formal, supervised training and/or research in a recognized fellowship program or its equivalent taken while in pursuit of the professional degree and in addition to the formal degree program may be credited.
 - (c) TED Credit for Selected Qualifying Degrees. Notwithstanding TED criteria listed in [CCI 231.01](#), the following qualifying degree shall receive the following amount of TED credit: D.P.M. shall receive 8 years TED credit for basic undergraduate and professional education.
- (9) Licensed Clinical Social Worker (LCSW).
- (a) License. A current, valid, unrestricted, registration or certification that allows for independent clinical social work practice in a U.S.

State (as defined in [42 USC 201 \(f\)](#)) is required.

- (b) Training. The candidate must possess a qualifying master's degree in social work that has been accredited by the [Council on Social Work Education](#).
- (10) Healthcare Administration.
- (a) License. None
 - (b) The candidate must possess a master's degree from a program accredited by the Commission on Accreditation of Healthcare Management Education ([CAHME](#)).
- (11) Public Health.
- (a) License. None
 - (b) Training. The candidate must possess a master's degree from a program accredited by the Council on Education for Public Health ([CEPH](#)).

Note: Candidates with degrees in environmental health, occupational health, or industrial hygiene from a school of public health accredited by the Council on Education for Public Health (CEPH) qualify for commissioning under the Environmental Health category (Subsection 6-6) and thus can not be assigned to the Health Services category per Subsection 6-11.c.(1).

7. RESPONSIBILITIES:

- 7-1. The ASH is responsible for establishing policies related to category specific appointment standards.
 - 7-2. The SG is responsible for assuring the day-to-day management of the Corps. Operational guidance to this policy may be issued by the SG within the CCIS by a Personnel Operations Memorandum (POM).
8. PROCEDURES: The appointment standards contained in this Instruction are applied during the conduct of an appointment board (See CCI 391.01, "Appointment Boards").
9. HISTORICAL NOTES: This is the second issuance of this Instruction within the CCIS and replaces CCI 231.03 dated 14 August 2007 and PPM 08-003, "Revisions to Nurse Appointment Standards," dated 7 November 2007.