



CCI 231.03  
EFFECTIVE DATE: 18 April 2022

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**By Order of the Assistant Secretary for Health:**

**ADM Rachel L. Levine, M.D.**

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SUBJECT: Category Specific Appointment Standards

1. PURPOSE: This Instruction provides the eligibility standards for category specific appointment to the U.S. Public Health Service (USPHS) Commissioned Corps.
2. APPLICABILITY: This Instruction applies to candidates seeking appointment to the Regular Corps and candidates seeking appointment to the Ready Reserve Corps, except:
  - 2-1. Students appointed in accordance with 42 CFR § 21.54; and
  - 2-2. Candidates seeking admission to the Uniformed Services University of the Health Sciences (USUHS).
3. AUTHORITY:
  - 3-1. [42 U.S.C. § 204](#), "Commissioned Corps and Ready Reserve Corps"
  - 3-2. [42 U.S.C. § 209](#), "Appointment of Personnel"
  - 3-3. [42 U.S.C. § 210b\(a\)](#), "Professional Categories"
  - 3-4. [42 U.S.C. § 216](#), "Regulations"
  - 3-5. [42 CFR §§ 21.21-21.58](#), "Commissioned Officers"
  - 3-6. Commissioned Corps Directive (CCD) [122.01](#), "Promotions"
4. PROPONENT: The proponent of this Instruction is the Assistant Secretary for Health (ASH). The Surgeon General (SG) is responsible for providing supervision of activities relating to the day-to-day operations of the USPHS Commissioned Corps. The Director, Commissioned Corps Headquarters (CCHQ), provides overall management of USPHS Commissioned Corps personnel operations and processes.
5. SUMMARY OF REVISIONS AND UPDATES: This is the fourth issuance of this Instruction within the electronic Commissioned Corps Issuance System (eCCIS) and replaces Commissioned Corps Instructions (CCI) 231.03, "Category Specific Appointment Standards," dated 25 June 2021. This version:

- 5-1. Adds a new Section 7-3. authorizing the Director, CCHQ, to add additional names for existing degrees and licenses.
- 5-2. Adds a new Section 8-1. authorizing the Director, CCHQ, or designee to conduct a review to determine if an applicant's degree, license, or certification is essentially the same as one already contained in this Instruction.

6. POLICY: 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.

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 U.S.C. § 201\(f\)](#)) is required for an appointment to the USPHS Commissioned 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 subject to the maximum entry grade credit established by the ASH or SG:

- (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 U.S.C. § 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](#) (CODA).
  - (2) International dentists who have not graduated from a CODA 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 a CODA 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. 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, subject to the maximum entry grade credit established by the ASH or SG:
  - (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 U.S.C. § 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 Bachelors of Science in Nursing (BSN) degree or a Master of Science in Nursing (MSN) (with no qualifying BSN degree) accredited by the Accreditation Commission for Education in Nursing ([ACEN](#)), formerly known as the National League for Nursing Accreditation Commission (NLNAC), or the Commission on Collegiate Nursing Education ([CCNE](#)).

- 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 the Accreditation Board for Engineering and Technology (ABET);
    - (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.
    - (3) Candidates who do not possess a qualifying Bachelor of Science degree and who possesses a Master of Science or Doctoral degree in a field of engineering that is not accredited by ABET may qualify for an appointment as long as the engineering program (e.g., Civil Engineering, Biomedical Engineering) is accredited by ABET at the Bachelor of Science level or the Master of Science level. In such cases the candidate must have successfully passed the Fundamentals of Engineering Exam (FE) or, if the candidate has not passed the FE, the Engineer Appointment Board shall review the candidate's academic transcripts to ensure that the candidate has completed the necessary engineering and engineering-related courses to provide a firm foundation for the practice of engineering which includes:
      - (a) Sufficient combination of college level mathematics and basic sciences (some with experimental experience) appropriate to the field of engineering. Basic sciences are defined as biological, chemical, and physical sciences. This requirement includes mathematics through differential equations, calculus-based physics, general chemistry, and probability and statistics;
      - (b) Sufficient coursework in the basic sciences, mathematics, engineering sciences, and engineering design appropriate to the candidate's field of study to provide the same or greater depth and breadth of education as are found in an accredited engineering baccalaureate program;
      - (c) Studies to provide a bridge between mathematics and basic sciences and engineering practice. The engineering sciences have their roots in mathematics and basic sciences but carry knowledge further toward creative application. Engineering design is the process of devising a system, component, or process to meet desired needs. It is a decision-making process (often iterative) in which the basic sciences, mathematics, and the engineering sciences are applied to convert resources optimally to meet these stated needs; and

- (d) A general education component that complements the technical content of the engineering related curriculum and is consistent with engineering objectives.
    - c. Degrees in an engineering-related curriculum (e.g., architecture or engineering technology) are not acceptable even if accredited by the [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 U.S.C. § 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) Psychology. Notwithstanding the requirements in Section 6-5.b.(1), the USPHS Commissioned Corps may appoint a candidate in the Scientist category if the candidate meets the following:
        - (a) License. A current, unrestricted, and valid license as a doctoral-level clinical psychologist from a U.S. State (as defined in [42 U.S.C. § 201\(f\)](#)) is required for a clinical psychologist, which encompasses psychologists in clinical, community, rehabilitation and related practice specialties where individual clinical/counseling practice is an expectation during the officer's USPHS Commissioned Corps career and thus, a license is required for a clinical psychologist.
        - (b) Training. The candidate must possess a qualifying doctoral degree in psychology from an [American Psychological Association](#) or [Psychological Clinical Science Accreditation System \(PCSAS\)](#) accredited university or professional psychology program that did not require the candidate to successfully complete independent scientific, data-driven original research in psychology in order to obtain the degree.
- Note. Effective 1 July 2021, after the 2021 Scientist and Health Services promotion boards meet, the USPHS Commissioned Corps will place into the Scientist category all officers in the Health Services category whose qualifying degree is a doctoral degree in psychology. Such officers will retain their relevant service dates (e.g., TED, promotion credit date, time in grade, etc.) that they had in the HSO category.
- (3) A degree from a foreign (non-U.S.) university is acceptable provided equivalency to the requirements in Section 6-5.b.(1) or (2) is demonstrated through an independent evaluation by a member organization of either the National Association of Credential Evaluation Services or the Association of International Credentials Evaluators of certified translated transcripts

with grades and a detailed evaluation of all course work is obtained. The applicant is responsible for obtaining the equivalency certification.

- (4) Candidates who are appointed to the USPHS Commissioned Corps based upon the possession of an accredited qualifying doctoral degree shall receive 8 years of TED credit.
- (5) 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 degrees and professional certification:
  - (1) A bachelor's or master's degree in environmental health accredited by the [National Environmental Health Science and Protection Accreditation Council \(EHAC\)](#);
  - (2) A bachelor's or master's degree from a program accredited by the [Accreditation Board for Engineering and Technology \(ABET\)](#) in environmental health, occupational health and safety, industrial hygiene, or health physics; or
  - (3) A master's degree or doctoral degree with a specialization or concentration in environmental health, occupational health and safety, or industrial hygiene from a school of public health or public health program accredited by the [Council on Education for Public Health \(CEPH\)](#). Candidates with such a degree must also possess a current certification as a Registered Environmental Health Specialist/Registered Sanitarian (REHS/RS) or REHS/RS-In Training by the [National Environmental Health Association \(NEHA\)](#).
    - (a) The candidate must provide confirmation indicating the CEPH accredited degree met the school's requirements for a specialization or concentration in environmental health, occupational health and safety, or industrial hygiene on an official transcript. If this information is not on the official transcript, confirmation must be made on school letterhead and signed by the director or chair of the degree program. The confirmation shall state the candidate graduated from a CEPH-accredited program having a concentration or specialization in environmental health, occupational health and safety, or industrial hygiene.
    - (b) A state issued RS or REHS is acceptable if the credential is eligible for [reciprocity from NEHA](#).

- c. Additional Considerations.
  - (1) Work experience in the actual practice of environmental health, occupational health and safety, or industrial hygiene after obtaining the qualifying degree is fully creditable. To be creditable, experience must be related to the public health aspects of the environment such as: air pollution control; environmental health; epidemiological investigations; housing and institutional environmental health; industrial hygiene; milk and food sanitation; occupational health and safety; radiological health; recreational environmental sanitation; solid and hazardous waste management; injury prevention; wastewater management; or water quality.
  - (2) 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 U.S.C. § 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 non-accredited veterinary school, a candidate must successfully complete certification by the Educational 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. 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, subject to the maximum entry grade credit established by the ASH or SG:
  - (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; or
  - (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.



## 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 U.S.C. § 201\(f\)](#)) is required.
- b. Training. A candidate must possess a Doctor of Pharmacy (Pharm.D.) degree. The qualifying degree must be accredited by the [Accreditation Council for Pharmacy Education](#) (ACPE).
- c. Additional Considerations.
  - (1) A candidate may receive TED credit for professional pharmacy practice within the HHS (e.g., Food and Drug Administration or Centers for Medicare and Medicaid Services) that is associated with the regulation, management, or payment of pharmaceuticals, medical devices, and medical foods.
  - (2) A candidate may not receive TED credit for experience outside of HHS that is that is associated with the transfer, marketing, management, or payment of pharmaceuticals (except for management of 340b programs), 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 Academy of Nutrition and Dietetics (AND) 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 granted by a U.S. regionally-accredited college or university and be in a scientific field or a professional field in a health-related specialty.
  - (3) Minimum Academic Requirements. A candidate must successfully complete an AND/Accreditation Council for Education in Nutrition and Dietetics Education (ACEND) approved Didactic (academic) Program in Dietetics (DPD).
  - (4) In addition to the academic requirements, a candidate must present verification of completion of one of the following ACEND accredited programs or Individualized Supervised Practice Pathways (ISPP):
    - (a) Accredited Dietetic Internship Program;
    - (b) Accredited Coordinated Program;
    - (c) ISPP DPD Graduate Pathway; or

(d) ISPP Doctorate Degree Graduate Pathway.

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 U.S.C. § 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.

b. Physical Therapy.

- (1) License. A current, active, valid, unrestricted physical therapy license from a U.S. State (as defined in [42 U.S.C. § 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, PhD, DrPH, Dr HS).

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.

## c. Speech Language Pathology.

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

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.

## d. Audiology.

- (1) License. A current, active, valid, unrestricted audiology license registration, or certification from a U.S. State (as defined in [42 U.S.C. § 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.

## e. Respiratory Therapists.

- (1) Licensure. A current, active, valid, unrestricted Respiratory Therapist license from any U.S. State (as defined in [42 U.S.C. § 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.

Note: A Neonatal/Pediatric Respiratory Care Specialist certification is not a qualifying certification nor does it qualify for additional TED credit as this certification is rather professional education granted after a candidate has obtained the qualifying RRT certification.

- (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.

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 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 (STAFFDM)/ non-HHS organization requesting the appointment.
- d. Exceptions to General Standards.
- (1) 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.

(2) Dental Hygiene.

- (a) License. A current, unrestricted, and valid license as a dental hygienist from a U.S. State (as defined in [42 U.S.C. § 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. Notwithstanding TED criteria listed in [CCI 231.01](#), 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.

(3) 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 U.S.C. § 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.

(4) 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. Notwithstanding TED criteria listed in [CCI 231.01](#), 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.
- (5) Optometry.
- (a) License. A current, unrestricted, and valid license as a professional optometrist from a U.S. State (as defined in [42 U.S.C. § 201\(f\)](#)) is required.
  - (b) Training. A candidate must possess a qualifying Doctor of Optometry (O.D.) degree accredited by the [Accreditation Council on Optometric Education](#) of the American Optometric Association.
  - (c) TED Credit. Formal, supervised training and/or research in a recognized fellowship program or equivalent taken while in pursuit of the professional degree and in addition to the formal degree program may be credited.
- (6) Physician Assistant.
- (a) License. A current, unrestricted, and valid certification as a physician assistant by the National Commission on Certification of Physician Assistants ([NCCPA](#)).
  - (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 . Notwithstanding TED criteria listed in [CCI 231.01](#):
    - 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.(6)(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.

- (7) Podiatry.
- (a) License. A current, unrestricted, and valid podiatry license from a U.S. State (as defined in [42 U.S.C. § 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.
- (8) 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 U.S.C. § 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](#).
- (9) 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](#)).
- (10) 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](#)).

7. RESPONSIBILITIES:

- 7-1. The ASH is responsible for establishing policies related to category specific appointment standards.
- 7-2. The SG may issue a POM to provide operational guidance regarding this Instruction.

- 7-3. The Director, CCHQ, may add to this Instruction additional names for existing degrees/licenses in this Instruction as long as the degrees/licenses are essentially the same and are accredited by the same organization(s). The Director, CCHQ, may also update the name of accrediting agencies when an agency listed in policy changes its name.”
8. PROCEDURES: The appointment standards contained in this Instruction are applied during the conduct of an appointment board (See [CCI 391.01](#), “Appointment Boards”).
- 8-1. If the Director, CCHQ, or designee has reason to suspect that a review is needed to examine if an applicant’s degree, license, or certification is essentially the same as an approved degree, license, or certification in this Instruction (and, in the case of a degree, has been accredited by the same accreditation agency that is listed in the Instruction), CCHQ will contact the appropriate education institution, accreditation agency, licensing bureau, or certifying organization/agency for a written statement that the degree, license, or certification is essentially the same. Possible reasons for this inquiry include:
- a. The applicant’s degree is accredited by the accrediting body specified in the Instruction.
  - b. The applicant’s educational institution has a partnership with a program that is certified by the accrediting body.
  - c. The applicant’s state license has wording similar to that specified in the Instruction and the state does not have a license with the exact language specified in the Instruction.
  - d. The applicant produces compelling evidence that the applicant’s degree, license, or certification has a different name but otherwise meets the standards in the Instruction.
9. HISTORICAL NOTES: This is the fourth issuance of this Instruction within the eCCIS.
- 9-1. CCI 231.03, “Category Specific Appointment Standards,” dated 25 June 2021.
- 9-2. CCI 231.03, “Category Specific Appointment Standards,” dated 6 May 2011.
- 9-3. CCI 231.03, “Category Specific Appointment Standards,” dated 14 August 2007.