
IMPLEMENTATION OF OBSERVED ACADEMIC FITNESS REPORTS AT OFFICER RESIDENT PROFESSIONAL MILITARY EDUCATION COURSES

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MSGID/GENADMIN/CMC WASHINGTON DC MRA//

SUBJ/IMPLEMENTATION OF OBSERVED ACADEMIC FITNESS REPORTS AT OFFICER RESIDENT
PROFESSIONAL MILITARY EDUCATION COURSES//

REF/A/COMMANDANTS PLANNING GUIDANCE IMPLEMENTATION PLAN/20191021//

REF/B/CMC MEMORANDUM/20200220//

REF/C/SECNAV MEMORANDUM/20200519//

REF/D/SECNAV EDUCATION FOR SEAPOWER STRATEGY/20200302//

REF/E/JOINT CHIEFS OF STAFF VISION AND GUIDANCE FOR PME AND TALENT
MGT/20200501//

REF/F/MCO 1610.7A/20180501//

NARR/REF A IS IMPLEMENTATION PLAN SUPPORTING 38TH CMC PLANNING GUIDANCE. REF B
IS CMC MEMORANDUM WITH DIRECTED ACTIONS IN SUPPORT OF THE COMMANDANT'S PLANNING
GUIDANCE IMPLEMENTATION. REF C IS SECRETARY OF THE NAVY MEMORANDUM EDUCATION FOR
SEAPOWER DECISIONS AND IMMEDIATE ACTIONS. REF D IS THE EDUCATION FOR SEAPOWER
STRATEGY.//

REF E IS THE JOINT CHIEFS OF STAFF VISION AND GUIDANCE FOR PME AND TALENT
MANAGEMENT. REF F IS THE PERFORMANCE EVALUATION SYSTEM ORDER.//

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GENTEXT/REMARKS/1. Purpose. To provide additional guidance on the submission
of academic fitness reports for marine officers attending resident officer
professional military education (PME) and graduate education programs (GEP)
beginning in academic year (AY) 2020-2021. This MARADMIN serves as the detailed
guidance regarding completion of these reports in accordance with reference (c)
and reference (f).

2. Background

2.a. Per references (a) and (b), and in accordance with guidance contained in
references (c), (d), and (e), Marine Corps University in coordination with
Manpower and Reserve Affairs examined options to meet the commandant's intent to
adequately capture academic performance in fitness reports. The guidance

decision to use the current fitness report to submit these evaluations. The commandant's goal is to ensure that these fitness reports accurately differentiate academic performance in an effort to better inform selection, retention, and promotion boards.

2.b. Reference (f) states on page 6-3 "report academic and training duty as a student like regular duty. Reporting officials (RO) must observe and report all aspects of a Marine's performance, potential, and professional character, as appropriate." Academic fitness reports are centered on a narrative assessment of the Marine's academic standing, performance, and future potential, while leaving in place the existing stipulation that these reports will not impact the Reporting Senior (RS) or RO profile.

3. Scope

3.a. Effective immediately (AY 2020-2021), resident officer students in the following programs will receive an observed academic fitness report upon completion of their assigned academic program:

PME Level	Academic Program
Career	Expeditionary Warfare School
Career	Captains Career Courses
Intermediate	Air Command and Staff College
Intermediate	Army Command and General Staff College
Intermediate	College of Naval Command and Staff
Intermediate	Marine Corps Command and Staff College
Intermediate	Foreign PME (majors)
Advanced Intermediate	Maritime Advanced Warfighting School
Advanced Intermediate	School of Advanced Air and Space Studies
Advanced Intermediate	School of Advanced Military Studies
Advanced Intermediate	School of Advanced Warfighting
Top Level	Air War College
Top Level	Army War College
Top Level	College of Naval Warfare
Top Level	Marine Corps War College
Top Level	Joint Advanced Warfighting School
Top Level	Foreign PME (lieutenant colonels only)
Top Level	National Defense University
Top Level	CMC Fellowships (lieutenant colonels only)

3.b. Effective immediately, officer students in the following Resident GEPs will receive an observed academic fitness report annually and upon completion of their assigned course of study:

GEP	School/Program
Special Education Program	Naval Postgraduate School (NPS)
Special Education Program	Air Force Institute of Technology
Special Education Program	Public Affairs Graduate Program
Special Education Program	Law Program
Advanced Degree Program	Law Program
Advanced Degree Program	Education Officer
Advanced Degree Program	Historian
Advanced Degree Program	Leader, Education, and Development
International Affairs Programs	Foreign Area Officer Program at NPS
International Affairs Programs	Regional Affairs Officer Program at NPS

Doctor of Philosophy Programs CMC Strategist Program and PHD Technical program

3.c. Marines assigned to congressional fellowship programs and Olmsted scholar programs will not receive an observed academic Fitness report.

4. Instructions

4.a. Section A, item 3.c. (type) will reflect an "A" for academic duty.

4.b. Section A, item 6.a. (commendatory material) will be checked with an explanatory comment in section I if the Marine is designated as a distinguished

graduate of the academic program, generally defined as finishing in the top 10 percent of the class, or if the student receives an academic or writing award. This is in addition to other commendatory material as defined in reference (f).

4.c. Section b must reflect the nature and desired outcomes of the academic program.

4.d. Section C must include comments related to academic standing. For each student ROs will annotate graduating grade point (GPA) average and class standing, particularly identify students who finish in the top 30 percent of the class. A comment indicating if a program does not recognize academic standing or calculate GPA, or otherwise provide comments to put the GPA in context. The RS should also use this section to list other significant student activities or achievements, this may include but is not limited to the type of degree conferred upon graduation, key billets held, papers written, participation in activities beyond The core curriculum, and contributions to the institution or academia writ large.

4.e. Sections D through H will be marked not-observed (“h”).

4.f. Section I will include a complete word picture of the student’s academic performance. ROs, instructors, directors, and faculty advisors, are invited and encouraged to use the existing fitness report attributes and any additional topics to highlight those activities and skills that students may demonstrate in an academic environment.

4.g. Section K will include the RO’s assessment addressing career potential. The RO is also expected to address the Marine’s potential for service in the next rank and in critical billets and speak to specific skills to consider in the assignments process. Per reference (c), ROs that select sufficient in section K.1 will be required to provide a mark for comparative assessment. Per reference (f), this mark will not go on the RO’s profile, but will provide a selection board with a sense of the student’s relative standing within the particular academic program.

5. Contact the listed point of contact for questions regarding applicability or implementation of this policy.

6. This MARADMIN was coordinated with the Commanding General, Training and Education Command and is applicable to the Marine Corps Total Force.

7. Release authorized by LtGen M. A. Rocco, Deputy Commandant, Manpower and Reserve Affairs.//