LEVEL II

Research Memorandum 77-23

DATA BASES ON ALTERNATE SPECIALTY SELECTION FOR 7TH - 10TH YEAR OFFICERS (AS OF 1 JULY 1975)

Alison F. Fields

CAREER DEVELOPMENT AND SOLDIER PRODUCTIVITY TECHNICAL AREA

AD A077940

DDC FILE COPY

U. S. Army
Research Institute for the Behavioral and Social Sciences

October 1977

Approved for public release; distribution unlimited.

DDC RECEIVED DEC 11 1979 D

79 22 5 154

Army Project Number
(16) 2Q762717A766

Career Progression
Systems

(14) ARI-RM-77-23

(9) Research Memorandum 77-23

(6) DATA BASES ON ALTERNATE SPECIALTY SELECTION
FOR 7TH - 10TH YEAR OFFICERS
AS OF 1 JULY 1975.

(10) Alison F. Fields

Bertha H. Cory, Work Unit Leader

Submitted by:
Cecil D. Johnson, Chief
Career Development and Sodier Productivity Technical Area

(11) Oct 1977

(12) 56

Accession For	
NTIS GRA&I	X
DDC TAB	
Unannounced	
Justification	
By	
Distribution/	
Availability Codes	
Dist	Avail and/or special
A	

Approved by:

E. Ralph Dusek, Director
Individual Training and Performance
Research Laboratory

J. E. Uhlaner, Technical Director
U.S. Army Research Institute for
the Behavioral and Social Sciences

Research Memorandums are informal reports on technical research problems. Limited distribution is made, primarily to personnel engaged in research for the Army Research Institute.

408010

DATA BASES ON ALTERNATE SPECIALTY SELECTION FOR 7th - 10th YEAR OFFICERS AS OF 1 JULY 1975

The U. S. Army Research Institute for the Behavioral and Social Sciences (ARI) is doing research on officer career progression in order to provide an improved system for matching the Army's force structure requirements with the individual Army officer's career needs, to improve motivation and retain a high quality force. To this end, research is being done on the development of career planning and career self-monitoring strategies appropriate to Army officers. In addition, ARI scientists are evaluating various technologies for career planning and self-monitoring, including computer presentations tailored to the individual.

As part of the research effort, important decision points in an officer's career have been identified. One such choice point is alternate specialty designation. In the Army a specialty is:

> ...a grouping of duty positions whose skill and job requirements are mutually supporting in the development of officer competence to perform at the grade of colonel in the specialty. (DA Pamphlet 600-3, para 2-5).

Officers develop and maintain proficiency in two specialties. The one which receives initial emphasis in their professional development is the primary specialty--which is usually designated on commissioning. The other, which is designated in the eighth year of commissioned service, is called the alternate specialty. Table 1 shows a list of specialties. Most specialties can be designated as either primary or alternate specialties.

An experimental design for counseling on alternate specialties requires a means of exploring relations between educational and occupational experiences, and alternate specialty designation. This paper describes two data bases developed at ARI that aid research on alternate specialty selection. The primary data base contains the raw data of civilian and military educational experience (amount of education and major subjects), military job experience (duty military occupational specialties), preference for alternate specialties, and actual specialty designations for the subject population. The secondary data base is a simplification of the first data base. It shows which educational and occupational experiences are associated with preferences for each of the specialties, and which experiences are related to the specialties actually assigned as alternates. A copy of the secondary data base is available at ARI.

Table 1

SPECIALTIES

Specialty Code	Specialty
11	Infantry[a]
12	Armor[a]
13	Field Artillery[a]
14	Air Defense Artillery[a]
15	Aviation[b]
21	Engineer
25	Combat Communications-Electronics
26	Fixed Telecommunications Systems
27	Communications-Electronics Engineering
28	Audio-Visual Instructional Technology
31	Law Enforcement[c]
32	Criminal Investigation[c]
35	Tactical/Strategic Intelligence
36	Counterintelligence/HUMINT
37	Cryptology
41	Personnel Management
42	Personnel Administration
43	Club Management
44	Finance
45	Comptroller
46	Information
47	Education
48	Foreign Area Officer
49	Operations Research/Systems Analysis
51	Research and Development
52	Atomic Energy
53	Automatic Data Processing
54	Operations and Force Development
71	Aviation Materiel Management
72	Communications-Electronics Materiel Management
73	Missile Materiel Management
74	Chemical
75	Munitions Materiel Management
76	Armament Materiel Management
77	Tank/Ground Mobility Materiel Management[d]
78	Construction and Marine Materiel Management[d]
81	Petroleum, Oil, and Lubricant (POL) Management
82	Food Management
83	General Troop Support Materiel Management
86	Traffic Management
87	Marine and Terminal Operations
88	Highway-Rail Operations
91	Maintenance Management
92	Supply Management

93	Logistics Services Management
95	Transportation Management
97	Procurement
98	Logistics Management[e]

[a]Combat arms specialties may be designated as primary specialties only.

[b]Specialty 15, Aviation, had not been identified at the time that this research was done and is not included in any of this work.

[c]Law Enforcement, Specialty 31, included specialty 32, Criminal Investigation, when alternate specialty designations were made for this group, even though it had appeared as a separate specialty on the preference form.

[d]Specialty 77, Tank Ground Mobility Materiel Management included Specialty 78, Construction and Marine Materiel Management, when alternate specialty designations were made for this group of officers, even though it had appeared as a separate specialty on the preference form.

[e]Specialty 98, Logistics Management, is unique among specialties in that it contains only colonel level positions. It was not included on the preference form and is not included in any of this work. It has recently been renumbered Specialty 70.

PRIMARY DATA BASE

SUBJECTS

Primary and alternate specialties are a new concept in the Army: the first specialties were designated in late 1974 beginning with lieutenant colonels, continuing in order of grade through the rest of the officers; with the 7th through 10th year officers receiving their designations in the summer of 1975. Normally, alternate specialties would be designated in the eighth year of commissioned service, but an exception was made in 1975, and alternate specialties were designated for seventh year officers in order to gain more time to evaluate the system. Because some officers received alternate specialties due to unique factors that will not be relevant in the future, the data base encompasses only officers who were assigned according to the policies and procedures which will be most likely to be followed in subsequent years. For this reason the officers with the least amount of commissioned years were selected: all those in their seventh through tenth years for whom personnel records and preferences for alternate specialties could be obtained. The total number of officers was 12,597: all in the group were captains, with the exeption of 812 majors. The officers were from all branches of the Army except the Judge Advocate General's Corps, the Army Medical Department, and the Chaplain Corps, for which the dual specialty development concept does not apply.

CONTENTS OF PRIMARY DATA BASE

The data base came from the personnel records and the preferences for alternate specialties expressed on DAPC-OPD-Form 854, 1 July 1974. Extracts from the preferences and the personnel records were merged to form a computerized data base containing the following items for each individual:

- sex
- special experience identifier, up to four in number
- grade
- branch
- months of active federal commissioned service
- primary specialty
- alternate specialty
- civilian education level code (CELC)
- civilian education majors and degrees. If a degree was associated with a major that relationship was retained, up to three majors and three degrees.
- military education--school or course, up to ten in number
- duty military occupational specialties (DMOS), including present DMOS and up to the past 19 DMOS's
- six preferences for alternate specialty

No names, social security numbers, or any other sort of personal identifiers were included in the data base. The extracted items are self-explanatory, except for the occupational and educational variables.

Military Education Variable. Over 800 military courses and schools are recognized by the U. S. Army. Most of these are run by the Army, although some are run by the other Services or by foreign military establishments. The courses can be as general as basic training and as narrow as homicide seminars for military police. A list of the recognized courses and schools appears in Appendix A.

Military Occupational Variable. Over 400 military occupational specialties (MOS) encompass duty positions held by officers in the population during the past ten years. An MOS is:

> ...the term used to identify a grouping of duty positions possessing such close occupational or functional relationship that an optimal degree of interchangeability among persons so classified exists at any given level of skill. (AR 611-101, p. 1)

MOS's are smaller occupational units than primary or alternate specialties. For example, Specialty 97, Procurement, includes such MOS's as MOS 4319, Procurement Control and Production Officer, and MOS 4320, Procurement Officer. A duty MOS indicates the type of job an officer fills as his duty. Thus, the duty MOS variable lists the types of jobs an officer has had up to the past 20 positions. A list of MOS's appears in Appendix B.

Civilian Education Variables. The civilian education level variable is a one digit code reflecting the highest level of education an officer has reached. Appendix C shows these levels.

The civilian education majors variables are academic subjects. A list of majors appears in Appendix D. The civilian education degrees are the commonly recognized academic and professional degrees. A list appears in Appendix E.

Special Experience Identifiers. The special experience identifiers mark an officer as possessing special training, skills or experience, e.g., parachutist. A list is in Appendix F.

SECONDARY DATA BASE

CONTENTS OF SECONDARY DATA BASE

The secondary data base consists of 31 tables showing associations among the experience variables, preferences, and specialties. The general format of the two-way tables consists of the set of primary specialties, the set of alternate specialties, or the set of first preference for alternate specialty in the columns and one of the background variables in the rows. Six exceptions will be discussed later. The three-way tables consist of the assigned alternate or the first preference for alternate specialty on the column, the experience variables on the row, and on the third axis, the primary specialties. A list of the tables appears in Table 2.

Table 2

TABLES IN THE SECONDARY DATA BASE

Primary Specialties by Alternate Specialties
Specialties by Ordered Preferences
Assigned Alternate Specialties by Ordered Preferences for that Specialty
Primary Specialties by Civilian Education Level
Primary Specialties by Civilian Education Majors for officers with no degrees
Primary Specialties by Civilian Education Majors for officers with Bachelor's degrees
Primary Specialties by Civilian Education Majors for officers with Advanced degrees
Primary Specialties by Duty Military Occupational Specialties (DMOS)--with repeating values
Primary Specialties by Duty Military Occupational Specialties--with suppressed repetition
Primary Specialties by Military Education Course and Schools
Alternate Specialties by Civilian Education Level
Alternate Specialties by Civilian Education Majors for officers with no degrees
Alternate Specialties by Civilian Education Majors for officers with Bachelor's degrees
Alternate Specialties by Civilian Education Majors for officers with Advanced degrees
Alternate Specialties by Duty Military Occupational Specialties (DMOS)--with repeating values
Alternate Specialties by Duty Military Occupational Specialties--with repetition suppressed
Alternate Specialties by Military Education Courses and Schools
First Preferences for Alternate Specialty by Civilian Education Level

First Preferences for Alternate Specialty by Civilian Education Majors for officers with no degree

First Preferences for Alternate Specialty by Civilian Education Majors for officers with Bachelor's Degrees

First Preferences by Alternate Specialty by Civilian Education Majors for officers with Advanced Degrees

First Preferences for Alternate Specialty by Duty Military Occupational Specialties (DMOS)--with repeating values

First Preferences for Alternate Specialty by Duty Military Occupational Specialties (DMOS)--repetition suppressed

First Preferences for Alternate Specialty by Military Education Course and Schools

Primary Specialties for Alternate Specialties by Civilian Education Majors for officers with no degree

Primary Specialties for Alternate Specialties by Civilian Education Majors for officers with Bachelor's Degrees

Primary Specialties for Alternate Specialties by Civilian Education Majors for officers with Advanced Degrees

Primary Specialties for Alternate Specialties by Duty Military Occupational Specialties (DMOS)--with repeating values

Primary Specialties by 1st Preferences for Alternate Specialty by Civilian Education Majors for officers with no degree

Primary Specialties by 1st Preferences for Alternate Specialty by Civilian Education Majors for officers with Bachelor's Degrees

Primary Specialties by 1st Preferences for Alternate Specialty by Civilian Education Majors for officers with Advanced Degrees

PREFERENCES

The preferences used in the secondary data base require some explanation because of the peculiarities of the alternate specialty preference form.

The instructions for filling out the alternate specialty preference form (DAPC-OPC-Form 854) read in part:

> AG (Adjutant General's Corps), MI (Military Intelligence), OD (Ordnance Corps), QM (Quartermaster Corps), SC (Signal Corps) and TC (Transportation Corps) officers will normally have one of their branch-related ... specialties designated as their primary specialty. Since this has not been determined yet, these officers should indicate as their first choice a branch related specialty which they would desire as a primary specialty. All other entries will relate to alternate specialty preferences.

Therefore, officers in AG, MI, OD, QM, SC, and TC could express only five preferences for alternate specialty. In order to compare all branches, only the first five preferences of all officers were counted. Preferences one through five (first preference = preference one) were used for Air Defense Artillery (AD), Armor (AR), Field Artillery (FA), Infantry (IN), Corps of Engineers (EN), Military Police Corps (MP), and Finance Corps (FI). Preferences two through six (first preference = preference two) were used for AG, MI, OD, QM, SC, and TC. This approach assumes that most officers followed directions in filling out their preference forms.

CIVILIAN EDUCATION IN THE TABLES

In the secondary data base there are four ways that civilian education appears in the tables:

1. The civilian education level code (CELC).

2. Undergraduate college majors for officers who had not yet completed a bachelor's degree. These are subjects an officer has listed in the personnel file as a major; there may be more than one for an individual.

3. Undergraduate college major or majors associated with each bachelor's degree an individual holds. Individuals with two or more undergraduate degrees and individuals with a degree in two or more majors are entered in the same way--an entry is made for each major involved.

4. Majors associated with graduate degrees. For this group all graduate degrees were lumped together because once again individuals holding more than one degree could not be separated from individuals holding one degree in several subjects.

Whenever civilian education majors appear in the tables, the basic unit is the major, not the individual; thus, an individual may appear as many times in a table as that officer has majors listed in the personnel files, with a limit of three. The entries in a civilian education major table should be thought of as containing education units which are assets for the Army.

The education majors used in these tables include some majors identified by the Officer Personnel Directorate as "hardskills." These are listed in the table according to general descriptions, i.e., humanities, NOC (not otherwise classified); business, NOC; engineering, NOC; physical science, NOC; social sciences, NOC; and other majors, NOC. The "hardskill" majors are identified by asterisks in Appendix D.

The three CELC tables do not follow the general format; they will be discussed later.

MILITARY EDUCATION IN THE TABLES

As in the civilian education tables, the entries in military education tables represent courses taken, not individuals. Indeed, the officers in the population appear 4.76 times on the average.

DMOS IN THE TABLES

It is the norm for an officer to receive more than one assignment in same MOS. Therefore, the same MOS may appear several times in each record as several DMOS's. For this reason there are two types of DMOS tables:

1. Each time an MOS appears it is recorded in the appropriate entry.

2. The first time an MOS appears it is recorded, and is recorded only once.

The first is called "DMOS with repeating values" and the second, "DMOS with repetition suppressed."

ENTRIES IN THE TABLES

Each entry in the tables with the general format contains three values: (1) the frequency (i.e. education units in military education or civilian education majors tables; job units in DMOS tables); (2) the percentage of the total units in the specialty or preference for specialty (the percentage of the column); (3) the percentage of the value of the background variable (the percentage of the row). Table 3 shows sample data entries from a civilian education majors table.

Table 3

SAMPLE DATA FORMAT FROM THE PRIMARY SPECIALTIES
BY CIVILIAN EDUCATION MAJORS FOR OFFICERS WITH BACHELOR'S DEGREES

	14[a]	76	12	...
ADX[b] ENGLISH[c] 217[d]				
ADX[b]	11[e]	0	16	...
SPEC	2.2[f]	0.0	1.8	
MAJR	5.1[g]	0.0	7.4	...
AKX JOURNALISM 48				
AKX	3	0	4	...
SPEC	0.6	0.0	0.5	...
MAJR	6.3	0.0	8.3	...

[a]The primary specialty code; in other tables, the code for alternate specialties or the code for the specialty for which first preferences were expressed would appear here.

[b]The education major code; in other tables, the military code or the DMOS would appear here.

[c]The name of the education major; in other tables the name of the military education school or course or the name of the DMOS would appear here.

[d]The total for the row (e.g. the college major). Because there are so many specialties, each page in the table takes up two computer print out pages. This number is the total of the complete row from both computer print out pages. (See Tables 4 and 5 for sample computer printout pages.)

[e]The number of majors (or job units or military education units)

[f]The percentage of the column, i.e. the specialty; in this case specialty 14.

[g]The percentage of the row, i.e. the college major (or DMOS or military education school or course); in this case, English.

Because there are so many specialties, the columns of any of the general format tables require two pages of computer printout. (See Tables 4 and 5 for two sample computer printout pages which make a single page of the table.) The row totals shown in the tables are for a complete row, i.e. two computer printout pages. In all of the tables, if the row total equalled 0, the row was not printed. This explains why some of the values listed in the Appendices do not appear in the tables.

A page from a three-way table appears identical in format to a page of a two-way table. However, the three entries in each cell represent only those items associated with the particular primary specialty. The three-way tables, in print, appear as a set of two-way tables from each primary specialty.

CELC TABLES

The three CELC tables differ slightly from the general format table as can be seen from the sample page that appears in Table 6. Rather than having the specialties in columns as in the general format, they appear as labels followed by rows containing the values and percentages for each civilian education level. The values in the CELC tables represent individuals. The percentages are those of (1) the total number of officers who have attained a particular education level; (2) the total number of officers within the specialty; and (3) the total number of officers with the population (i.e. the 7th through 10th year groups as of 1 July 1975).

PRIMARY BY ALTERNATE TABLE

The primary specialties by alternate specialties table differs from the general format of the secondary data base. It consists of lists, one for each primary specialty, of the alternate specialties which were actually designated for officers in that primary specialty. It also contains the number of officers assigned to each alternate specialty, and the percentage of the primary specialty. Table 7 shows a sample page of the Primary by Alternate Table.

SPECIALTIES BY ORDERED PREFERENCES TABLE

The Specialties by Ordered Preferences Table shows the total number of officers who asked for each specialty as an alternate specialty (i.e. indicated the specialty as one of the five preference choices), regardless of what specialty was actually designated. It also gives the number of officers who indicated each specialty as their first choice, their second choice, etc. All preferences appear in this table--even those which are against regulation (preferences for combat arms specialties, which cannot be designated as alternate specialties)

Table 4

SAMPLE COMPUTER PRINTOUT PAGE FROM THE ALTERNATE SPECIALTIES BY CIVILIAN EDUCATION MAJORS FOR OFFICERS WITH ADVANCED DEGREES (EQUALS FIRST HALF OF A TABLE PAGE)

	14	76	12	52	28	53	71	27	12	14	43	25	45	18	36	32	37	47	21	13	44	26	82
ENF ADMINISTRATION+SOCIAL WELFARE																							
2																							
ENF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SPEC	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
MAJR	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
EBX AREA STUDIES																							
22																							
EBX	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0
SPEC	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	6.7	0.0
MAJR	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.5	0.0	0.0	0.0	4.5	0.0
ECX CRIMINOLOGY,COMMUNICATIONS																							
13																							
ECX	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	1	0	0	0	0	0
SPEC	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.1	0.0	0.0	7.7	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0
MAJR	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.7	0.0	0.0	7.7	0.0	0.0	7.7	0.0	0.0	0.0	0.0	0.0
EAB CULTURAL FOUNDATIONS																							
1																							
EAB	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SPEC	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
MAJR	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
EDX ECONOMICS,GENERAL																							
18																							
EDX	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	3	0	0	0	0	0
SPEC	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.4	0.0	0.0	0.0	0.0	1.3	0.0	0.0	0.0	0.0	0.0
MAJR	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	11.1	0.0	0.0	0.0	0.0	0.0	16.7	0.0	0.0	0.0	0.0	0.0
EEX EDUCATION GENERAL(TEACHING)ADMIN																							
226																							
EEX	0	0	0	0	2	5	1	2	0	0	0	3	1	0	2	0	1	92	0	0	0	1	0
SPEC	0.0	0.0	0.0	0.0	33.3	4.3	50.0	3.1	0.0	0.0	0.0	27.3	0.7	0.0	15.4	0.0	4.5	59.1	0.0	0.0	0.0	6.7	0.0
MAJR	0.0	0.0	0.0	0.0	0.9	2.2	0.4	0.9	0.0	0.0	0.0	1.3	0.4	0.0	0.9	0.0	0.4	40.7	0.0	0.0	0.0	0.4	0.0
EKC FOREIGN AFFAIRS																							
9																							
EKC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SPEC	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
MAJR	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
ENC GOVERNMENT,CIVIC																							
6																							
ENC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
SPEC	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0
MAJR	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.7	0.0	0.0	0.0	0.0	0.0
EGX HISTORY,GENERAL																							
128																							
EGX	0	0	0	0	0	2	0	0	0	0	0	0	1	0	2	0	2	27	0	0	0	1	0
SPEC	0.0	0.0	0.0	0.0	0.0	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.0	15.4	0.0	9.1	11.5	0.0	0.0	0.0	6.7	0.0
MAJR	0.0	0.0	0.0	0.0	0.0	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	1.6	0.0	1.6	21.1	0.0	0.0	0.0	0.8	0.0
EEH INSTRUCTIONAL TECHNOLOGY																							
2																							
EEH	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0
SPEC	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.1	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0
MAJR	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0

Table 5

SAMPLE COMPUTER PRINTOUT PAGE FROM THE ALTERNATE SPECIALTIES BY CIVILIAN EDUCATION MAJORS FOR OFFICERS WITH ADVANCED DEGREES (EQUALS SECOND HALF OF A TABLE PAGE)

	48	83	88	11	46	31	93	91	87	73	75	54	49	42	41	81	97	51	92	35	77	86	95	BAL
ENF ADMINISTRATION-SOCIAL WELFARE																								
2																								
ENF	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0
SPEC	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
MAJR	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
EHX AREA STUDIES																								
22																								
EHX	18	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
SPEC	4.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
MAJR	41.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
ECX CRIMINOLOGY-CORRECTIONS																								
13																								
ECX	0	0	0	0	1	1	1	0	0	0	0	1	1	0	2	1	0	1	1	0	0	0	0	0
SPEC	0.0	0.0	0.0	0.0	1.7	12.5	7.1	0.0	0.0	0.0	0.0	0.4	0.4	0.0	0.9	12.5	0.0	0.3	1.3	0.0	0.0	0.0	0.0	0.0
MAJR	0.0	0.0	0.0	0.0	7.7	7.7	7.7	0.0	0.0	0.0	0.0	7.7	7.7	0.0	15.4	7.7	0.0	7.7	7.7	0.0	0.0	0.0	0.0	0.0
EAH CULTURAL FOUNDATIONS																								
1																								
EAH	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SPEC	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
MAJR	10.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
EDX ECONOMICS,GENERAL																								
14																								
EDX	5	0	0	0	0	0	0	1	0	0	0	3	3	0	0	0	0	1	0	0	0	0	0	0
SPEC	1.9	0.0	0.0	0.0	0.0	0.0	0.0	2.4	0.0	0.0	0.0	1.2	1.2	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0
MAJR	27.8	0.0	0.0	0.0	0.0	0.0	0.0	5.6	0.0	0.0	0.0	16.7	16.7	0.0	0.0	0.0	0.0	5.6	0.0	0.0	0.0	0.0	0.0	0.0
EEA EDUCATION GENERAL(TEACHING)ADMN																								
266																								
EEA	7	2	1	0	5	2	3	0	0	1	1	29	0	11	18	0	5	5	4	9	0	1	3	9
SPEC	2.7	22.2	33.3	0.0	4.5	25.0	21.4	0.0	0.0	100.0	14.3	12.0	0.0	13.8	7.7	0.0	5.9	1.4	5.0	23.7	0.0	16.7	8.8	13.8
MAJR	3.1	0.0	0.0	0.0	2.2	0.9	1.3	0.0	0.0	0.4	0.4	12.4	0.0	4.9	7.7	0.0	2.2	2.2	1.8	4.0	0.0	0.4	1.3	4.0
EHC FOREIGN AFFAIRS																								
9																								
EHC	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
SPEC	3.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.6	0.0	0.0	0.0	0.0
MAJR	44.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	11.1	0.0	0.0	0.0	0.0
EHC GOVERNMENT,CIVIL																								
5																								
ENC	3	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0
SPEC	1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
MAJR	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
EGX HISTORY,GENERAL																								
126																								
EGA	44	0	0	0	0	1	0	1	0	0	0	29	1	3	10	1	1	0	0	2	0	0	2	2
SPEC	19.0	0.0	0.0	0.0	0.0	12.5	0.0	2.4	0.0	0.0	0.0	12.4	0.4	3.8	4.3	12.5	1.2	0.0	0.0	5.3	0.0	0.0	5.9	3.1
MAJR	18.5	0.0	0.0	0.0	0.0	0.4	0.0	0.4	0.0	0.0	0.0	23.4	0.4	2.7	7.8	0.4	0.8	0.0	0.0	1.6	0.0	0.0	1.6	1.6
EBB INSTRUCTIONAL TECHNOLOGY																								
2																								
EBB	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SPEC	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
MAJR	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Table 6

SAMPLE PAGE FROM THE ALTERNATE SPECIALTIES BY CIVILIAN EDUCATION LEVEL TABLE

		51 Research & Development			1147[a]
1	Doctoral Degree	Sum[b] = 3	Ed[c] = 15.000	Spec[d] = 0.262	Tot.[e] = 0.024
2	Master's degree	Sum = 308	Ed = 13.592	Spec = 26.853	Tot. = 2.445
3	Professional degree	Sum = 1	Ed = 10.000	Spec = 0.087	Tot. = 0.008
4	Year or more of postgraduate	Sum = 26	Ed = 10.117	Spec = 2.267	Tot. = 0.206
5	College graduate	Sum = 588	Ed = 8.532	Spec = 51.264	Tot. = 4.668
6	Two or more years of college	Sum = 130	Ed = 6.982	Spec = 11.324	Tot. = 1.032
7	Less than two years of college	Sum = 65	Ed = 8.644	Spec = 5.667	Tot. = 0.516
8	High School Graduate	Sum = 26	Ed = 4.851	Spec = 2.267	Tot. = 0.206

[a]The total number of officers in the specialty

[b]The number of officers in the specialty who have the civilian education level.

[c]The precentage of the civilian education level across all specialties; i.e. the percentage of the Ph.D.'s in Research and Development

[d]The percentage of the specialty; i.e. the percentage of the officers in Research and Development who have Ph.D.'s as their highest degree.

[e]The percentage of the total population (7th-10th year groups as of July 1975); i.e. the percentage of the total population who have Ph.D.'s as their highest degree and are in Research and Development.

Table 7

SAMPLE PAGE OF THE PRIMARY SPECIALTIES BY
ALTERNATE SPECIALTIES TABLE

Primary = 13 Officers = 1880

SPECIALTY	NUMBER	PERCENTAGE
21	3	0.160
25	1	0.053
27	1	0.053
31	24	1.277
35	131	6.968
37	3	0.160
41	299	15.904
43	3	0.160
44	1	0.053
45	40	2.128
46	41	2.181
47	97	5.160
48	53	2.819
49	63	3.351
51	221	11.755
52	37	1.968
53	42	2.234
54	449	23.883
71	11	0.585
73	19	1.011
75	20	1.064
76	9	0.479
77	3	0.160
91	22	1.170
92	42	2.234
97	31	1.649
99	214	11.383

or those which are non-existent. The preference form (DAPC-OPD-Form 854) requires officers to indicate their preferences by entering a two-digit code representing the desired alternate specialty. The Specialties by Order Preferences Table lists all of the two-digit codes that were entered. If the code is a valid code, the name of the specialty also appears; if the code is invalid, only the number (a two-digit code) appears as the identifier. A sample page of this table is shown in Table 8.

Table 8

SAMPLE PAGE FROM THE SPECIALTIES BY ORDERED PREFERENCES TABLE

Code	Specialty	Number of Preferences					
		Total	1st	2nd	3rd	4th	5th
68		1,	0	0	1	0	0
70		5,	2	1	1	1	0
71	Aviation Mat Mgmt	1293,	387	279	242	206	179
72	Comm-Elec Mat Mgmt	472,	71	104	100	100	97
73	Missile Mat Mgmt	338,	58	65	58	73	84
74	Chemical	192,	85	27	30	26	24
75	Munitions Mat Mgmt	280,	44	48	55	77	56
76	Armament Mat Mgmt	352,	20	83	67	95	87
77	Tank/Gnd Mobility Mat Mgmt	703,	85	136	152	170	160
78	Const + Marine Mat Mgmt	223,	17	43	52	54	57
79		1,	0	0	0	1	0
81	Pol Mgmt	233,	23	44	40	59	67
82	Food Mgmt	231,	32	38	36	53	72
83	Gen Trp Spt Mat Mgmt	406,	50	61	90	100	105
85		2,	0	1	0	0	1
86	Traffic Mgmt	593,	110	115	119	126	123
87	Marine + Terminal Opns	521,	61	91	142	111	116
88	Highway-Rail Opns	463,	35	94	97	116	121
89		1,	0	0	0	0	1
90		6,	3	1	2	0	0
91	Maintenance Mgmt	1389,	247	272	285	286	299
92	Supply Mgmt	1461,	308	307	285	271	290
93	Log Svcs Mgmt	1381,	200	279	297	305	300
94		1,	0	0	0	1	0
95	Transportation Mgmt	803,	159	133	149	173	189
96		3,	2	0	1	0	0

Table 9

ASSIGNED ALTERNATE SPECIALTIES BY ORDERED PREFERENCES FOR THAT SPECIALTY TABLE

Specialty Code	Number of Officers Assigned to the Specialty according to their Preferences for that Specialty					
	1st	2nd	3rd	4th	5th	None
21	7	5	3	0	0	10
25	10	5	8	3	1	26
26	35	9	5	0	0	47
27	45	26	12	5	3	61
28	17	6	5	1	2	17
31	55	98	31	22	4	31
35	159	159	62	30	13	106
36	48	43	10	5	3	31
37	31	39	42	17	13	56
41	510	263	126	81	43	270
42	189	64	41	23	9	166
43	22	8	5	3	0	17
44	3	0	0	0	0	1
45	304	50	10	7	2	52
46	112	59	28	24	3	30
47	278	117	37	16	8	83
48	400	86	16	2	2	143
49	205	87	21	6	4	74
51	488	244	93	57	16	249
52	68	34	7	10	0	17
53	212	56	24	13	7	161
54	751	334	128	52	19	481
71	47	22	3	3	1	13
72	20	17	6	4	2	37
73	27	15	3	3	3	9
74	2	0	0	1	0	0
75	18	12	12	5	5	29
76	6	9	4	1	0	3
77	14	2	4	0	0	6
81	11	5	3	0	0	17
82	16	6	2	3	2	19
83	10	6	1	1	1	21
86	19	10	0	0	0	16
87	8	2	1	1	0	12
88	5	6	0	0	0	10
91	144	85	34	22	7	140
92	159	89	53	20	21	212
93	52	23	17	6	5	31
95	77	29	6	1	4	73
97	171	43	15	5	1	142
INVALID CODE	0	0	0	0	0	1206

ASSIGNED ALTERNATE SPECIALTIES BY ORDERED PREFERENCES FOR THAT SPECIALTY TABLE

This table, reproduced in its entirety in Table 9, shows, for each alternate specialty, the number of officers assigned to a specialty who had named that specialty as their first preference, their second preference, etc. The last column indicates the number of officers who had not named that particular specialty as one of their first five choices.

EXAMPLES OF POSSIBLE USES OF THE SECONDARY DATA BASE

INTRODUCTION

The Secondary data base was designed to test research ideas for career planning and, monitoring experiments, and as a data base for such experiments. It is not limited to those uses. Management questions and sociological survey questions might also be answered using the secondary data base. In this section several examples of the uses of the secondary base will be discussed.

SUMMARY DESCRIPTIONS

One question the data base can answer is what sort of officers make up the seventh through tenth year groups (as of July 1975) of the Army. What education do they have? Have any of them attended Command and General Staff College and if so, how many? These types of questions require summaries of data in the data base which can be easily supplied. In nearly all cases, the summaries are already in the data base, and any others can usually be calculated from the data.

PROFILES OF SPECIALTIES

The secondary data base contains descriptions of the educational and occupational experiences of the officers in any one specialty or in some cases, of the officers who make up a dual specialty combination (e.g. Infantry primary, Personnel Management alternate). From such profiles, officers can gain insight into which specialties they may prefer as alternates. Officers can evaluate the chances of receiving a particular alternate specialty by comparing their own backgrounds with the attributes of those who received that specialty in 1975, with appropriate warnings about the predictive power of these data (e.g. the profile of an officer's year group may be dissimilar to the data base's year groups). Officers can use these profiles to monitor their own progress in obtaining the experience needed to qualify for an alternate specialty. Managers can use such profiles to evaluate the training of officers in the relevant specialties.

Profile differences between those who asked for a specialty and those who received it can give researchers valuable hints as to where more information is needed and the type of information needed.

PROFILES OF BACKGROUND VARIABLES

The secondary data base contains the counterpart to specialty profiles: the background variables profiles. These show the distribution across specialties of the various experiences. (A specialty profile is a column from a table; the background variables profile is a row.) With these profiles, today's officers can explore what happened in 1975 to officers who shared their occupational and educational experiences. Managers can also evaluate how the Army is using its educational and occupational assets.

DESIGNATION PATTERNS

By examining profiles and using summaries to get expected values, patterns of alternate specialty designation procedures can be discovered. For example, some primary specialties determine, to a large extent, which alternate specialties will be designated. 87% of the officers in Personnel Management went into Personnel Administration as an alternate specialty and 75% of the officers in Personnel Administration went into Personnel Management. Among 301 officers whose alternate specialties were Combat-Communications Electronics, Fixed Telecommunications Systems, or Communications-Electronics Engineers, 271 (90%) came from another of those three specialties as a primary.

Officers can use designation patterns to determine to which alternate specialties they are most likely to be designated. Such patterns can also be of interest to personnel managers as feedback on the success of their procedures in selecting educational and occupational assets.

SUMMARY

Two data bases describing the interrelations of experience and alternate specialty designation have been developed. ARI scientists are using them as part of the research effort on officer career progression systems.

Although these data bases were designed for use in career counseling experiments, their uses are not limited to that application. Some of the data has been used as source material for the Officer Development Study of the Professional Development Division of the Military Personnel Center. A copy of the secondary data base is available for reference at ARI.

APPENDIX A MILITARY EDUCATION SCHOOLS AND COURSES
(Page 1 of 14)

01	JUDGE ADVOCATE BASIC 11 WEEKS	82
02	JUDGE ADVOCATE ADVANCED 30 WEEKS	82
03	JUDGE ADVOCATE GENERAL SPECIAL	82
04	MILITARY JUSTICE	82
05	MILITARY AFFAIRS	82
06	INTERNATIONAL LAW	82
07	CIVIL LAW	82
08	PROCUREMENT LAW	82
09	JUDGE ADVOCATE COURSE NEC	82
0A	FOREIGN LAW	82
10	ARMORED SCHOOL NEC AND ARMORED SCHOOL REFRESHER	
11	ARMORED OFFICER ORIENTATION	82
12	ARMORED OFFICER CAREER	82
13	ARMORED ASSOCIATE COMPANY OFFICER	82
14	ASSOCIATE ARMORED OFFICER CAREER	82
15	ORGANIZATIONAL MAINTENANCE OFFICER COURSE	82
16	CAVALRY SCHOOL COURSE	82
17	OCS-7	82
18	ARMORED OFFICER BASIC	82
19	ARMORED OFFICER MOBILIZATION ADVANCED	82
1B	ITALIAN WAR COLL, SUPERIOR CRS = AFSC CODE NC	
1C	ARMORED STAFF OFFICER REFRESHER	82
1D	ARMORED OFFICER MOTOR	82
1F	AIR CAVALRY QUALIFICATION(OFFICER/WO)	
1F	ARMAMENT REPAIR TECHNICIAN	
1G	AIR CAVALRY/ATTACK HELICOPTER COMMANDERS TRAINING	
1H	SENIOR OFFICER PREVENTIVE MAINTENANCE	
1M	JUNIOR OFFICER PREVENTIVE MAINTENANCE	
1P	LEGAL OFFICER MANAGEMENT	
1R	JUDGE ADVOCATE GENERAL FIELD GRADE OFFICER REFRESHER	
1S	AN/TSQ 51 SYSTEMS MAINTENANCE	
1U	LEGAL LOGISTICS OFFICER ADVANCED	
1V	LEGAL LOGISTICS OFFICER	
1W	LABOR LAW	
1X	LEGAL ASSISTANCE	
1Y	LITIGATION	
20	ARTILLERY AND MISSILE SCHOOLS NOT ELSEWHERE CITED	82
21	ARTILLERY OFFICER BASIC (INCLUDES AD PHASE)	82
22	ARTILLERY OFFICER ADVANCED (INCLUDES AD PHASE)	82
23	FA OFF ORIENTATION, BASIC & FIELD ARTY OCS	
24	FA OFFICER ASSOCIATE ADVANCED	82
25	ARTILLERY OFFICER COMMUNICATIONS	82
26	ARTILLERY OFFICER SURVEY	82
27	AD OFFICER ORIENTATION OR BASIC AND OCS	82
28	AD OFFICER ASSOCIATE ADVANCED	82
29	GUIDED MISSILE STAFF OFFICER REGULAR	82
2A	AIR DEFENSE ARTILLERY STAFF OFFICER REFRESHER	82
2B	FIELD ARTILLERY OFFICER VIETNAM ORIENTATION	82
2C	FIELD ARTILLERY DATA COMPUTER OPERATION	82
2D	8-INCH NUCLEAR PROJECTILE ASSEMBLY	82
2E	NIKE UNIVERSAL ELECTRONICS MAINTENANCE 221B	82
2F	AN/TIQ-21 HAWK GM SYSTEM SIMULATOR MAINT	
2G	DIVISION ARTILLERY STAFF OFFICER REFRESHER	82
2H	WEAPONS SUPPORT RADAR MAINTENANCE 211A	82
2I	AIR DEFENSE ELECTRONIC WARFARE	82
2J	WEATHER EQUIPMENT MAINTENANCE 201A	82
2K	ARTILLERY BALLISTIC METEOROLOGY	82
2L	NIKE-HERCULES ELECTRONIC MAINTENANCE	
2M	IMPROVED ALT BTT ACQUISITION- RADAR MAINT TRNS	
2N	CALBRN TECHN & SPECIALIZATION AN/TSQ51 SYS MAINT	

2P	FADAC MAINTENANCE	82
2Q	TERMINAL DATA-LINK FIRE UNIT INTEGRATION FAC REP	
2R	FIRE DISTRIBUTION INTEGRATION SYSTEMS REPAIR	82
2S	WEAPONS MONITORING CENTER REPAIR	82
2T	OPERATIONS CENTRAL & CODER - DECODER GROUP REP	
2U	FIELD ARTILLERY RADAR TECHNICIAN	82
2V	SAM STAFF OFFICER NIKE 2G-1177	82
2W	CHAPARRAL/VULCAN SYSTEM TECHNICIAN	
2X	CHAPARRAL/VULCAN OFFICER AND NCO QUALIFICATION	
2Y	RCAT OPERATOR	82
30	GM UNIT OFFICER 1180 12 WEEKS	82
31	CORPORAL GUIDED MISSILE OFFICER	82
32	AIR DEFENSE ARTILLERY OFFICER MOBILIZATION ADVANCED	82
34	FA RADAR OFFICER 0140	82
35	AIR DEFENSE ARTILLERY FIELD GRADE OFFICER REFRESHER	
36	RADAR ELECTRONICS CIVILIAN INST SHORT CRSES	
37	SENIOR FIELD ARTILLERY OFFICER	82
38	FIELD ARTILLERY SEARCH LIGHT	82
39	RED-EYE MISSILE SYSTEM CONTROLLER	82
3A	HAWK ORGANIZATIONAL MAINTENANCE SUPERVISOR 223C	82
3B	SAM STAFF OFFICER HAWK 1178	82
3C	ARTILLERY TARGET ACQUISITION OFFICER 1154	82
3D	SERGEANT OFFICER 1190	82
3E	PERSHING OFFICER 1190	82
3F	PERSHING SPECIALIST 214E	82
3G	SERGEANT MISSILE BATTERY 214F	82
3H	AIR DEFENSE SCHOOLS NOT ELSEWHERE CITED	82
3J	AD ARTILLERY AW OFFICER	82
3K	NIKE HERCULES OFFICER	82
3L	HAWK OFFICER	82
3M	IMPROVED NH FC SYSTEM MAINTENANCE 222B	82
3N	IMPROVED NH HIPAR SYSTEM	82
3P	IMPROVED NH FC SYSTEM MAINTENANCE TRANSITION	82
3Q	AN/MPQ-T1 RADAR SIG SYS MAINTENANCE	82
3R	AN/TSQ-38 AND AN/MSQ-18 CODER - DECODER MAINT	
3S	PERSING SYSTEM MAINTENANCE	
3T	SURFACE TO SURFACE MISSILE SYSTEM MAINTENANCE WO INT. (PERSHING)	
3U	SURFACE TO SURFACE MISSILE SYSTEM MAINTENANCE (SERGEANT)	
3V	SPECIAL AMMUNITION MAINTENANCE NUCLEAR WEAPONS ELECTRONIC TECHNICIAN	
3X	NUCLEAR WEAPONS MAINTENANCE WO ADVANCED	
3Y	LANCE CADRE	
3Z	SURFACE TO AIR MISSILE SYSTEM MAINTENANCE(ADVANCED HAWK)	
40	GROUND GENERAL SCHOOLS NOT ELSEWHERE CITED	82
41	GROUND GENERAL OFFICER BASIC	82
42	INTELLIGENCE STAFF OFFICER COURSE 9301 12 WEEKS	82
43	IMAGE INTERPRETAION OFFICER COURSE 8503 19 WEEKS	82
45	LANGUAGE INTERPRETATION OFFICER	82
46	LANGUAGE TRANSLATION OFFICER	82
47	PRISONER OF WAR INTERROGATION OFFICER 9316 6 WEEKS	82
48	ADVANCED HORSEMANSHIP AND ANIMAL MANAGEMENT	82
4A	SURFACE TO AIR MISSILE SYSTEM MAINTENANCE(ADVANCED NIKE)	
4B	FIELD ARTILLERY FIELD GRADE OFFICER REFRESHER	
4K	SURFACE TO AIR MISSILE SYSTEM MAINTENANCE(WO ADVANCED)	
4L	REDEYE MISSILE SYSTEMS GUNNER	
4M	SAFEGUARD UNIT COMMANDERS COURSE	
4N	SAFEGUARD STAFF OFFICERS COURSE	
50	INFANTRY OFFICER CANDIDATE	
51	INFANTRY OFFICER BASIC	82
52	INFANTRY OFFICER ADVANCED	82
53	INFANTRY OFFICER ASSOCIATE BASIC	8-

54	INFANTRY OFFICER ASSOCIATE ADVANCED	82
55	BASIC AIRBORNE (PARATROOPER)	82
56	INFANTRY OFFICER COMMUNICATIONS (PRIOR TO JULY 64)	82
57	MOTOR TRANSPORTATION (PRIOR TO JULY 64)	82
58	PATHFINDER COURSE	82
59	TANK COURSE INFANTRY SCHOOL (PRIOR TO 1949)	82
5A	WARRENT OFFICER SENIOR COURSE	
5B	ADP ADMINISTRATION WO ADVANCED COURSE	
5C	AIR DEFENSE WO ADVANCED COURSE	
5E	COMMUNICATIONS-ELECTRONICS WO ADVANCED COURSE	
5G	INTELLIGENCE/SECURITY WO ADVANCED COURSE	
5H	MARINE OPERATIONS WO ADVANCED COURSE	
5J	MILITARY POLICE WO ADVANCED COURSE	
5K	MISSILE/MUNITIONS WO ADVANCED COURSE	
5L	ORDNANCE WO ADVANCED COURSE	
5M	SUPPLY/SERVICE WO ADVANCED COURSE	
60	INFANTRY OFFICER MOBILIZATION ADVANCED	82
61	BN MORTAR, DAVEY CROCKETT PLATOON OFFICER	
62	RANGER COURSE	82
63	INFANTRY MORTAR PLATOON LEADER COURSE	82
64	INFANTRY STAFF OFFICER REFRESHER	82
69	MANPOWER CONTROL OFFICER COURSE 6 WEEKS	82
70	ADJUTANT GENERAL SCHOOL NOT ELSEWHERE CITED	82
71	ADJUTANT GENERAL SCHOOL BASIC COURSE	82
72	ADJUTANT GENERAL SCHOOL ADVANCED COURSE	82
73	CORRECTIONAL CUSTODIAL METHODS	82
74	MILITARY PERSONNEL RECRUITING WAC/ANC OFFICER	
75	PERSONNEL MANAGEMENT OFFICER COURSE	82
76	POSTAL OPERATIONS OFFICERS OBSERVERS	82
77	MACHINE ACCOUNTING OFFICERS OBSERVERS	82
78	PERSONNEL PSYCHOLOGY 3 WEEKS	82
79	ASSOCIATE ADJUTANT GENERAL OFFICER COURSE	82
7A	OFFICERS REFRESHER COURSE 2 WEEKS	82
7B	ADJUTANT/AG FAMILIARIZATION COURSE 5 WEEKS	82
7C	MILITARY PERSONNEL OFFICER COURSE 5 WEEKS	82
7D	ADVANCE BANDSMAN BAND MASTER PREPARATORY 20 WEEKS	82
7E	SPECIAL SERVICE OFFICER 3 WEEKS	82
7F	AUTOMATIC DATA PROCESSING SYSTEMS ANAL CRS OFF	
7G	RECRUITING, REENLISTMENT, & INDUCTION OFF 3 WK	
7H	DATA PROCESSING EQUIP OPERATOR OFFICER OBSERVERS	
7I	ADJUTANT GENERAL FIELD GRADE OFFICER REFRESHER	82
7J	ADJUTANT GENERAL OFFICER ORIENTATION	82
7K	ADJUTANT GENERAL OFFICER MOBILIZATION ADVANCED	82
7L	ADJUTANT GENERAL OFFICER SPECIAL REFRESHER	
7M	PERSONNEL RESOURCES MANAGEMENT	82
7T	ARMY SAFETY PROGRAM MANAGEMENT	
7U	COMPUTER INSTALLATION MANAGEMENT SEMINAR	
7V	COMPUTER PROGRAMMING	
7W	DATA COLLECTION AND TRANSMISSION APPRECIATION	
80	CHEMICAL SCHOOL NOT ELSEWHERE CITED	82
81	CHEMICAL OFFICER BASIC	82
82	CHEMICAL OFFICER ADVANCED	82
83	CHEMICAL OFFICER ASSOCIATE ADVANCED	82
84	UNIT ABC, OFFICER INSTRUCTOR COURSE	82
85	RADIOLOGICAL DEFENSE - ATOMIC DEFENSE CBR	82
86	CHEMICAL OFFICERS SPECIAL ORIENTATION	82
87	RADIOLOGICAL SAFETY COURSE 6 WEEKS	82
88	NUCLEAR WEAPONS EMPLOYMENT & RADL WARFARE CRS	
89	CHEMICAL, OFFICER ORIENTATION	82
8A	CHEMICAL OFFICER MOBILIZATION ADVANCED	82

8B	CHEMICAL TECHNICAL ESCORT	82
8E	CHEMICAL FIELD GRADE OFFICER REFRESHER	
8F	ENGINEER FIELD GRADE OFFICER REFRESHER	
8G	ENGINEER GRAPHICS(NO INTERMEDIATE)	
8M	FACILITIES ENGINEERING MANAGEMENT	
8K	NUCLEAR,BIOLOGICAL AND CHEMICAL WEAPONS TARGET ANALYSIS	
8L	ADVANCED ADP SYSTEMS ANALYSIS	
8N	ARMY AVIATION SAFETY COURSE UNIVER, OF SO. CALIF.	
8R	NUCLEAR AND CHEMICAL TARGET ANALYSIS	
8T	JOINT MILITARY PACKAGING,INSPECTION OF PACKED HOUSEHOLD GOODS	
8W	USARADCOM CBR OFFICER	
90	ENGINEER SCHOOL,NEC	
91	ENGINEER OFFICER BASIC	82
92	ENGINEER OFFICER ADVANCED	82
93	ENGINEER OFFICER ASSOCIATE BASIC	82
94	ENGINEER OFFICER ASSOCIATE ADVANCED	82
95	MECHANICAL EQUIPMENT	82
96	POST ENGINEER	82
97	TOPOGRAPHIC COURSES	82
98	ENGINEER DEPOT COURSES	82
99	ENGINEER OFFICER MOBILIZATION ADVANCED	82
9A	AFSWP ASSEMBLY COURSE 13 WEEKS	82
9B	US ARMY AV SCHOOL SPECIAL AV STAFF OFF CRS	
9C	C&GSC TEC CONSIN EMPLOYMENT OF ATOMIC WPN 4WK	
9D	USA INTELLIGENCE MP AND SPECIAL WEAPONS SCHOOL	82
9E	IBM EDUCATION CENTER SYSTEMS	82
9F	ENGINEER STAFF OFFICER REFRESHER	82
9G	FINANCIAL MANAGEMENT INTERN TRAINEE	
9H	MIL ASSISTANCE INST SENIOR SEMINAR ON FGN POLICY	
9I	CONSTRUCTION PLANNING AND OPERATIONS	82
9J	COMMERCIAL LANGUAGE SCH . VOX, BERLITZ, SANZ, ETC.	
9K	ALLIANCE FRANCAISE, PARIS FRANCE	82
9L	INTEL SCHOOL NAV STA WASH, D.C. LANG INTPRT	
9M	SPECIAL WARFARE COUNTER INSURGENCE OPS 6 WK	
9N	SPECIAL WARFARE SCHOOL - PSY OPS OFF	
9P	SPECIAL FORCES OFFICER 6 WEEKS	82
9Q	ENGINEER EQUIPMENT REPAIR TECHNICIAN	82
9R	COUNTER GUERILLA OPERATIONS COURSE 6 WEEKS	82
9S	COUNTERINSURGENCY AND SPECIAL WARFARE STAFF OFF	
9T	DASA - HDQS, SANIA BASE, N M NUC ENGR T OP CSE #16	
9U	ENGINEER EQUIPMENT OFFICER	82
9V	ATOMIC DEMOLITION MUNITIONS	
9W	ADVANCED GEODETIC SURVEY	82
9X	ENGINEER CONTRACT CONSTRUCTION NEGOTIATING OCE	82
9Y	CAMOUFLAGE OFFICER	82
9Z	DISASTER RECOVERY	82
A0	FINANCE SCHOOL	82
A1	US ARMY DEFENSE COMMAND ADMINISTRATIVE ELEMENTS	
A2	FINANCE OFFICER ADVANCED	82
A3	FINANCE OFFICER ASSOCIATE BASIC	82
A4	ACCOUNTING AND AUDITING	82
A5	USAF COMPTROLLER COURSE 15 WEEKS	82
A6	INTERNAL AUDIT COURSE 5 WEEKS	82
A7	AMC COMPTROLLERSHIP	82
A8	MILITARY ASSISTANCE ORIENTATION COURSE 4 WEEKS	82
A9	DEFENSE ADVANCED CONTRACT ADMINISTRATION	
AA	NUCLEAR FAMILIARIZATION COURSE NF 2 WK OR 10 D	
AB	NUCLEAR COURSE NP 2 WEEKS	82
AC	NUCLEAR SUPERVISOR COURSE NS 6 WEEKS	82
AD	NUCLEAR TECHNICIAN NT 5 OR 11 WK - 2 COURSES	

AE	SPECIAL WEAPON EMPLOYMENT FAMILIARIZATION WEF	82
AF	AFSWP COURSE WD 4 WEEKS	82
AG	REQUIREMENTS MANAGEMENT COURSE 8 WEEKS	82
AH	ACCOUNTING BASIC 4 WEEKS	82
AI	ACCOUNTING INTERMEDIATE 4 WEEKS	82
AJ	ACCOUNTING ADVANCED 5 WEEKS	82
AK	ARMY INTEGRATED MATERIEL SYSTEMS MANAGEMENT	
AL	COST ACCOUNTING 4 WEEKS	82
AM	FINANCIAL MANAGEMENT INTEGRATED ACCOUNTING 5 WEEKS	82
AN	FINANCIAL MANAGEMENT BUDGETING 5 WEEKS	82
AP	MILITARY COMPTROLLERSHIP 6 WEEKS	82
AR	MANAGERIAL ACCOUNTING COURSE 14-C-F9	82
AS	OPERATIONS RESEARCH/SYSTEMS ANALYSIS EX	
AT	ARMY NUCLEAR WEAPONS OFFICERS COURSE 1723	82
AV	ARMY NUCLEAR WEAPONS ELECTRONICS TECHN 19 WK	
AW	ARMY NUCLEAR WEAPONS ELECTRONICS TECHN 17 WK	
B0	MILITARY POLICE NOT ELSEWHERE CITED	82
B1	MILITARY POLICE OFFICER BASIC	82
B2	MILITARY POLICE OFFICER CAREER INCLUDES PREVIOUS P4	82
B3	MILITARY POLICE OFFICER ORIENTATION	82
B4	MILITARY POLICE OFFICER ASSOCIATE CAREER	82
B5	CRIMINAL INVESTIGATION OFFICER, WO AND EM	82
B6	TRAFFIC, TRAFFIC INSTITUTE, TRAFFIC ENGINEERING	82
B7	LIE DETECTOR OPERATIONS	82
B8	CIVIL AFFAIRS TRAINING	82
B9	HOMICIDE SEMINAR	82
BA	TECHNIQUES AND REVIEW AND ANALYSIS 3 WEEKS	82
BB	AUDITING OF ADPS 2 WEEKS	82
BC	FINANCIAL MANAGEMENT SYSTEMS - AUTOMATED APPL 4 WK	
BD	PROGRAMMING AND BUDGETING 4 WEEKS	82
BE	INTERNAL REVIEW	82
BF	MILITARY ACCOUNTING	82
BG	FIREARMS EXAMINATION	
BH	PROCUREMENT MANAGEMENT COURSE 8 WEEKS	82
BJ	FINGERPRINT EXAMINATION	
BK	STORAGE AND DISTRIBUTION MANAGEMENT COURSE 8 WEEKS	82
BL	MAINTENANCE MANAGEMENT COURSE 8 WEEKS	82
BM	PROPERTY DISPOSAL MANAGEMENT COURSE 5 WEEKS	82
BQ	POLOGRAPH EXAMINER PERSONNEL SCREENING	
BS	NATIONAL MATCH PISTOL AND RIFLE MAINTENANCE	
BU	PHYSICAL TRACKER	
BV	POLOGRAPH EXAMINER REFRESHER	
BW	POLOGRAPH EXAMINER TRAINING	
BY	ORDNANCE OFFICER ORIENTATION	
BZ	CIVIC ACTION COURSE 6 WEEKS	82
C1	ORDNANCE OFFICER BASIC 9 WEEKS	82
C2	ORDNANCE OFFICER ADVANCED 23 WEEKS	82
C4	ORD OFF ASSOCIATE ADVANCED PROGRAMS A AND B	
C7	ORDNANCE OFFICER BOMB DISPOSAL	82
C8	ARMAMENT MAINTENANCE AND REPAIR OFFICER 7 WEEKS	82
C9	ORDNANCE OFFICER MOBILIZATION ADVANCED	82
CA	SPECIAL FORCES ADMIN OFFICER INTELLIGENCE	82
CB	MATHEMATICS PROGRAMMING JOINT	82
CC	AMMUNITION OFFICER 7 WEEKS	82
CD	AMMUNITION AND MISSILE MAINT OFFICER 19 WKS 4 D	
CE	MISSILE MAINTENANCE OFFICER 19 WEEKS 4 DAY	82
CF	ARMY INSTALLATION MANAGEMENT	82
CG	MAINTENANCE OFFICER 8 WEEKS	82
CH	MECHANICAL MAINTENANCE OFFICER 8 WEEKS	82
CJ	ARMY AVIATION COMMANDERS VIETNAM ORIENTATION	8[illegible]

CK	OV-1 AVIATOR TRANSITION	82
CM	OV-1 INSTRUCTOR PILOT QUALIFICATION	82
CN	WO CANDIDATE PRE-FLIGHT INDOCTRINATION F/W	
CO	ORDNANCE SCHOOL NOT ELSEWHERE CITED	82
CP	U-21 AVIATOR QUALIFICATION	82
CQ	WARRENT OFFICER CANDIDATE ROTARY WING	
CR	CH-37 AVIATOR TRANSITION	82
CS	TAC SEA-SERVICE SCHOOL	82
CT	SURVIVAL SERVICE TRAINING-USAF COURSE 14000	
CU	M22 GUNNERY QUALIFICATION	82
CV	SPECIAL VIETNAM ORIENTATION	82
CW	SPECIAL FORCES OFFICER REFRESHER	82
CX	MISSILE SYSTEMS & AMMUNITION LOG SUPPORT ORIEN	
CY	ARADCOM OFFICER MAINTENANCE MANAGEMENT	82
CZ	COMBAT OPERATIONS SPECIALIST	82
D0	QUARTERMASTER SCHOOL NOT ELSEWHERE CITED	82
D1	QUARTERMASTER OFFICER BASIC	82
D2	QUARTERMASTER OFFICER ADVANCED	82
D3	QUARTERMASTER OFFICER ASSOCIATE BASIC	82
D4	QUARTERMASTER OFFICER ASSOCIATE ADVANCED	82
D5	FOOD SERVICE SUPERVISOR (ADVANCE FOOD SERVICE)	82
D6	FOOD ADVISOR/TECHNICIAN	
D7	SUBSISTENCE OFFICER (SUBSISTENCE TECHNOLOGY)	82
D8	PETROLEUM OFFICER (PETROLEUM PRODUCTS)	82
D9	PROCUREMENT OFFICER	82
DA	ARMY SUPPLY OFFICER (7 WEEKS)	82
DB	GRAVES REGISTRATION OFFICER	82
DC	QUARTERMASTER FIELD GRADE OFFICER REFRESHER	82
DD	QUARTERMASTER OFFICER ORIENTATION	82
DE	QUARTERMASTER OFFICER MOBILIZATION ADVANCED	82
DF	PSYCHOLOGICAL OPERATIONS STAFF OFFICER	82
DG	NUCLEAR WEAPONS ORIENTATION	82
DH	COMBAT SURVEILLANCE ORIENTATION	82
DI	GROUND SURVEILLANCE RADAR MATERIAL	82
DJ	OV-1 AVIATOR COMBAT SURVEILLANCE FAMILIARIZATION (MOHAWK)	
DK	DEFENSE SENSOR INTERPRETATION AND APPLICATION	82
DL	ADVANCED INTELLIGENCE	82
DN	ARMY NUCLEAR WEAPONS MAINT TECHN TRANSITION	
DP	NUCLEAR WEAPONS DISPOSAL USN	82
DQ	NUCLEAR WEAPONS DISPOSAL REFRESHER	82
DR	NIKE MAINTENANCE STAFF PERSONNEL	82
DS	BALLISTIC MISSILE MAINTENANCE TECHNICIAN SERGEANT	82
DT	BALLISTIC MISSILE MAINTENANCE TECHNICIAN PERSHING	82
DU	AIR DEFENSE MISSILE MAINTENANCE TECHNICIAN NIKE	82
DV	AIR DEFENSE MISSILE MAINTENANCE TECHNICIAN HAWK	82
DW	GUIDED MISSILE SYSTEMS OFFICER	82
DX	ELEMENTS OF RELIABILITY JOINT	82
DY	PROBABILITY METHODS AND OPERATIONS RESEARCH JOINT	82
DZ	OR/SA EXECUTIVE	82
E0	QUARTERMASTER OFFICER COMMODITY CRS (10 WK)	
E1	COMMAND STOCK FUND	
E2	ARMY-AIR FORCE EXCH OP (ARMY EXCHANGE OPS) WO ONLY	
E3	QUARTERMASTER SALES OFFICER	82
E4	PROPERTY DISPOSAL OPERATION (DISPOSAL OFFICER)	82
E5	MAINTENANCE OFFICER	82
E6	STORAGE OFFICER	82
E7	PARACHUTIST MAINTENANCE AND AERIAL SUPPLY OFF	
E8	COMMISSARY OPERATION (COMMISSARY OFF) (WO ONLY)	
E9	OPEN MESS MGT (CONSOLIDATED & OPEN MESS MGT)	
EA	DEFENSE LOGISTICS INSTRUCTOR DEVELOPMENT	8[illegible]

EB	PROJECT PLANNING AND CONTROL TECHNIQUES	
EC	MANAGING RESEARCH AND DEVELOPMENT ACTIVITIES	82
ED	RESEARCH AND DEVELOPMENT MANAGEMENT ORIENTATION	82
EF	INSTITUTE ON WORKSHOP FOR MIDDLE MANAGERS	82
EG	CONFERENCE LEADERSHIP INSTITUTE	82
EH	SEMINAR FOR MIDDLE MANAGERS JOINT	82
EI	SEMINAR FOR CHIEFS OF MANAGEMENT OFFICERS JOINT	82
EJ	ORGANIZATION PLANNING	82
EK	PERT/COST	82
EL	STANDARD TIME DATA JOINT	82
EM	WORK METHODS AND STANDARDS JOINT	82
EN	WORK PLANNING AND CONTROL JOINT	82
EP	METHOD TIME MEASUREMENT	
EQ	TOP MANAGEMENT SEMINAR	82
ER	NUCLEAR WEAPONS ELECTRONICS REPAIR COURSE	82
ES	MANAGERIEL COMMUNICATIONS APPRECIATION	
ET	COBOL JOINT	82
EU	MANAGEMENT STATISTIC JOINT	82
EV	INTRODUCTION TO EPD SYSTEMS ANAL & DESIGN JOINT	
EW	INFORMATION OFFICER BASIC	82
EX	BROADCAST OFFICER	82
EY	PUBLIC AFFAIRS SEMINAR	82
EZ	NUCLEAR ENGINEER TEAM OPERATIONS	82
F0	SIGNAL SCHOOLS NOT ELSEWHERE CITED	82
F1	SIGNAL OFFICER BASIC AND ASSOCIATE BASIC	
F2	SIGNAL OFFICER ADVANCED	82
F3	SIGNAL OFFICER MOBILIZATION BASIC	82
F4	SIGNAL OFFICER ASSOCIATE ADVANCED	82
F5	SIGNAL FIELD GRADE OFFICER REFRESHER	82
F6	SIGNAL OFFICER MOBILIZATION ADVANCED	82
F7	SIGNAL SUPPLY	82
F8	SIGNAL EQUIPMENT MAINTENANCE AND REPAIR COURSE	82
F9	ELECTRONIC WARFARE OFFICER 10 TO 12 WEEKS	82
FA	ADPS PLANS AND OPERATIONS COURSE	82
FB	USASAFOSTA - MISSILE OFFICER MAINTENANCE 12 WEEKS	82
FC	SIGNAL OFFICER CANDIDATE COURSE	82
FD	PICTORIAL OFFICER	82
FE	RADIO FREQUENCY ENGINEERING	82
FF	RADAR DATA PROCESSING REPAIR	82
FG	BASIC AVIONICS MAINTENANCE OFFICER	82
FH	COMMUNICATIONS CENTER OPERATIONS	82
FI	AREA SIGNAL CENTER OPERATIONS	82
FJ	TELEPHONE AND TELETYPE OFFICER	82
FK	RADIO OFFICER	82
FL	MICROWAVE OFFICER	82
FV	AUTOMATED COMMUNICATIONS SYSTEMS STAFF OFFICER	
FW	COMMUNICATIONS ELECTRONIC MAINTENANCE	
G0	TRANSPORTATION COURSES NOT ELSEWHERE CITED	82
G1	TRANSPORTATION OFFICER ORIENTATION	82
G2	TRANSPORTATION OFFICER ADVANCED	82
G3	TRANSPORTATION OFFICER ASSOCIATE BASIC	82
G4	TRANSPORTATION OFFICER ASSOCIATE ADVANCED	82
G5	HARBOR CRAFT DECK OPERATIONS	82
G6	HIGHWAY TRANSPORTATION	82
G7	STEVEDORE	82
G8	TRANSPORTATION STAFF OFFICER COURSE	82
G9	RAILWAY MAINTENANCE AND OPERATIONS	82
GA	AIRCRAFT MAINTENANCE	82
GB	ADVANCED TRAFFIC MANAGEMENT	82
GC	HARBOR CRAFT ENGINE OPERATIONS	82

GD	TRANSPORTATION OFFICER MOBILIZATION BASIC	82
GE	TRANSPORTATION OFFICER MOBILIZATION ADVANCED	82
GF	TRANSPORTATION FIELD GRADE OFFICER REFRESHER	82
GG	MARINE RADAR OBSERVER	82
GH	AIR TRANSPORTABILITY PLANNING	82
GJ	AIRCRAFT MAINTENANCE OFF TEST PILOT CRS UH-1	
GK	AIRCRAFT MAINTENANCE OFF TEST PILOT CRS CH-47	
GM	SATELLITE COMMUNICATIONS OFFICER	
GN	SATELLITE COMMUNICATIONS ORIENTATION	
GQ	INSTALLATION TRAFFIC MANAGEMENT	
GT	JOINT PERSONNEL PROPERTY	
GU	SYSTEMS AND PROCEDURES ANALYSIS	
GW	HARBOR CRAFT COMPANY OFFICER	
GX	TRANSPORTATION OFFICER CANDIDATE	
H0	CHAPLAIN COURSES NOT ELSEWHERE CITED	82
H1	CHAPLAIN BASIC	82
H2	CHAPLAIN CO OFFICER COURSE 12 WEEKS	82
H4	NATIONAL SECURITY MANAGEMENT CORR COURSE ICAF	
H5	FIELD GRADE OFFICER REFRESHER COURSE 2 WEEKS	82
H6	CHAPLAIN OFFICER ADVANCED 9 MONTHS	82
H7	EXCHANGE OFFICER	82
H8	RECREATION OFFICER	82
H9	CHAPLAIN OFFICERS ORIENTATION 5 WEEKS	82
HB	ARMY PROJECT MANAGER	82
HD	DEFENSE MAINTENANCE MANAGEMENT INFORMATION SYSTEMS	82
HE	DEFENSE INDUSTRIAL MAINTENANCE MANAGEMENT	82
HF	BRITISH SCHOOL OF MILITARY SURVEY	82
HG	JUNGLE WARFARE SCHOOL	
HH	MATA CORPS/DIVISION	82
HJ	MATA SECTOR/UNIT	82
HK	MATA PSYCHOLOGICAL OPERATIONS	82
HL	CIVIL AFFAIRS OFFICER MOBILIZATION ADVANCED	82
HM	CIVIL AFFAIRS STAFF OFFICER REFRESHER	82
HN	ORDNANCE GUIDED MISSILE & SP WPNS LOG CRS	
HP	CIVIL AFFAIRS ADVISOR - VIETNAM	82
HW	WO AUTOMATIVE REPAIR	
I1	INDIAN DEFENSE SERVICE STAFF COLL CODE N	
I2	PAKISTAN COMMAND AND STAFF COLL EQUALS C&GSC	
I3	ITALIAN ARMY WAR COLL GEN STAFF CRS = C&GSC	
I4	UNITED KINGDOM NATIONAL WAR COLLEGE	
I5	AUSTRALIAN DEFENSE COLLEGE CODE AT LEVEL N	82
I6	TURKISH ARMY STAFF COURSE	
IN	MANAGEMENT OF THE QUALITY FUNCTION	
IT	JUDGE ADVOCATE GENERAL CORPS OFFICER ORIENTATION	
J0	CIVILIAN INSTITUTIONS NOT ELSEWHERE CITED	82
J1	INTELLIGENCE FIELD GRADE OFFICER REFRESHER	82
J2	AREA INTELLIGENCE TRANSITION OFFICER	
J3	INTELLIGENCE PHOTOGRAPHY	82
J4	DEF INTELLIGENCE SYMPOSIUM ON STRATEGIC INTEL	
J5	ARMY FOUR YEAR LANGUAGE AND AREA TRAINING PROGRAM	82
J6	DEF LANGUAGE INSTITUTE WAS ARMY LANG. SCHOOL	
J7	ATTACHE STAFF OFFICER	82
J8	INTELLIGENCE RESEARCH OFFICER 9666 13 WEEKS	82
J9	STRATEGIC INTELLIGENCE SCHOOL COURSES 4 WEEKS	82
JA	MILITARY INTELLIGENCE BRANCH INDOCTRINATION	82
JB	TECHNICAL INTELLIGENCE	82
JC	INTELLIGENCE RESEARCH OFFICER TRANSITION	82
JD	INDUSTRIAL SECURITY MANAGEMENT	82
JE	ARMY AVIATION SENIOR OFFICER COURSE 35 WEEKS	82
JF	BASIC INDUSTRIAL SECURITY	82

JG	PERSONNEL SECURITY ADJUDICATIONS	82
JH	MILITARY INTELLIGENCE OFFICER ADVANCED CRS 16 WK	
JK	INTELLIGENCE SCHOOLS NOT ELSEWHERE CITED	82
JN	ARMY FOUR YEAR LANGUAGE AND AREA TRAINING PROGRAM UNDERGOING	
JS	ADVANCED INDUSTRIAL SECURITY	
JW	AIRBORNE DIRECTION FINDING	
K0	MILITARY SCHOOLS NOT ELSEWHERE CITED	82
K2	DEFENSE INTERNATIONAL LOGISTICS MANAGEMENT	
K3	PUBLIC INFORMATION AND EDUCATION STAFF OFFICER	82
K4	TROOP INFORMATION AND EDUCATION STAFF OFFICER	82
K5	PHYSICAL TRAINING AND ATHLETIC DIRECTION	82
K6	MARINE CORPS AMPHIBIOUS WARFARE	82
K7	APN COURSES ONLY	82
K8	COMMAND & GENERAL STAFF WW II SHORT CSFS ONLY	
K9	COMMAND & GENERAL STAFF ASSOCIATE CSE (WAS L8)	
KB	DEFENSE ART AND TECHNIQUE OF NEGOTIATING CONTRACT MODIFICATION	
KC	DEFENSE CONTRACT ADMINISTRATION	
KD	DEFENSE CONTRACT LAW	
KF	DEFENSE COST AND PRICE ANALYSIS AND NEGOTATION TECHNIQUE	
KG	DEFENSE COST REIMBURSEMENT INCENTIVE CONTRACTING	
KJ	DESIGNING QUALITY PROGRAMS	
KL	DEFENSE DISPOSAL EXECUTIVE DEVELOPMENT SEMINAR	
KM	DEFENSE EVALUATING CONTRACTORS ESTIMATING SYSTEM	
KN	DEFENSE FAMILY HOUSING MANAGEMENT	
KP	DEFENSE PROCURMENT MANAGEMENT FOR TECHNICAL PERSONNEL	
KQ	DEFENSE RACE RELATIONS INSTITUTE	
KR	DEFENSE SPECIFICATIONS MANAGEMENT	
KS	DESIGN AND ANALYSIS OF EXPERIMENTS	
KT	DEFENSE DEPOT OPERATIONS MANAGEMENT	
KU	DOCUMENT EXAMINATION	
KV	ECONOMIC ANALYSIS FOR DECISION MAKING	
KW	ELECTRONICS EQUIPMENT MAINTENANCE OFFICER	
KX	ELECTRONIC MAINTENANCE OFFICER	
KY	EQUIPMENT PRESERVATION FOR SHIPMENT OF STORAGE	
KZ	EVALUATION OF PRODUCERS QUALITY PROGRAM	
L1	AIR WAR COLL EQUALS ARMY AWC LEVEL 3	
L2	AIR COMMAND AND STAFF COLLEGE	
L3	AIR FORCES ADMINISTRATION	82
L4	AIR COLLEGE	82
L5	AIR TECHNICAL SCHOOLS	82
L6	NAVAL WAR COLLEGE STRATEGY AND TACTICS COURSE	82
L7	NAVAL WAR COLLEGE JUNIOR COURSE EQUALS ARMY C&GSC	
L8	UH-1 AVIATOR QUALIFICATION	
L9	US ARMY SCHOOL OF THE AMERICAS	
LA	ARGENTINA COMMAND AND STAFF COLLEGE NOT EQUATED	82
LB	GERMAN GENERAL STAFF CRS EQUALS C&GSC CODE N	
LC	SPANISH SUPERIOR COURSE 6 MONTHS NOT EQUATED	82
LD	URUGUAY GENERAL STAFF COURSE NOT EQUATED	82
LE	FACULTY DEVELOPMENT PROGRAM	
LF	FALLOUT SHELTER ANALYSIS	
LG	FIELD GRADE STAFF OFFICER GROUND SENSOR ORIENTATION	
LH	DEFENSE INVENTORY MANAGEMENT	
LJ	LAND COMBAT SUPPORT MISSILE REPAIR TECHNICIAN	
LK	CRIME LABORATORY PHOTOGRAPHY	
LL	NORAD SENIOR OFFICER ORIENTATION	
M1	BRITISH IMPERIAL DEFENSE COLLEGE CODE AT LEVEL L	82
M2	BRITISH ARMY STAFF COLLEGE CODE AT LEVEL N	82
M3	UNITED KINGDOM JOINT SVC STF COLL AFSC EQUATED	
M4	CANADIAN NATIONAL DEFENSE COLLEGE CODE AT LEVEL L	82
M5	CANADIAN LAND FORCES COMMAND AND STAFF COLLEGE	82

M6	L'ECOLE DE GUERRE SUPERIEURE - FRENCH ARMY WAR COL	
M7	L'ECOLE DE GUERRE ETAT MAJOR - FR ARMY GEN STF COLL	
M8	FRENCH TANK SCHOOL	82
M9	NATO DEFENSE COLLEGE PARIS 6 MONTHS	82
MA	NATIONAL WAR COLLEGE EQUATED TO AWC CODE AT LEVEL N	82
MB	INDUSTRIAL COLLEGE OF THE ARMED FORCES EQUALS AWC	
MC	ARMY WAR COLLEGE CODE AT LEVEL 5	82
MD	INTER-AMERICAN DEFENSE COLL EQUALS AWC CODE N	
ME	ARMED FORCES STAFF COLLEGE EQUATED TO C&GSC AUG 67	
MF	COMMAND & GENERAL STAFF COLL CODE AT LEVEL 5	
MG	ROYAL CANADIAN SCHOOL OF ARTILLERY	82
MH	MARINE COMMUNICATION SCHOOL	82
MJ	COMMERCIAL COMMUNICATIONS COURSE	82
MK	DEFENSE PROCUREMENT MANAGEMENT COURSE 5 WEEKS	82
ML	EXPLOSIVE ORD/NUCLEAR WPN DISPOSAL 19 WKS	
MM	FIXED WING AVIATOR COURSE	82
MN	ROTARY WING AVIATOR COURSE	82
MQ	FOREIGN MILITARY SCHOOLS NOT ELSEWHERE CITED	82
MP	FIXED WING QUALIFICATION COURSE	82
MQ	ROTARY WING QUALIFICATION COURSE	82
MR	FIXED WING INSTRUMENT EXAMINERS COURSE	82
MS	ROTARY WING INSTRUMENT EXAMINERS COURSE	82
MT	UH-1 IP COURSE	82
MU	CH-47 IP COURSE	82
MV	CH-54 IP COURSE	82
MW	U-8 IP COURSE	82
MX	C&GSC CONSTRUCTIVE CREDIT-VIETNAM DA CIR 350-82	
MY	M-01 SINGLE ENGINE FIXED WING	
MZ	SPECIAL FORCES MILITARY FREE-FALL PARACHUTISTS HALO	82
N1	SPECIALIST IN INDUSTRY	82
N2	ARMY INDOCTRINATION COURSE BIG DELTA, ALASKA	82
N3	COMMUNICATION COURSE	82
N4	RADIO REPAIR	82
N5	RADAR MAINTENANCE	82
N6	USA INTELLIGENCE MP AND SP WEAPONS SCHOOL, EUROPE	82
N7	TANK DESTROYER SCHOOL	82
N8	GUIDED MISSILE 2 YEARS	82
N9	TERRIER GUIDED MISSILE 5 MONTHS - NAVY	82
NA	HELICOPTER FLIGHT EXAMINER COURSE 1985	82
NB	M01 ROTARY WING	82
NC	OH-6 IP COURSE	82
ND	AH-1G IP COURSE	82
NE	AVIATION WO ADVANCED COURSE	82
NF	AVIATION WO INTERMEDIATE COURSE	82
NG	AH-1G AVIATOR QUALIFICATION	
NH	CH-47 CHINOOK PILOT TRANSITION	82
NJ	CH-54 CRANE PILOT TRANSITION	82
NK	U-8 SEMINOLE AVIATOR QUALIFICATION COURSE	82
NL	U-21 STANDARDIZATION INSTRUCTOR PILOT QUALIFICATION	82
NM	AH-56A CHEYENNE AVIATOR TRANSITION	82
NN	ARMY WAR COLLEGE(NON-RESIDENT INSTRUCTION)	
NP	CH-54 INSTRUCTOR PILOT	
NU	NUCLEAR COMPONENTS COURSE	82
P1	ARSON SEMINAR	82
P2	CORRECTIONAL ADMINISTRATION INC PRIOR P2 & P3	
P3	SERGEANT SPECIALIST	
P5	ASSEMBLY COURSE ALN 1 WEEK	82
P6	ASSEMBLY COURSE AHE 4 WEEKS	82
P7	ASSEMBLY COURSE APE 3 WEEKS	82
P8	ASSEMBLY COURSE ARM 2 WEEKS	82

P9	ASSEMBLY COURSE ARN 5.5 WEEKS	82
PA	FBI NATIONAL ACADEMY	82
PB	NARCOTICS TRAINING SCHOOL	82
PC	M.P. OFFICER CRIMINAL INVESTIGATION SUPERVISION	82
PD	ROYAL CANADIAN OUNTED POLICE COLLEGE	82
PE	CANADIAN ARMY PROVOST CORPS SCHOOL	82
PF	MILITARY POLICE FIELD GRADE OFFICER REFRESHER	82
PG	MILITARY POLICE OFFICER MOBILIZATION ADVANCED	82
PH	PHYSICAL SECURITY	82
PI	US ARMY MISSILE SECURITY	82
PJ	DRUG INVESTIGATION	82
PK	INDUSTRIAL DEFENSE AND DISASTER PLANNING	82
PL	CRIMINAL INVESTIGATION WO INTERMEDIATE COURSE	
PM	O-1 INSTRUCTOR PILOT QUALIFICATION	
PN	CHEMICAL ANALYSIS	
PP	OH-58 AVIATOR QUALIFICATION	
PQ	04-58 INSTRUCTOR PILOT	
PR	ON LEASH SCOUT DOG HANDLER	
PS	SAMPLING PROCEDURES FOR RELIABILITY TESTING	
PV	OPERATIONS RESEARCH APPRECIATION	
PW	ORDNANCE SHOP TECHNICIAN	
PY	MILITARY POLICE FIELD STAFF OFFICER REFRESHER	
Q1	SPANISH STAFF COLLEGE 9 MONTHS - AFS EQUATED	82
R1	ADVANCED MANAGEMENT PROGRAM	82
R2	PSYCHOLOGICAL WARFARE	82
R3	INSTRUMENT FLIGHT	82
R4	AFSWP SP. WPNS COURSE WE/COMMAND AND GEN STAFF SCH	
R5	AFSWP SPECIAL WEAPONS COURSE NS 20 OR MORE WEEKS	82
R6	GUERRILLA WARFARE	82
R7	MECHANICAL ASSEMBLY COURSE AAM 8 WEEKS	82
R8	NUCLEAR TECHNICIAN AFI 7 WEEKS	82
R9	ASSEMBLY COURSE AFC 7 WEEKS	82
RA	FOREIGN SERVICE INSTITUTE OF WASHINGTON	82
RB	MANAGEMENT PROGRAM FOR EXECUTIVES, U OF PITTS 8 WK	
RC	WARRENT OFFICER ORIENTATION	
RD	AFSWP COURSE GCF 4 WEEKS	82
RE	AFSWP ASSEMBLY COURSE ABF 4 WEEKS	82
RF	CH-56 AVIATOR QUALIFICATION	
RG	AFSWP ASSEMBLY COURSE ATF 4 WEEKS	82
RH	AFSWP ASSEMBLY COURSE ACE 5 WEEKS	82
RJ	MANAGEMENT PRACTICES FOR TOE UNITS	
RK	MANAGING THE VALUE ENGINEERING PROGRAM	
RL	ADMSC OPERATION SUPERVISORY	
RM	AFSWP ASSEMBLY COURSE GCM 2 WEEKS	82
RN	AFSWP ASSEMBLY COURSE ABM 2 WEEKS	82
RO	ELECTRICAL ASSEMBLY COURSE AAE 8.5 WEEKS	82
RP	AFSWP ASSEMBLY COURSE ATM 2 WEEKS	82
RQ	AFSWP ASSEMBLY COURSE ACM 1 WEEK	82
RR	ACCIDENT APP COURSE AAC 2 WEEKS	82
RT	DEFENSE METALS IDENTIFICATION	
RU	AIRDROP LOAN INSPECTOR CERTIFICATION	
RV	ADMS PROGRAMMER	
RX	ADMSC MAINTENANCE SUPERVISORY	
S0	MEDICAL DEPARTMENT COURSES NOT ELSEWHERE CITED	82
S1	ALL BASIC ORIENTATION COURSES	82
S2	MEDICAL DEPARTMENT OFFICER ADVANCED	82
S3	MEDICAL DEPARTMENT OFFICER ASSOCIATE BASIC	82
S4	MEDICAL DEPARTMENT OFFICER ASSOCIATED ADVANCED	82
S6	HOSPITAL ADMINISTRATION	82
S7	NEUROPSYCHIATRIC NURSING	82

S8	MEAT AND DAIRY HYGIENE	82
SA	MIL PREVENTIVE MED AMS GRAD SCH WRAMC 46 WK	
SB	AMEDS COMPANY GRADE OFFICER REFRESHER	82
SC	AMEDS FIELD GRADE OFFICER REFRESHER	
SD	PATIENT ADMINISTRATION	82
SE	ESSENTIAL MEDICAL TRAINING FOR AMEDS AVIATORS	82
SF	VETERINARIAN PREVENTIVE MED & FOOD INSPECT	
SG	ARMED FORCE ENTRANCE MEDICAL EXAMINERS	
SH	ARMY HEALTH NURSING ORIENTATION	
SJ	AMEDS DEPT OFFICER ORIENTATION(VC)	
SK	ENVIRONMENTAL ENGINEER	
SL	DEFENSE ADVANCED TRAFFIC MANAGEMENT	
SM	DEFENSE ADVANCED PROCUREMENT MANAGEMENT	
SN	DEFENSE ADVANCED DISPOSAL MANAGEMENT	
SP	CIVIL DEFENSE MANAGEMENT	
SQ	CIVIL DEFENSE PLANNING AND OPERATIONS	
SR	COMMAND AND STAFF OFFICER PLANNING AND DECEPTION	
ST	ARMY AVIATION ORIENTATION FOR SENIOR AMEDS OFFICERS	
SW	DEFENSE ADVANCED SISPOSAL MANAGEMENT	
SX	DEFENSE ADVANCED INVENTORY MANAGEMENT	
SY	DEFENSE ADVANCED SYSTEMS BUYING	
T1	MILITARY NEUROPSYCHIATRY	82
T2	MEDICAL EQUIPMENT REPAIR	82
T3	OPTICIAN	82
T4	PREVENTIVE MEDICINE AND FOOD INSPECTION REFRESHER	
T5	PREVENTIVE MEDICINE ORIENTATION	
T7	DIETETIC INTERN	82
T8	MILITARY NURSING PRACTICE AND RESEARCH	82
T9	PHYSICAL THERAPY	82
TA	AUSTRIAN GENERAL STAFF COLLEGE	
TB	BRAZILIAN COMMAND AND STAFF COLLEGE	
TC	BRITISH ROYAL ARMORED CORPS SCHOOL	
TD	COMMUNICATIONS-ELECTRONICS SYSTEMS ENGINEER	
TE	DISTRICT SENIOR ADVISOR COURSE	
TF	INDONESIAN ARMY COMMAND AND STAFF COLLEGE	
TG	MIL. ASST. OFF. PROG	
TH	PROVINCE SENIOR ADVISOR COURSE	
TJ	LOGISTICS EXECUTIVE DEVELOPMENT COURSE	
TK	DEFENSE SYSTEMS MANAGEMENT COURSE 20 WEEKS	
TL	AIRCRAFT ARMAMENT MAINTENANCE SUPERVISORS COURSE	
TM	MEDICAL EQUIPMENT MAINTENANCE SUPPLEMENTARY AND REFRESHER	
TN	INSPECTION PLANNING	
TO	COMSEC EQUIPMENT INSPECTION	
TP	CARGO OFFICER	
TQ	MEDICAL EQUIPMENT MAINTENANCE ADVANCED	
TR	INSTALLATION CLUB MANAGERS COURSE	
TS	SERVICE SUPPORT STAFF OFFICER REFRESHER	
TU	SUPPLY AND SERVICE OFFICER	
TV	SUPPLY MANAGEMENT OFFICER/WO	
TW	PRINCIPLES AND APPLICATION OF VALUE ENGINEERING	
TX	PRODUCT ASSURANCE APPRECIATION	
TZ	STATISTICAL QUALITY CONTROL	
U4	GUIDED MISSILES SYSTEM MAINT SUPERVISOR, SAM	
U5	GUIDED MISSILES SYSTEMS MAINT SUPERVISOR, SSM	
U6	ORDNANCE GUIDED MISSILES OFF CRS 20 WK	
U7	MARINE CORPS AMPH WARFARE SCHOOL	82
U8	ORDNANCE CO, REFRESHER COMPANY GRADE	82
U9	ORDNANCE FIELD GRADE REFRESHER	82
UB	ORDNANCE STAFF OFFICER GUIDED MISSILE SP WPNS	
UC	NUCLEAR WEAPONS ASSEMBLY SUPPORT COURSE 20 8 WEEKS	8

UJ	ARMY TEST AND EVALUATION ORIENTATION	
UK	ATOMIC DEMOLITIONS MUNITION	
V0	ASST BATTALION SURGEON	82
V1	ANESTHESIOLOGY NURSE	82
V2	ADV OPERATING ROOM, OPERATING ROOM RECH AND MGT	82
V4	HYGIENE AND SANITATION	82
V6	MEDICAL BASIC SCIENCES	82
V7	ADV MIL NURSING, NURSING ADM WAR SUPVR & ADM	
VE	AMEDS EXECUTIVE MANAGEMENT	
VR	ARMY AVIATION MEDICAL OFFICER ORIENTATION	
VS	AMEDS FIELD GRADE REFRESHER(VC)	
VW	FOOD TECHNICIAN	
W0	ASA NOT ELSEWHERE CITED	82
W1	BRANCH OFFICER CAREER COURSE ADVANCED 20 WEEKS	82
W2	ASA OFFICER ORIENTATION BASIC 8 WEEKS	82
W3	MILITARY INTELLIGENCE OFFICER BASIC	
W4	AFSWP HONEST JOHN WAR HEAD INST 10 DAYS	82
W5	MK70E WARHEAD	82
W6	SPECIAL FORCES COURSE 8 WEEKS, BRAGE, PREFIX 3	82
W7	AFSWP ASSEMBLY COURSE AML	82
W8	AFSWP ASSEMBLY COURSE AMM	82
W9	NUCLEAR SUPERVISOR COURSE IND	82
WA	AFSWP ASSEMBLY COURSE AFA 6 WEEKS	82
WB	AFSWP ASSEMBLY COURSE AFB 3 WEEKS	82
WC	GENERAL CRYPTANALYTIC OFFICER 9601 11 WEEKS	82
WD	RADIO INTERCEPT OFFICER 9612 18 WEEKS	82
WE	RADIO TRAFFIC ANALYSIS OFFICER 9613 18 WEEKS	82
WF	COMMUNICATIONS SECURITY OFFICER 9630 11 WEEKS	82
WG	INTERCEPT REPAIR OFFICER 9607 8 WEEKS	82
WH	MACHINE AIDS OFFICER 9603 18 WEEKS	82
WJ	TRANSMISSION IDENTIFICATION OFFICER 9611 10 WEEKS	82
WK	ELECTRONIC WARFARE OFFICER 0144 7 WEEKS	82
WL	ACOUSTICS OFFICER 3 WEEKS	82
WM	COMMUNICATIONS INTELLIGENCE OFFICER COURSE 9620	82
WN	ASA OFFICER REFRESHER	82
WP	ASA OFFICER MOBILIZATION ADVANCED	82
WR	ELECTRONICS WARFARE ORIENTATION	82
WS	OFFICER/WO AIR TRAFFIC CONTROL COURSE	
X0	COMMAND STAFF REFRESHER COURSE	82
X1	MEDICAL SUPPLY	82
X2	NUTRITION REFRESHER	82
X3	BASIC OPERATION ROOM	82
X4	AVIATION MEDICINE - RANDOLPH AFB 9 WEEKS	82
X5	ARMY COMMAND MANAGEMENT SCHOOL FT BELVOIR 3 WEEKS	82
X6	MATERNAL AND CHILD HEALTH OBSTETRIC NURSING	82
X7	MARINE CORPS C&GSC, EQUALS C&GSC	
X8	MARINE CORPS COMMAND AND STAFF COLLEGE	
X9	MANAGEMENT OF MASS CASUALTIES	82
XP	PHYSICIANS ASSISTANT PROGRAM	
XX	SCHOOLS OTHER THAN THOSE LISTED	82
Y0	NSA NOT ELSEWHERE CITED	82
Y1	C&GSC NONRESIDENT INSTRUCTION	82
Y4	AREA INTELLIGENCE 9668 19 WEEKS	82
Y5	ARMY LOGISTICS MANAGEMENT, ARMY SUPPLY MANAGEMENT	82
Y9	NSA STAFF OFFICER COURSE 6 WEEKS	82
YA	ATTACHE CRS US ARMY STRATEGIC INTELLIGENCE SCH	
YB	G2 AIR OFFICER 9304 4 WEEKS	82
YC	INSTALLATION INTELLIGENCE COURSE 9307 3 WEEKS	82
YD	INDUSTRIAL SECURITY ORIENTATION COURSE 3 WEEKS	82
YE	INVESTIGATIVE PHOTOGRAPHY COURSE 6 WEEKS	8?

YF	DEFENSE AGAINST METHODS OF ENTRY DAME 6 WEEKS	82
YG	DEFENSE AGAINST SOUND EQUIPMENT DASE	82
YH	MILITARY INTELLIGENCE OFFICER ORIENTATION BASIC	82
YJ	INTELLIGENCE STAFF OFFICERS SPECIAL VN ADVISOR	82
YK	DEFENSE INTELLIGENCE SCHOOL	82
YL	AERIAL SURVEILANCE OFFICER COURSE 9309 19 WEEKS	82
YM	ARMED FORCES INTERROGATION	
YN	AREA INTELLIGENCE MANAGEMENT	
YP	INDUSTRIAL CIVIL DEFENSE MANAGEMENT	
YR	ARMY INTELLIGENCE AND SECURITY BRANCH INDOCTRINATION	
YW	ARMY SECURITY AGENCY INDOCTRINATION	
Z0	WAC OFFICER COURSES NOT ELSEWHERE CITED	82
Z1	WAC OFFICER BASIC BRANCH OR WAC OCS	82
Z2	WAC OFFICERS ADVANCED	82
Z3	ASSEMBLY TECHNICIANS COURSE ATN 14 WEEKS	82
Z4	ASSEMBLYMAN COURSE AYN 10 WEEKS	82
Z5	ASSEMBLYMAN COURSE AE 10 WEEKS	82
Z6	ELECTRICAL ASSEMBLY COURSE AR 2 WEEKS	82
Z7	ASSEMBLY COURSE DCC 9 4 WEEKS	82
Z8	ASSEMBLY COURSE GJM 2 WEEKS	82
Z9	AFSWP COURSE NSP 7 WEEKS	82
ZA	NATIONAL WAR COLLEGE	82
ZB	INDUSTRIAL COLLEGE OF THE ARMED FORCES	82
ZC	ARMY WAR COLL, AIR WAR COLL & NAVY WAR COLL	
ZD	ARMED FORCES STAFF COLLEGE	82
ZE	COMMAND & GENERAL STAFF COLLEGE	
ZF	WAC OFFICER CANDIDATE SCHOOL	
ZX	GRIEVANCE EXAMINER	

APPENDIX B MILITARY OCCUPATIONAL SPECIALTIES (MOS)
(Page 1 of 9)

```
ANSI FORTRAN(1.2)/MSOS 5.1  INTEGER WORD SIZE = 1                    DATE    03/24/76        PAGE    001

LN 0001          DIMENSION IN(60)
LN 0002          DO 200 I=1,174
LN 0003          CALL RANREAD(1,IN(1),60,I)
LN 0004          PRINT 100,IN
LN 0005     100  FORMAT(1X,20A4)
LN 0006     200  CONTINUE
LN 0007          STOP
LN 0008          END

        ANSI FORTRAN DIAGNOSTIC RESULS FOR  FTN.MAIN

             NO ERRORS
0002   GENERAL OFFICER                                          037
0003   RELIEVED FROM DUTY,SICK IN HOSPITAL OR QUARTERS          037
0005   ROTC OFFICER AWAITING ENTRY ON ACTIVE DUTY/AUT           037
0006   STUDENT OFFICER                                          037
0009   SPECIAL ASSIGNMENT                                       037
0030   POSTAL OFFICER                                           037
0140   RADAR OFFICER
0144   ELECTRONIC WARFARE OFFICER
0145   RADAR AND COUNTERMEASURE EQUIPMENT OFFICER
0200   COMMUNICATIONS OFFICER
0205   COMMUNICATIONS AND ELECTRONICS STAFF OFFICER             037
0210   SIGNAL OFFICER
0213   POST COMMUNICATIONS ELECTRONICS OFFICER                  037
0215   BASIC SIGNAL OFFICER
0220   AREA SIGNAL CENTER OFFICER                               037
0221   COMMUNICATION CENTER OFFICER                             037
0222   FIXED STATION COMMUNICATIONS CENTER OFFICER
0240   PIGEON OFFICER
0260   TELEPHONE AND TELETYPEWRITER MAINTENANCE OFFICER
0300   FIXED PLANT SIGNAL UNIT COMMANDER                        037
0400   TELEPHONE AND TELETYPEWRITER OFFICER
0405   TELEPHONE-DIGITAL COMMUNICATIONS OFFICER                 037
0410   TELEPHONE AND TELETYPEWRITER INSIDE PLANT OFFICER
0420   FIELD LINE CONTRUCTION OFFICER
0425   CABLE COMMUNICATIONS OFFICER                             037
0430   TELEPHONE AND TELETYPEWRITER OUTSIDE PLANT OFFICER
0434   SUBMARINE CABLE INSTALLATION AND MAINTENANCE OFFICER
0435   SUBMARINE CABLE STATION OFFICER
0500   RADIO OFFICER
0501   FIELD RADIO OFFICER
0502   FIXED STATION RADIO OFFICER
0503   MICROWAVE RADIO OFFICER
0505   RADIO SYSTEMS OFFICER                                    037
0590   RADIO CONTROLLED TARGET AIRPLANE OFFICER                 037
0600   MOTOR OFFICER                                            037
0605   WHEEL VEHICLE MAINTENANCE OFFICER
0606   TRACK VEHICLE MAINTENANCE OFFICER
0609   HIGHWAY TRANSPORT PLANNING OFFICER                       037
0612   FIELD TRANSPORTATION OFFICER                             037
0615   HIGHWAY TRAFFIC ENGINEER                                 037
0637   PACK OFFICER
0660   HIGHWAY TRANSPORT OFFICER                                037
0663   ENGINEER EQUIPMENT OFFICER                               037
066A   AMPHIBIOUS CRAFT OFFICER                                 03
```

0692	TRANSPORTATION OFFICER	037
0693	TRANSPORTATION TRAFFIC MANAGEMENT OFFICER	037
0694	TRANSPORTATION MOVEMENTS OFFICER	037
0706	TRAINMASTER	037
0715	RAILWAY MAINTENANCE-OF-WAY SUPERINTENDENT	037
0716	RAILWAY BRIDGE AND BUILDING SUPERVISOR	037
0717	RAILWAY TRACK SUPERVISOR	037
0718	RAILWAY SIGNAL MAINTENANCE SUPERVISOR	037
0720	ROAD FOREMAN, RAILROAD LOCOMOTIVE	037
0730	YARDMASTER	037
0735	RAILWAY MASTER MECHANIC	037
0736	RAILWAY CAR FOREMAN	037
0737	ENGINEHOUSE FOREMAN	037
0740	RAILWAY DISPATCHER	037
0750	RAILWAY OPERATIONS SUPERINTENDENT	037
0753	RAILWAY CAR SERVICE SUPERINTENDENT	037
0754	RAILWAY EQUIPMENT SUPERINTENDENT	037
0761	ELECTRIC RAILWAY POWER TRANSMISSION SUPERINTENDENT	
0801	HARBOR MASTER	037
0804	CARGO OFFICER	037
0815	PORT OPERATIONS OFFICER	037
0820	DREDGE MASTER	037
0823	DREDGE ENGINEERING OFFICER	037
0825	HARBOR CRAFT UNIT COMMANDER	037
1010	COMBAT SIGNAL UNIT COMMANDER	037
1066	HELICOPTER OFFICER	
1111	SAFEGUARD UNIT COMMANDER	
1115	SAFEGUARD STAFF OFFICER	
1120	ANTIAIRCRAFT ARTILLERY FIRE CONTROL OFFICER	037
1154	FIELD ARTILLERY TARGET ACQUISITION OFFICER	037
1172	ANTIAIRCRAFT ARTILLERY GUN UNIT COMMANDER	
1174	LIGHT AIR DEFENSE ARTILLERY UNIT COMMANDER	037
1175	ANTIAIRCRAFT ARTILLERY OPERATIONS OFFICER	
1176	COMPOSITE ANTIAIRCRAFT ARTILLERY UNIT COMMANDER	037
1177	AIR DEFENSE MISSILE STAFF OFFICER, NIKE HERCULES	037
1178	HAWK, AIR DEFENSE MISSLE STAFF OFFICER	037
1179	ANTIAIRCRAFT STAFF OFFICER	
1180	AIR DEFENSE MISSILE UNIT COMMANDER	037
1181	GUIDED MISSILE SYSTEMS OFFICER	037
1183	RECONNAISSANCE AND SURVEY OFFICER	037
1187	GUIDED MISSILE UNIT COMMANDER	
1189	ARTILLERY FORWARD OBSERVER	
1190	BALLISTIC MISSILE UNIT COMMANDER	037
1191	SURFACE TO SURFACE MISSILE STAFF OFFICER, CORPORAL	
1193	FIELD ARTILLERY UNIT COMMANDER	037
1194	PACK ARTILLERY UNIT COMMANDER	
1197	ARMORED FIELD ARTILLERY UNIT COMMANDER	
1198	FIELD ILLUMINATION UNIT COMMANDER	037
1199	FIELD ARTILLERY STAFF OFFICER	
1203	TANK UNIT COMMANDER	037
1204	ARMORED RECONNAISSANCE UNIT COMMANDER	037
1210	ARMORED COMBAT COMMAND COMMANDER	037
1219	ARMORED DIVISION TRAIN COMMANDER	
1328	ENGINEER CONSTRUCTION UNIT COMMANDER	037
1330	ARMORED ENGINEER UNIT COMMANDER	037
1331	COMBAT ENGINEER UNIT COMMANDER	037
1337	AVIATION ENGINEER UNIT COMMANDER	
1342	PORTABLE BRIDGE UNIT COMMANDER	037
1363	AMPHIBIOUS ENGINEER SHORE UNIT COMMANDER	
1367	AMPHIBIOUS ENGINEER UNIT COMMANDER	037
1415	CHEMICAL COMBAT SUPPORT UNIT COMMANDER	037
1542	INFANTRY UNIT COMMANDER	03.

1543	INFANTRY HEAVY MORTAR UNIT COMMANDER	037
1560	INFANTRY UNIT COMMANDER (MECHANIZED)	037
1690	MILITARY INTELLIGENCE UNIT COMMANDER	037
1691	ARMY CRYPTOLOGIC AND ELECTRONIC WARFARE UNIT COMMANDER	037
1720	ATOMIC WEAPONS NUCLEAR OFFICER	
1723	NUCLEAR WEAPONS OFFICER	
1980	FIXED WING AVIATION UNIT COMMANDER	037
1981	ROTARY WING AVIATION UNIT COMMANDER	037
1982	AIRFIELD COMMANDER	037
1983	AVIATION UNIT COMMANDER	
1984	FIXED WING INSTRUMENT FLIGHT EXAMINER	
1985	ROTARY WING INSTRUMENT FLIGHT EXAMINER	
1986	EXPERIMENTAL TEST PILOT	
1987	COMPOSITE AVIATION UNIT COMMANDER	037
2010	CHIEF OF STAFF	037
2011	SECRETARY OF THE GENERAL STAFF	037
2015	CONGRESSIONAL LIAISON OFFICER	037
2019	POST COMMANDER	037
2025	MAJOR DEPARTMENTAL UNIT CHIEF OR DIRECTOR	037
2030	AIDE-DE-CAMP	037
2040	TEST AND EVALUATION OFFICER	
2042	TECHNICAL AND TACTICAL BOARD MEMBER	
2110	ADJUTANT OR ADJUTANT GENERAL	037
2120	ADMINISTRATIVE OFFICER	037
2136	NONTACTICAL UNIT OFFICER	037
2145	WAC STAFF ADVISER	037
2162	OPERATIONS AND TRAINING STAFF OFFICER (G3,S3)	037
2163	AIR OPERATIONS OFFICER (G3,S3)	037
2164	AIR-GROUND OFFICER	
2167	RESEARCH AND DEVELOPMENT COORDINATOR	037
2170	TECHNICAL OPERATIONS OFFICER	037
2180	CIVIL-MILITARY OPERATIONS STAFF OFFICER (G5,S5)	037
2200	PERSONNEL OFFICER	037
2210	PERSONNEL MANAGEMENT OFFICER	037
2230	PSYCHOLOGIST	
2232	CLINICAL PSYCHOLOGIST	
2239	PSYCHOLOGICAL ASSISTANT	037
2260	PERSONNEL STAFF OFFICER (G1,S1)	037
2265	MANPOWER CONTROL OFFICER	037
2310	RECRUITING AND INDUCTION OFFICER	037
2330	LABOR RELATIONS OFFICER	037
2334	SELECTIVE SERVICE OFFICER	037
2350	RACE RELATIONS/EQUAL OPPORTUNITY OFFICER	
2401	ADP OFFICER, PCM	
2402	ADP OFFICER	037
2420	ARCHIVIST	037
2421	MILITARY HISTORIAN	037
2430	MEMORIAL ACTIVITIES OFFICER	
2431	MEDICAL REGISTRAR	037
2500	SCHOOL COMMANDANT	037
2510	ADVISER GROUP COMMANDER/SENIOR ADVISER (RESERVE COMPONENTS)	037
2517	PROFESSOR OF MILITARY SCIENCE	037
2518	AVIATION STAFF OFFICER	037
2520	TRAINING OFFICER	037
2548	TRAINING AIDS OFFICER	037
2610	MANAGEMENT ANALYST	037
2615	ORGANIZATION AND EQUIPMENT PLANNING OFFICER	037
2622	TRAINING CENTER UNIT OFFICER	037
2624	LOGISTICAL COMMANDER	037
2625	LOGISTICS OFFICER	037
2640	TROOP MOVEMENTS OFFICER	037
2701	NONMILITARY SUBJECTS INSTRUCTION OFFICER (DESIGNATED SUBJECT)	037

2715	MILITARY LEADERSHIP INSTRUCTOR	037
2720	CIVIL DEFENSE OFFICER	037
2728	MILITARY COLLEGE FACULTY MEMBER	037
2800	COMPTROLLER	037
2801	COMPTROLLER STAFF OFFICER, ARMY GENERAL STAFF	037
2900	HEADQUARTERS UNIT COMMANDER	037
2910	SERVICE COMPANY COMMANDER	037
2920	CIVIL AFFAIRS UNIT OFFICER	
3000	EXECUTIVE MEDICAL OFFICER	
3004	NUCLEAR MEDICAL OFFICER	037
3005	PREVENTIVE MEDICINE OFFICER	037
3006	OCCUPATIONAL MEDICINE OFFICER	037
3012	HEALTH CARE ADMINISTRATOR	
3100	GENERAL MEDICAL OFFICER	037
3101	PULMONARY DISEASE MEDICAL OFFICER	037
3105	GASTROENTEROLOGIST	037
3106	OPHTHALMOLOGIST AND OTORHINOLARYNGOLIST	
3107	CARDIOVASCULAR DISEASE MEDICAL OFFICER	037
3108	OBSTETRICIAN AND GYNECOLOGIST	037
3111	UROLOGIST	037
3112	DERMATOLOGIST	037
3113	ALLERGIST	037
3115	ANESTHESIOLOGIST	037
3116	PEDIATRICIAN	037
3117	PEDIATRIC CARDIOLOGIST	
3118	CHILD NEUROLOGIST	
3125	OPHTHALMOLOGIST	037
3126	OTORHINOLARYNGOLOGIST	037
3127	CHILD PSYCHIATRIST	037
3128	NEUROLOGIST	037
3129	PSYCHIATRIST	037
3130	ADOLESCENT PSYCHIATRIST	
3131	NEUROSURGEON	037
3132	HEMATOLOGIST	
3134	NEPHROLOGIST	
3135	MEDICAL ONCOLOGIST	
3136	ENDOCRINOLOGIST	
3137	RHEUMATOLOGIST	
3138	CLINICAL PHARMACOLOGIST	
3139	INTERNIST	037
3140	INFECTIOUS DISEASE OFFICER	
3141	FAMILY PHYSICIAN	
3150	GENERAL SURGEON	037
3151	THORACIC SURGEON	037
3152	PLASTIC SURGEON	037
3153	ORTHOPEDIC SURGEON	037
3154	PERIPHERAL VASCULAR SURGEON	
3160	AVIATION MEDICAL OFFICER	037
3167	PREVENTIVE DENTISTRY OFFICER	037
3168	ENDODENTIST	037
3170	GENERAL DENTISTRY OFFICER	037
3171	ORAL SURGEON	037
3172	PEDODENTIST	037
3173	ORTHODENTIST	037
3174	PERIODENTIST	037
3175	PROSTHODENTIST, REMOVABLE	037
3176	PROSTHODENTIST, FIXED	037
3177	ORAL PATHOLOGIST	037
3178	DENTAL STAFF OFFICER	037
3179	ORAL MEDICINE OFFICER	037
3180	PHYSIATRIST	037
3182	ROENTGENOLOGIST	

3184	DIAGNOSTIC ROENTGENOLOGIST	
3200	GENERAL VETERINARY OFFICER	037
3201	VETERINARY PUBLIC HEALTH OFFICER	
3202	SMALL ANIMAL VETERINARY OFFICER	037
3203	VETERINARY STAFF OFFICER	037
3204	VETERINARY FOOD HYGIENIST	037
3205	VETERINARY LABORATORY ANIMAL OFFICER	037
3206	VETERINARY PATHOLOGIST	037
3207	VETERINARY MICROBIOLOGIST/PARASITOLOGIST	037
3208	VETERINARY RADIOBIOLOGIST/RADIOLOGIST	037
3209	VETERINARY COMPARATIVE MEDICINE OFFICER	
3210	VETERINARY LABORATORY OFFICER	
3221	MEAT AND DIARY PRODUCTS OFFICER	
3231	VETERNARY LABORATORY OFFICER	
3303	MEDICAL LABORATORY OFFICER	
3304	THERAPEUTIC RADIOLOGIST	
3305	DIAGNOSTIC RADIOLOGIST	
3306	RADIOLOGIST	037
3307	MICROBIOLOGIST	037
3308	NUCLEAR MEDICAL SCIENCE OFFICER	037
3309	BIOCHEMIST	037
3310	PARASITOLOGIST	037
3311	IMMUNOLOGIST	037
3314	CLINICAL LABORATORY OFFICER	037
3315	ENTOMOLOGIST	037
3316	NUTRITION OFFICER	037
3318	PHARMACY OFFICER	037
3324	ANATOMICAL PATHOLOGIST	
3325	PATHOLOGIST	037
3326	CLINICAL PATHOLOGIST	
3327	PHYSIOLOGIST	037
3328	FORENSIC PATHOLOGIST	
3329	NEUROPATHOLOGIST	
3340	OPTOMETRY OFFICER	037
3350	PEDIATRIST	037
3360	AUDIOLOGIST	037
3370	ENVIRONMENTAL SCIENCE OFFICER	
3371	SANITARY ENGINEER	
3380	MILITARY COMMUNITY ORAL HEALTH MANAGER	037
3416	OCCUPATIONAL THERAPIST	037
3418	PHYSICAL THERAPIST	037
3420	HOSPITAL DIETITIAN	037
3430	NURSE ADMINISTRATOR	037
3431	ARMY HEALTH SERVICE NURSE	037
3437	PSYCHIATRIC NURSE	037
3441	COMMUNICATIVE DISEASE NURSE	
3442	PEDIATRIC NURSE	037
3443	OPERATING ROOM NURSE	037
3445	NURSE ANESTHETIST	037
3446	OBSTETRIC NURSE	037
3448	MEDICAL-SURGICAL NURSE	037
3449	GENERAL DUTY NURSE	037
3500	MEDICAL UNIT COMMANDER	037
3506	FIELD MEDICAL ASSISTANT	037
3510	HEALTH SERVICES COMPROLLER	
3520	BIOMEDICAL INFORMATION SYSTEMS OFFICER	
3530	PATIENT ADMINISTRATION OFFICER	
3560	HEALTH SERVICES PERSONNEL MANAGER	
3565	HEALTH SERVICES MANPOWER CONTROL OFFICER	
3570	HEALTH SERVICES PLANS AND OPERATIONS OFFICER	
3581	AEROMEDICAL EVACUATION OFFICER	
3590	HEALTH SERVICES MATERIEL OFFICER	

3593	HEALTH SERVICES INTELLIGENCE OFFICER	
3595	HEALTH FACILITIES PLANNING OFFICER	
3606	SOCIAL WORK OFFICER	037
3620	PSYCHOLOGIST	037
3621	HEALTH SERVICES RESEARCH PSYCHOLOGIST	
3639	BEHAVIORAL SCIENCE ASSOCIATE	
3900	MEDICAL UNIT COMMANDER	
4000	GENERAL SUPPLY OFFICER	
4010	SUPPLY STAFF OFFICER (G4,S4)	037
4011	MAINTENANCE STAFF OFFICER	037
4015	QUARTERMASTER STAFF OFFICER	
4110	MESS OFFICER	
4112	CLUB MANAGER	
4114	FOOD ADVISER	037
4120	BAKERY OFFICER	037
4130	SUBSISTENCE OFFICER	037
4200	SUPPLY AND SERVICE OFFICER	037
4201	SUPPLY MANAGEMENT OFFICER	037
4210	ARMY EXCHANGE OFFICER	037
4220	POST QUARTERMASTER	
4222	SALES OFFICER	
4223	COMMISSARY OFFICER	037
4300	MATERIEL PROJECT/PRODUCT MANAGER	037
4310	PURCHASING AND CONTRACTING OFFICER	
4312	REAL ESTATE OFFICER	037
4319	PROCUREMENT CONTROL AND PRODUCTION OFFICER	037
4320	PROCUREMENT OFFICER	037
4360	PRINTING OFFICER	037
4370	REMOUNT OFFICER	
4371	DOG HANDLING OFFICER	037
4400	SIGNAL SUPPLY OFFICER	
4403	FOREIGN AID SUPPLY OFFICER	037
4404	PACKING OFFICER	
4415	SIGNAL EQUIPMENT MAINTENANCE AND REPAIR OFFICER	
4419	QUARTERMASTER SUPPLY OFFICER	
4420	AIRCRAFT SUPPLY OFFICER	037
4445	STORAGE OFFICER	037
4450	SUPPLY DEPOT OFFICER	
4470	ENGINEER SUPPLY AND SPARE PARTS OFFICER	
4474	TRANSPORT SUPPLY OFFICER	
4475	RAILWAY SUPPLY OFFICER	037
4490	MEDICAL SUPPLY OFFICER	037
4500	CHEMICAL SUPPLY OFFICER	
4510	UNIT AMMUNITION OFFICER	037
4512	ORDNANCE OFFICER	
4513	ORDNANCE,GUIDED MISSLE AND SPECIAL WEAPONS OFFICER	
4514	CONVENTIONAL AMMUNITION OFFICER	037
4515	MISSILE AND MUNITIONS OFFICER	037
4516	MISSILE MAINTENANCE OFFICER	037
4517	SPECIAL AMMUNITION OFFICER	037
4530	ORDNANCE SUPPLY OFFICER	
4600	PROPERTY DISPOSAL OFFICER	037
4601	SALVAGE COLLECTING OFFICER	037
4606	QUARTERMASTER REPAIR OFFICER	
4620	ORDNANCE MATERIEL DISTRIBUTION AND EVACUATION OFFICER	
4714	REFRIGERATION OFFICER	
4800	ORDNANCE MAINTENANCE OFFICER	
4801	ORDNANCE MISSILE OFFICER (FAM)	
4802	ORDNANCE MISSILE OFFICER (ADM)	
4803	MAINTENANCE OFFICER	037
4804	MARINE MAINTENANCE OFFICER	037
4805	AUTOMOTIVE MAINTENANCE AND REPAIR OFFICER	

4806	FIRE CONTROL MAINTENANCE AND REPAIR OFFICER	
4808	ARMAMENT MAINTENANCE AND REPAIR OFFICER	037
4810	ORDNANCE GUIDED MISSILE OFFICER	
4811	GUIDED MISSILE SYSTEMS MAINTENANCE OFFICER, NIKE	
4812	GUIDED MISSILE SYSTEMS MAINTENANCE OFFICER, CORPORAL	
4813	ORDNANCE SERVICE SECTION OFFICER	
4815	MECHANICAL MAINTENANCE OFFICER	037
4818	TIRE MAINTENANCE AND REPAIR OFFICER	037
4819	GUIDED MISSILE MAINTENANCE AND REPAIR OFFICER	
4820	PARACHUTE MAINTENANCE AND AERIAL SUPPLY OFFICER	037
4823	AIRCRAFT MAINTENANCE OFFICER	037
4825	ELECTRONICS MAINTENANCE OFFICER	037
4830	LAUNDRY AND FUMIGATION OFFICER	037
4850	RAILWAY SHOP SUPERINTENDENT	037
4851	CAR REPAIR SHOP SUPERINTENDENT	037
4852	BOILER AND SMITH SHOP SUPERINTENDENT	037
4854	BLACKSMITH SHOP SUPERINTENDENT	037
4855	ERECTING AND MACHINE SHOP SUPERINTENDENT	037
4856	LOCOMOTIVE ERECTING SHOP SUPERINTENDENT	037
4857	RAILWAY MACHINE SHOP SUPERINTENDENT	037
4860	AIRBRAKE SHOP SUPERINTENDENT	037
4861	ELECTRIC LOCOMOTIVE REPAIR SHOP SUPERINTENDENT	037
4862	DIESEL LOCOMOTIVE SHOP SUPERINTENDENT	037
4880	ENGINEER EQUIPMENT MAINTENANCE AND REPAIR OFFICER	
4881	FOUNDRY OFFICER	
4890	MEDICAL EQUIPMENT MAINTENANCE OFFICER	
4891	OPTICAL LABORATORY OFFICER	
4892	SHEET METAL AND PIPEFITTING SHOP SUPERINTENDENT	037
4940	WATER SUPPLY UNIT COMMANDER	037
4942	FORESTRY OFFICER	037
4944	GAS GENERATING UNIT COMMANDER	037
4960	PETROLEUM PRODUCTS SUPPLY OFFICER	037
5000	SPECIAL SERVICES OFFICER	037
5004	TROOP INFORMATION-EDUCATION OFFICER	
5241	ARMY BAND OFFICER	037
5310	CHAPLAIN	037
5400	PUBLICATIONS OFFICER	037
5401	PUBLIC INFORMATION OFFICER	
5503	PUBLIC EDUCATION OFFICER	037
5505	INFORMATION OFFICER	037
5522	BROADCAST OFFICER	037
5525	PHYSICAL RECONDITIONING OFFICER	037
5900	PUBLIC WELFARE OFFICER	037
6000	COMPTROLLER	
6001	COMPTROLLER STAFF OFFICER, ARMY GENERAL STAFF	
6010	PUBLIC FINANCE OFFICER	037
6100	FINANCE AND ACCOUNTING OFFICER	037
6101	ACCOUNTING OFFICER	037
6200	FINANCE STAFF OFFICER	037
6201	FINANCE DISBURSING OFFICER	037
6302	PROGRAM/BUDGET OFFICER	037
6400	STATISTICIAN	037
6410	ECONOMIST	037
7004	DIVISION ENGINEER	037
7010	ENGINEER STAFF OFFICER	037
7020	PUBLIC WORKS AND UTILITIES OFFICER	037
7052	PHOTOGRPHIC EQUIPMENT ENGINEER	
7110	CONSTRUCTION ENGINEER	037
7120	UTILITIES MAINTENANCE OFFICER	
7130	FACILITIES ENGINEER	037
7140	HIGHWAY ENGINEER	037
7210	MARINE HULL MAINTENANCE OFFICER	

7211	MARINE HULL MAINTENANCE OFFICER	037
7221	MARINE ENGINE MAINTENANCE OFFICER	037
7240	PORT AND DOCK CONSTRUCTION ENGINEER	037
7242	MARINE DIVER	037
7300	CHEMICAL ENGINEER	037
7312	PHYSICIST	037
7314	CHEMICAL STAFF OFFICER	037
7315	CHEMICAL COMBAT SERVICE SUPPORT OFFICER	037
7317	METALLURGIST	037
7318	ORGANIC CHEMIST	037
7319	CHEMIST	037
7320	MUNITIONS PRODUCTION OFFICER	037
7330	NUCLEAR WEAPONS EFFECTS OFFICER	037
7360	CHEMICAL MUNITIONS DEVELOPMENT OFFICER	037
7381	PETROLEUM LABORTORY OFFICER	
7390	OIL REFINING ENGINEER	
7421	PRODUCTION ENGINEER	037
7422	SAFETY ENGINEER	037
7423	AVIATION SAFETY OFFICER	037
7424	EXPERIMENTAL TEST PILOT	
7500	MECHANICAL ENGINEER	037
7501	AERONAUTICAL ENGINEER	037
7502	AIR-CONDITIONING AND REFRIGERATION ENGINEER	037
7539	ORDNANCE PROOF OFFICER	
7601	ELECTRONICS ENGINEER	037
7611	ELECTRICAL ENGINEER	037
7700	WIRE COMMUNICATIONS ENGINEER	
7740	WIRE COMMUNICATIONS TRAFFIC ENGINEER	
7750	COMMUNICATIONS-ELECTRONICS SYSTEMS ENGINEER	037
7860	RADIO ENGINEER	037
7864	RADIO MAINTENANCE AND REPAIR OFFICER	
7869	RADIO TRANSCRIPTION AND SOUND OFFICER	
7881	RADIO FREQUENCY ENGINEERING OFFICER	037
7899	PUBLIC COMMUNICATIONS OFFICER	037
7900	CIVIL ENGINEER	037
7902	SOILS ENGINEER	037
7914	SURVEYING ENGINEER	
7915	TOPOGRAPHIC ENGINEER	037
7916	PHOTOMAPPING ENGINEER	
7917	MAP REPRODUCTION OFFICER	
7922	RAILWAY CONSTRUCTION ENGINEER	037
7930	PETROLEUM ENGINEER	037
7932	PIPELINE ENGINEER	037
7940	GEOLOGIST	
7960	SANITARY ENGINEER	
8000	CIVIL AFFAIRS AGRICULTURAL OFFICER	
8101	LEGAL OFFICER	
8102	MILITARY JUDGE, TRIAL AND APPELLATE LEVEL	
8103	JUDGE ADVOCATE OR JUDGE ADVOCATE GENERAL	
8104	CIVIL GOVERNMENT OFFICER	
8105	CIVIL AFFAIRS OFFICER (G5.S5)	
8127	MARINE CASUALTY INVESTIGATING OFFICER	
8128	ADMIRALTY LAW OFFICER	
8130	PATENT LAWYER	
8204	METEOROLOGIST	
8311	GEOGRAPHER	
8400	PHYSICAL ANTHROPOLOGIST	
8430	RESEARCH PSYCHOLOGIST	
8500	PICTORIAL UNIT COMMANDER	
8503	PHOTO INTERPRETER	
8510	PICTORIAL OFFICER	
8511	MOTION PICTURE AND TV DIRECTOR	

8521 MOTION PICTURE OR TV WRITER
8530 AUDIO VISUAL INTRUCTIONAL TECHOLOGY OFFICER
8540 STILL PHOTOGRAPHY OFFICER
8605 ARTS-MONUMENTS OFFICER
8700 OPERATIONS RESEARCH-SYSTEMS ANALYSIS (OR/SA)
9000 PUBLIC SAFETY OFFICER
9100 PROVOST MARSHAL
9110 MILITARY POLICE OFFICER
9121 CORRECTIONAL OFFICER
9125 CONFINEMENT OFFICER
9150 CRIMINAL INVESTIGATION OFFICER
9210 FACILITIES PROTECTION OFFICER
9224 EXPLOSIVE ORDINANCE DISPOSAL OFFICER
9300 STRATEGIC INTELLIGENCE STAFF OFFICER (G2,J2)
9301 TACTICAL INTELLIGENCE STAFF OFFICER (G2,S2)
9302 COUNTERINTELLIGENCE OFFICER (CIC)
9303 ARMY ATTACHE
9304 AIR INTELLIGENCE OFFICER
9305 PSYCHOLOGICAL OPERATIONS OFFICER
9306 FOREIGN LANGUAGE PROPAGANDA OFFICER (DESIGNATED LANGUAGE)
9307 INSTALLATION INTELLIGENCE OFFICER
9308 STRATEGIC INTELLIGENCE OFFICER
9309 AERIAL SURVEILLANCE OFFICER
9310 INSPECTOR GENERAL
9316 PRISONER OF WAR INTERROGATION OFFICER
9318 ORDER OF BATTLE SPECIALIST
9330 TRANSLATION OFFICER (DESIGNTED LANGUAGE)
9332 INTERPRETER
9335 CENSORSHIP OFFICER
9340 TECHNICAL INTELLIGENCE COORDINATION OFFICER
9414 FIRE PROTECTION OFFICER
9511 CAMOUFLAGE OFFICER .
9601 CRYPTANALYTIC OFFICER
9604 LANGUAGE OFFICER
9600 GENERAL ELECTRONIC WARFARE CRYPTOLOGIC OFFICER
9610 ELECTRONIC COUNTERMEASURES OFFICER
9620 SIGNAL INTELLIGENCE STAFF OFFICER
9630 SIGNAL SECURITY STAFF OFFICER
9640 ELECTRONIC WARFARE CRYPTOLOGIC STAFF OFFICER
9666 COUNTERINTELLIGENCE OFFICER
9668 AREA INTELLIGENCE OFFICER
9999999999999999999999999999999999999999999999999999999999999999999999999999999999999999999999999
9999999999999999999999999999999999999999999999999999999999999999999999999999999999999999999999999
9999999999999999999999999999999999999999999999999999999999999999999999999999999999999999999999999

Appendix C

CIVILIAN EDUCATION LEVEL CODES

Code	Level
1	Doctoral degree
2	Master's degree
3	Professional degree
4	Year or more of postgraduate
5	College graduate
6	Two or more years of college
7	Less than two years of college
8	High school graduate
9	Non-high school graduate

APPENDIX D

CIVILIAN EDUCATION MAJORS

CODE	DESCRIPTION
A	HUMANITIES
AAA	Art Commercial
AAX	Art General
ABX	Language Literature Classical (Greek-Latin Ancient Hebrew)
ACA	Education, Religious
ACB	Pastoral Counseling
ACC	Religion Theology
*ADX	English
AEX	Music
AFA	Public Speaking
AFB	Dramatics
AFC	Homiletics and Communication Skills
*AGA	Broadcasting (Announcer)
*AGB	Production Motion Picture
AGC	Production Television
AGE	Photography
AHX	Language Literature Foreign
*AKX	Journalism Writing Editing
*ALX	Philosophy
AXX	Arts-Classics General
B	BUSINESS
*BAA	Accounting Auditing
BAC	Advertising
*BAD	Banking and Financing
*BAE	Finance General
BAF	Commerce Marketing Merchandising
BAK	Labor Relations
*BAL	Operations Research Analyst (Business)
*BAM	Comptrollership
*BAN	ADPS-Business
*BAX	Business Administration
BBA	Administration Public
*BBB	Personnel Management/Administration
*BBC	Correctional Administration
*BBD	Commerical Aviation Transportation
BBE	Research Program Management
*BBF	Management Logistics
*BBG	Transportation and Traffic Management
*BBH	Management Institutional
*BBH	Health Services Administration
*BBK	Management Industrial
*BBL	Management Aerospace
BBM	Church Management
*BBN	Hotel-Restaurant Management

*BBP	Procurement and Contract Management
BBS	Safety
*BBT	Telecommunications Management
BBX	Management General
BCA	Foreign Trade
*BCX	Business Economics
BXX	Business General
C	ENGINEERING
CAA	Engineering Architectural
CAB	Engineering Naval Architecture
CAC	Architecture Landscape
CAX	Architecture General
CBX	Engineering Agriculture
CCE	Sanitary Science and/or Environmental Health Science
*CCF	Engineering Structural
CCG	Civil Engineering (Structural Dynamics)
CCH	Engineering (Transportation)
*CCK	Radiological Safety and Defense
*CCL	City Planning
*CCN	Engineering Space Facilities
CCP	Environmental Health Engineering
*CCX	Civil Engineering
CDX	Engineering Ceramic
*CEX	Engineering Chemical
*CFA	Aero Space Engineering (Space Travel)
CFB	Physics Space
*CFX	Engineering Aeronautical
*CGA	Production Design Engineering
*CGX	Engineering Administration
*CHA	Engineering Electronics
*CHB	Engineering Radio
CHD	Engineering Instrumentation
*CHE	Communications
*CHX	Engineering Electrical
*CKB	Engineering Ordnance
CKC	Engineering Railway
CKD	Engineering Refrigeration
CKE	Engineering Air Conditioning
*CKF	Engineering Hydraulic
*CKH	Engineering Mechanics
CKK	Engineering Heating
*CKL	Engineering Automotive
CKM	Engineering Diesel
*CKN	Engineering Explosive
*CKP	Guided Missiles
*CKX	Mechanical Engineering
*CLA	Engineering Nuclear Effects
CLB	Engineering Reactor
*CLD	Civil Engineering (Construction)
CLE	Maintainability Engineering

*CLX	Engineering Nuclear
*CLX	Civil Engineering (Nuclear Engineering)
CMX	Engineering Marine
CNX	Engineering Metallurgical
*CPX	Engineering Mining
*CRA	Fuel Technology
CRX	Engineering Petroleum
*CSX	Engineering Physics
CTX	Engineering Safety
*CUA	Engineering - ADPS
*CUC	Operations Research Analyst (Engineering)
*CUX	Systems Engineering
CWX	Engineering Textile
CXX	Engineering General
*CYX	Engineering Industrial

D PHYSICAL SCIENCES

DAA	Agriculture General
DAB	Agronomy Soil Science
DAD	Dairy Science
DAE	Fish Resources
*DAF	Food Technology
DAG	Histology
DAH	Horticulture
DAI	Embryology
DAK	Husbandry Animal
DAL	Husbandry Poultry
DAM	Plant Pathology
DAN	Sugar Technology
DAP	Wild Life Resources
DAR	Biometry
DAX	Agriculture-Forestry General
DBA	Astrodynamics
DBB	Navigation Celestial
DBC	Astrophysics
DBX	Astronomy
DCA	Botany General
DCB	Entomology
DCC	Bacteriology
DCD	Parasitology
DCE	Taxonomy
DCF	Zoology
DCG	Med Microbiology
DCX	Biology
DCX	Biological Sciences General
*DDA	Biochemistry General
DDB	Chemistry Analytical General
*DDC	Chemistry Inorganic General

*DDD	Chemistry Organic General
*DDE	Chemistry Physical General
*DDF	Chemistry Nuclear
DDG	Chemistry Ceramics Glass
DDH	Glass Technology
*DDK	Chemistry Electrochemistry
DDL	Chemistry Textile
DDM	Chemistry Paper
*DDN	Chemistry Industrial
*DDP	Metallurgy
*DDX	Chemistry General
DEA	Navigational Terrestrial
*DED	Topography Including Photogrammetry
*DEX	Geodetic Science
*DFX	Geography General
*DFX	Geography Economic Political
DGA	Geology Surficial
DGB	Geology Stratigraphy
DGC	Seismology
DGD	Geology Terrestrial Mag-Electricity
DGE	Geology Economic
DGF	Geology General
DGG	Paleontology
DGH	Mineralogy Petrology
*DGK	Geological Engineering
*DGL	Meterology Climatology
DGN	Nautical Sciences
DGP	Oceanography Hydrology
DGX	Geophysics
*DHA	Statistics
*DHB	Mathematics Cryptanalysis
*DHC	Mathematics Ballistics
*DHX	Mathematics General
*DKA	No Major (United States Military Academy)
DKB	No Major (United States Naval Academy)
DKC	No Major (United States Air Force Academy)
DKD	No Major (United States Coast Guard Academy)
DKF	Military Science (other than United States Academies)
*DLA	Physics Biophysics and Radiobiology
*DLB	Physics Electricity Magnetism Electronics
*DLD	Physics Nuclear
*DLE	Physics Optics Light (Optics)
DLF	Physics Thermal
DLG	Jet Propulsion
*DLH	Technology Nuclear Reactor
DLK	Applied Science
*DLM	Radiological Physics
DLN	Accoustics
*DLP	Aerodynamics
*DLX	Physics General
DXX	Physical Sciences General

E	SOCIAL STUDIES
EAA	Archeology
*EAB	Cultural Foundations
EAC	Ethnology
EAX	Anthropology
*EBX	Area Studies
*ECA	Police Science and Administration
*ECX	Criminology/Corrections
*EDX	Economics General
*EEB	Instructional Technology
EEC	Education Industrial
EED	Vocational and Educational Guidance
EEE	Vocations Subjects (Crafts, Trade)
*EEX	Education General (Teaching) Adm
*EFA	Recreations
EFC	Education Physical
*EGX	History General
EHX	Economics Home
*EKB	International Relations
*EKC	Foreign Affairs
EKD	Communications Sciences
ELX	Arts Industrial
EMX	Library Science Archives
ENA	Public Health
*ENB	Public Safety
*ENC	Government Civil
END	Government Military
*ENE	Social Work
*ENF	Administration Social Welfare
ENX	Public Relations
EPA	Psychology Abnormal
*EPB	Psychology Experimental
EPC	Psychology Clinical
*EPD	Psychology Social
*EPE	Psychology Applied
EPF	Psychometrics Psychophysics
EPH	Psychology Child
*EPK	Psychology Educational
*EPL	Psychology Counseling
EPM	Psychology Industrial
*EPX	Psychology General
*ERA	Geopolitics
*ERX	Political Science
*ESX	Sociology
*ETX	Mortuary Science
EXX	Social Science General

F	MEDICAL ALLIED SCIENCE
FAX	Podiatry (Chiropody)
FBX	Dietetics
FBX	Dietitian Administrative
FBX	Dietitian Therapeutic
FBX	Dietitian Clinical
FBX	Nutrition
FCX	Occupational Therapy
FCX	Occupational Therapy Kinesiology
FCX	Occupational Therapy Arts Crafts
FDA	Anatomy
FDX	Physical Therapy
FDX	Physical Therapy Electrophysics
FDX	Physical Therapy Neurology
FDX	Physical Therapy Corrective Exercise
FEA	Pathology Speech
FEX	Audiology
FGA	Bacteriology
FGC	Virology
FHA	Serology
FHX	Immunology
FIB	Pharmacology
FIA	Toxicology
FKX	Physiology
G	MEDICINE AND SURGERY
GAX	Anaesthesiology
GBX	Dermatology
GCA	Allergy
GCB	Cardiology
GCC	Gastroenterology
GCC	Gastrology
GCC	Proctology Non-Surgical
GCD	Tuberculosis
GCF	Syphilology
GCH	Urology Non-Surgical
GCI	Endocrinology
GCL	Rheumatic Diseases
GCL	Arthritis
GCN	Tropical Medicine
GCX	Medicine Internal
GDX	Gynecology
GDX	Obstetrics
GDX	Obstetrics/Gynecology
GEX	Ophthamology
GEX	Surgery Eye
GFX	Bronchoscopy

GFX	Othorhinolaryngology
GGX	Pathology
GHA	Medicine Forensic
GIX	Pediatrics
GJX	Medicine Physical
GKA	Medicine Aviation
GKB	Industrial Hygiene
GKB	Surgery Industrial
GKE	Epidemiology
GKF	Biomedical Engineering
GKK	Medicine Preventive
GLA	Psychiatry
GLC	Neurology
GMA	Roentgenology Diagnostic
GMC	Roentgenology Therapeutic
GMF	Atomic Medicine
GNA	Surgery Thoracic
GNB	Surgery Genitourinary
GNC	Surgery Neurologic
GND	Surgery Plastic
GNE	Orthopaedics
GNE	Surgery Orthopaedic
GNF	Proctology Surgical
GNG	Vascular Surgery
GNH	Surgery Maxillofacial
GNX	Surgery General
GOX	General Medicine
GOX	Osteopathy
GPX	Basic Science
GPX	Pre-Dental and Pre-Vet
GPX	Medical Sciences General
GPX	Pre-Med
H	VETERINARY MEDICINE
HAX	Pathology Tissue (Oncology)
HBX	Veterinary Public Health
HBX	Veterinary Inspection Meat Products
HBX	Veterinary Inspection Dairy Products
HCB	Surgery Small Animal
HCE	Surgery Large Animal
HCX	Laboratory Animal Sciences
HEX	Veterinary Microbiology
HXX	Medicine Veterinary
I	DENTISTRY
IAA	Dentistry Preventive
IBX	Endodontics

ICX	Dental Roentgenology
ICX	Dentistry General
ICX	Dentistry Operative
IDA	Oral Medicine
IEA	Exodontia
IEX	Surgery Oral
IFX	Orthodontia
IGX	Pedodontics
IHX	Peridontia
IIX	Dental Prosthesis
IJX	Dental Materials
J	NURSING
JAX	Nursing Anesthesia
JBX	Nursing Operating Room
JCC	Nursing Cardio-Vascular Diseases
JCX	Nurse Flight
JCX	Nursing Medical-Surgical
JDA	Nursing Pediatric
JDD	Nursing Obstetrical
JDX	Nursing Maternal and Child Health
JEC	Nursing Mental Health
JEX	Nursing Neuropsychiatry
JFX	Nursing Public Health
JGX	Nursing Education
JHB	Nursing Administration
JXX	Nursing General
K	PHARMACY
KXX	Pharmacy
L	OPTOMETRY
LAX	Physiologic Optics
LXX	Optometry
M	GRADUATE STUDY-MEDICAL
MXX	Graduate Study-Medical
N	GRADUATE STUDY-DENTAL
NXX	Graduate Study-Dental
O	GRADUATE STUDY-OSTEOPATHY
OXX	Graduate Study-Osteopathy

P	LAW
PAX	Law Admiralty
*PBA	Law Administration
PBD	Law Procurement
*PBF	Law Customs Immigration
PBG	Law Patent
PBH	Law Contracts
PBI	Law Labor Relations
PBK	Law Tax
*PBX	Law Civil (Corporation, Torts, Real Estate)
*PCX	Law Criminal
PDX	Law International
*PEX	Law Pre-Law
PXX	Law General
R	EDUCATION EQUIVALENT
RAX	No Indication of Major Subject
RBX	Cooperative General Culture Test (2C-X Test)
RCX	General Education Development (GED) Test
RDX	Officer's Educational Qualification (OEQ) Test
REX	Three Year Hospital School of Nursing
RFX	DA Education Equivalent (do not use for ANC officers)

APPENDIX E

CIVILIAN EDUCATION DEGREES

BA	Bachelor of Arts
BS	Bachelor of Science
BBA	Bachelor of Business Administration
BD	Bachelor of Divinity
LLB	Bachelor of Laws
STB	Bachelor of Sacred Theology
BTH	Bachelor of Theology
BLS	Bachelor of Library Science
BFA	Bachelor of Fine Arts
BE	Bachelor of Education
MA	Master of Arts
MDV	Master of Divinity
LLM	Master of Laws
MS	Master of Science
MBA	Master of Business Administration
MFA	Master of Fine Arts
MHA	Master of Hospital Administration
MPH	Master of Public Health
DO	Doctor of Osteopathy
DMD	Doctor of Dental Medicine
OD	Doctor of Optometry
DBA	Doctor of Business Administration
PHD	Doctor of Philosophy
MD	Doctor of Medicine
DDS	Doctor of Dental Surgery
JD	Doctor of Jurisprudence
SCD	Doctor of Science
DMV	Doctor of Veterinary Medicine
AA	Associate of Arts
OT	Occupational Therapist
CE	Civil Engineer
DPM	Doctor of Pediatric Medicine

APPENDIX F

SPECIAL EXPERIENCE IDENTIFIERS

Code	Description
0	Negative
1	Parachutist
2	Flight surgeon
3	Flight nurse
4	Army aviator
5	Tropic and jungle warfare (operations)
6	Helicopter pilot
7	Guerrilla
8	Ranger-commands
9	Special forces operation
A	Combat infantry badge
B	Office of Strategic Services
C	Counter guerrilla warfare/counter insurgency
D	Amphibious (tank)
E	Amphibious (engineer)
F	Mountain warfare training
G	Guided missile specialist
H	Arctic warfare training
I	Sentinel system (Artillery and Engineer)
J	Criminal investigation--laboratory technician
K	Polygraph machine operator (lie detector)
L	Military police train inspector
M	Unarmed defense expert (judo and/or jujitsu)
N	Mob and riot control expert
O	Special weapons desposal
P	Army security experience
Q	Intelligence
R	Atomic Energy
S	Training foreign troops
T	Psychological warfare officer
U	Research and development
V	Public information
W	Foreign languages propaganda officer
X	Budget and comptroller
Y	Senior parachutist
Z	Master parachutist