

Army G-3/5/7

Army policies related to residency at Professional Military Education

**Defense Advisory Committee on Women in the Services
(DACOWITS)
December Quarterly Business Meeting**

12-13 December 2017

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- Army Regulation 350-1, Army Training and Leader Development, governs Professional Military Education
- Policies related to obtaining and maintaining residency do not differentiate between pregnancy and other medical conditions that are temporary in nature
 - Soldiers with temporary profiles that prevent full participation in a course will be deferred
 - Soldiers already in training may continue if able to meet course requirements
- Deferment or removal from a course due to a temporary medical profile is considered “without prejudice”; no requirement to re-compete for selection
- Soldiers who are pregnant or recovering from childbirth are exempt from regular unit physical training and the Army Physical Fitness Test (APFT) until 180 days past pregnancy termination
- Decision / Exception Authorities:
 - Medical deferments: Active Duty Soldiers by Commanding General, Human Resources Command; Army National Guard by Chief, National Guard Bureau; and U.S. Army Reserve by Chief, Army Reserve
 - AR 350-1: HQDA, Deputy Chief of Staff, G-3/5/7
 - School Commandant / Dean for residency issues after enrollment and start of classes
- US Army Sergeants Major Academy (USASMA), Command and General Staff School (CGSS), and US Army War College (USAWC) each have attendance policies that provide options for course completion or deferment

BACK-UP

Army Regulation 350-1, Army Training and Leader Development

Para 3-14(b): Soldiers with temporary profiles preventing full participation in a course that are not a result of operational deployment will be removed or deferred from school attendance consideration by their immediate commander until the temporary profile is removed.

a. Profiles. Soldiers with medical profiles due to operational deployment will be permitted by their immediate commanders to attend appropriate courses (to include professional military education (PME)) within the guidelines of their profile. Soldiers must arrive at the aforementioned courses of instruction with a copy of their current profile and a memorandum signed by their commander stating the profile has been continuous and is a result of injuries sustained due to operational deployment.

b. Soldiers with temporary profiles preventing full participation in a course that are not a result of operational deployment will be removed or deferred from school attendance consideration by their immediate commander until the temporary profile is removed.

f. Soldiers receiving temporary or permanent physical profile limitations after starting resident training courses will be evaluated by school commandants and commanders for continued enrollment. Soldiers who:

(1) Have met, or will be able to meet graduation requirements, will continue to be trained within the limits of their profile.

(2) Are unable to meet graduation requirements will return to their unit or proceed to their permanent change of station (PCS) unit, and may, if eligible, be enrolled in a later course.

Army Regulation 350-1, Army Training and Leader Development, Chapter G-9, para f.

Soldiers who are pregnant or who are recovering from childbirth are exempt from regular unit physical readiness training and Army Physical Fitness Test (APFT) testing for the duration of the pregnancy and 180 days past pregnancy termination.

(1) Pregnant and postpartum Soldiers must be cleared by their health care provider prior to participating in any physical fitness training program.

(2) Prior to the commencement of postpartum convalescent leave, Soldiers will be issued a temporary profile for 45 days which begins on the day of pregnancy termination to allow physical training at the Soldier's own pace.

(3) Soldiers are encouraged to use the At-Home component of the Army Pregnancy/Postpartum Physical Training (PPPT) program while on convalescent leave. Following the convalescent leave period, Soldiers are required to participate in the installation PPPT program for up to 180 days after pregnancy termination.

(4) Postpartum Soldiers must receive health care provider clearance if returning to their unit's physical readiness training prior to 180 days following pregnancy termination.

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- Individual schools have different benchmarks for excessive class absences:
 - US Army Sergeants Major Academy: 20 cumulative course hours
 - Command and General Staff College: 15 cumulative days
 - US Army War College: 20% of course events
- Differences are due to variations in course content, delivery methods, and requirements for group work
- Absences in excess of school benchmarks are subject to disenrollment; however, those due to legitimate medical reasons, subject to exception by school commandant / dean on a case-by-case basis
- School Commandant can approve individual make-up plan / mitigation strategy that may include:
 - Electronic participation
 - Independent study
 - Hybrid course approach including distance learning phases
 - Deferment to a later course
- Deferment or removal from a course due to a temporary medical profile is considered “without prejudice”; no requirement to re-compete for selection