



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY CADET COMMAND
1ST CAVALRY REGIMENT ROAD
FORT KNOX, KENTUCKY 40121-5123

ATCC-PAM (145-1)

JUL 0 2 2024

MEMORANDUM FOR

Commanders, All Units Reporting Directly to this Headquarters
Directors and Chiefs, Primary and Special Staff Offices, HQ USACC

SUBJECT: Policy Memorandum 1-12 - Professor of Military Science (PMS) Slating Policy

1. References.

- a. AR 614-100 (Officer Assignments, Policies, Details and Transfers).
- b. USACC G1, ATCC-PAM, memorandum, (Policy Memorandum 1-2 - Professor of Military Science (PMS) Assignment Duration Policy), 12 December 2022.
- c. USACC G1, ATCC-PAM, memorandum, (Policy Memorandum 1-8 - Administrative Processing of Professor of Military Science (PMS) Personnel Actions Policy), 24 January 2024.
- d. Memorandum of Agreement between CG, USACC and CG, HRC, (MOA – US Army Human Resources Command Professor of Military Science (PMS) Centralized Selection Board), 14 October 2020.

2. Purpose. The purpose of this policy is to outline the PMS slating procedures at the conclusion of the PMS Board. The intent of this policy is to maintain a fair process while ensuring that knowledge, skills, behaviors and preferences (KSBPs) are incorporated in order to slate the best qualified officer to academic institutions while supporting officer preference.

3. The Department of the Army conducts a PMS Centralized Selection Board (CSB) each year in early May. Cadet Command requests a specified number of principals that corresponds to the number of forecasted PMS vacancies for the following summer. USACC also requests the fully qualified list of candidates to form the alternate list. Some Army officer branches have a maximum number of allowable principals and alternates in order to ensure officer strength within their population.

4. Principal slating. PMS principal slating is based on the PMS CSB ATTEST OML and within the allowable allocations per branch. The PMS Manager extends academic institution offers to principal selects starting with the highest OML and officer's highest

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preference for available academic institutions. Principal selects have three duty days to accept or decline. Declinations are not considered with prejudice like the O5/O6 CSL, but a declination removes the officer from further slating until the end of the slating process.

5. Alternate slating. The non-slating academic institution list emerges at the conclusion of principal slating based on declinations. The top 1/3 of the alternates with preferences, as determined by the DA Secretariat ATTEST OML, are provided with the non-slating academic institution list to the brigade hiring points of contact. Brigade commanders or their designated representatives have 30 days from receipt of the non-slating academic institution list and list of Alternates to submit an endorsed letter of intent signed by selected Alternate and brigade commander or representative. In that regard, Cadet Command brigade commanders have selection authority from the DA-selected alternate list and determine the best fit for each academic institution's unique needs and officers' KSBPs. The PMS Manager will process HRC branch clearance, prepare the nomination packet, receive academic institution acceptance, and will request RFO/PCS order once he receives an endorsed letter of intent from brigades.

6. Subsequent alternate slating. The process in paragraph 5 repeats for the middle 1/3 and bottom 1/3 selected alternates with each iteration being conducted in 30-day increments. Unforecasted academic institutions may be added to the non-slating schools list at any time due to unforeseen circumstances. Once the three alternates lists have been expended, USACC will conduct a last call with all previously un-slating principals and alternates. The intent with the last call is to incorporate any recently added schools and give DA Board selectees one final opportunity.

7. End State and PMS Hot Assignments. The final non-slating academic institution list will be sent to Army Human Resources Command for 'Hot Assignments' posting as stated in the Memorandum of Agreement no later than 15 January.

8. The point of contact for this memorandum is Mr. Robert H. Johnson, PMS Manager, at 502-624-5718 and robert.h.johnson11.civ@army.mil.


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Commanding