



UNITED STATES MARINE CORPS
MARINE CORPS RECRUITING COMMAND
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3000
G-3
21 JAN 2004

COMMANDING GENERAL'S POLICY LETTER 1-04

From: Commanding General
To: Distribution List

Subj: MARINE CORPS RECRUITING COMMAND (MCRC) POLICY FOR CONDUCT
OF OFFICER CANDIDATE SELECTION BOARDS

Ref: (a) MCO P1100.73B MPPM OFFPROC
(b) CG MCRC POLICY LTR 10-97
(c) MCRC Frostcall 023-02

1. Purpose. The purpose of this letter is to provide policy and guidance concerning the conduct of officer candidate selection boards. The guidance published in this letter pertains to all selection boards for commissioned officer programs that are under the cognizance of MCRC.

2. Background. Reference (a) contains policy for officer accessions into the Marine Corps. Reference (b) contains guidance for the approval/disapproval of (PLC)/(OCC) applications. There is no current guidance for any other officer candidate selection boards. The term "officer candidate" encompasses all commissioned officer programs that lead to a commission as a second lieutenant in the United States Marine Corps.

3. Information

a. The Marine Corps has established an admirable reputation for consistently obtaining its assigned annual officer accession requirements by category and program. Not all candidates however, will ultimately qualify to become Marine officers due to factors such as applicant eligibility and the limited number of annual accessions. To this end, the officers who are entrusted with the selection of those most qualified applicants are a vital link in the long-term vitality of our officer corps.

b. An integral part of the selection of those Americans who desire to become an officer of Marines is the selection board. Commanding Generals (CG) of Eastern Recruiting Region and Western Recruiting Region will convene and approve PLC and OCC boards. The Commanding General, MCRC will convene and approve all other

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OF OFFICER CANDIDATE SELECTION BOARDS

boards. In the case of PLC selection boards, boards may be convened at the District level, but final approval remains with the Commanding General of the Recruiting Region. Selection boards, though non-statutory, shall have a precept provided to the president of the board as a means of providing officer selection guidance. Board membership will consist of a minimum of five commissioned officers and the president must be a field grade officer. PLC and NROTC advanced standing boards may consist of three members with the concurrence of the convening authority.

c. The Marine Corps is dedicated to providing all Americans, who are qualified and meet our standards, the opportunity to apply for a commissioning program. Any applicant requiring a waiver of policy is not qualified. The granting of waivers is based solely on the needs of the Corps. OCC and PLC applicants must have waivers approved prior to selection by the board. All other programs will have waivers briefed to the selection board and the president of the board will recommend to the CG, MCRC the approval/disapproval of required waivers. Applicants who desire to apply and are qualified to do so will have their applications forwarded to the respective selection board for consideration.

d. Selection boards are advised to consider the use of the whole person concept. Precepts for selection boards will include the definition of the whole person concept: *"The whole person concept consists of an evaluation of many factors. Tangible qualifiers can include: GPA, PFT, mental test scores, moral qualification, college major, courses and course load, athletics, team sports, work experience; civic, community, and church involvement, demonstrated leadership ability and membership in such organizations as scouting. Intangible qualifiers include: integrity; physical, mental, and moral courage; commitment, honor, and a genuine desire to devote oneself to the good of the Nation or the Corps. Ability to speak and/or read and write a foreign language should be seen as a favorable factor considering the world wide deployability of Marines. This list of attributes is not all inclusive, but it is a list for board members to consider during their judgement of an applicants record."* A combination of at least the aforementioned factors, coupled with the recommendations of commissioned officers who interviewed the applicant, and the needs of the Marine Corps, will be considered by the selection board when selecting applicants for an officer program. Selection boards will be provided the averages for those quantifiable statistics from previous selection boards (and similar selection boards) in order to ensure that selection qualifications are consistent from board to board. NROTC selection boards shall be provided quantifiable statistics for

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OF OFFICER CANDIDATE SELECTION BOARDS

PLC selection boards to insure that NROTC selection and PLC selection standards are uniform and consistent.

e. Boards are advised that should an applicant apply for a program that is closed or has no openings, the board should still consider the application. If it is in the best interests of the Marine Corps the applicant should be selected. Board convening authorities shall request additional quotas from CG MCRC for those exceptional candidates selected without a program opening available prior to approval of the results of the board.

f. The president of the board will forward a report of the board to the board convening authority for approval. Convening authorities shall forward to CG MCRC (G-3 O) a spreadsheet of quality indicators, gender, and diversity for the selected candidate averages. After the results of the selection board are approved, official notification will be forwarded to all applicants in accordance with reference (a). It is the intent that selectees will be notified at least 45 days prior to the convening of OCS and issued orders 30 days prior to reporting to OCS.

4. Cancellation. This policy letter is in effect immediately and supercedes references (b) and (c).

5. MCRC Point of Contact (POC). The MCRC POC Head, Officer Programs, at commercial (703) 784-9437/38 or DSN 278-9437.


C. CORTEZ

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