



DoD INSTRUCTION 1402.06

CIVILIAN FACULTY POSITIONS IN DoD POST-SECONDARY EDUCATIONAL INSTITUTIONS

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Approved by:	Matthew P. Donovan, Performing the Duties of Under Secretary of Defense for Personnel and Readiness

Purpose: In accordance with the authority in DoD Directive 5124.02, this issuance:

- Establishes policy for determining applicability of Sections 342, 1595, 1601, 1746, 2113, 7371, 7438, 8452, 8543, 8544, 8748, 9371, 9441, and 9438 of Title 10, United States Code (U.S.C.), to civilian faculty positions and their functions.
- Establishes a standard for recruiting and retaining high quality teacher-scholars and executive-level administrative faculty at post-secondary educational institutions and ensuring their high performance.
- Assigns responsibility for ensuring compliance with the policy and procedures in this issuance.

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SECTION 1: GENERAL ISSUANCE INFORMATION

1.1. APPLICABILITY.

This issuance:

a. Applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD (referred to collectively in this issuance as the “DoD Components”).

b. Does not apply to non-faculty positions, including support positions, at the Uniformed Services University of Health Sciences.

1.2. POLICY.

It is DoD policy that:

a. DoD civilian faculty members must possess the credentials and expertise necessary to accomplish the institution’s mission and maintain a high standard of excellence in the DoD’s educational programs.

b. DoD civilian faculty positions authorized by Sections 342, 1595, 1601, 1746, 2113, 7371, 7438, 8452, 8543, 8544, 8748, 9371, 9441, and 9438 of Title 10, U.S.C., perform the functions as defined in the Glossary.

c. DoD civilian faculty does not include support positions, as defined in the Glossary.

d. Titles and duties of civilian faculty positions should be comparable to those of other federal and non-federal academic institutions for the DoD to remain competitive.

SECTION 2: RESPONSIBILITIES

2.1. ASSISTANT SECRETARY OF DEFENSE FOR MANPOWER AND RESERVE AFFAIRS.

Under the authority, direction, and control of the Under Secretary of Defense for Personnel and Readiness, the Assistant Secretary of Defense for Manpower and Reserve Affairs has overall responsibility for the development of DoD civilian personnel policy covered by this issuance.

2.2. DEPUTY ASSISTANT SECRETARY OF DEFENSE FOR CIVILIAN PERSONNEL POLICY.

Under the authority, direction, and control of the Assistant Secretary of Defense for Manpower and Reserve Affairs, the Deputy Assistant Secretary of Defense for Civilian Personnel Policy supports the development of civilian personnel policy covered by this issuance and monitors its execution by DoD Components, ensuring consistent implementation and continuous application throughout the DoD.

2.3. DIRECTOR, DEPARTMENT OF DEFENSE HUMAN RESOURCES ACTIVITY.

Under the authority, direction, and control of the Under Secretary of Defense for Personnel and Readiness, the Director, Department of Defense Human Resources Activity, provides support to the Deputy Assistant Secretary of Defense for Civilian Personnel Policy, as appropriate, in the execution of the procedures in this issuance.

2.4. DOD COMPONENT HEADS.

DoD Component heads ensure compliance with this issuance by the post-secondary educational institutions within their components.

SECTION 3: PROCEDURES

3.1. DOD COMPONENTS.

DoD Components and DoD post-secondary institutions may tailor the use of the appointment authorities in Sections 342, 1595, 1601, 1746, 2113, 7371, 7438, 8452, 8543, 8544, 8748, 9371, 9441, and 9438 of Title 10, U.S.C., more narrowly than defined in the Glossary (e.g., limit appointments to positions whose duties are strictly teaching).

3.2. DOD POST-SECONDARY EDUCATIONAL INSTITUTION HEADS.

DoD post-secondary educational institution heads implement this issuance within their respective institutions.

3.3. SCHOLARLY RESEARCH.

All civilian faculty are expected to do scholarly work, research and write, publish, review works of others, or do other academic activities that are integral to the continuing professional development of civilian faculty.

3.4. PERSONNEL ACTIONS.

All personnel actions must be consistent with all applicable laws and regulations, including merit system principles.

GLOSSARY

G.1. ACRONYMS.

ACRONYM	MEANING
U.S.C.	United States Code

G.2. DEFINITIONS.

Unless otherwise noted, these terms and their definitions are for the purpose of this issuance.

TERM	DEFINITION
civilian faculty positions	Positions at a DoD post-secondary educational institution whose incumbents are appointed pursuant to the authorities in Sections 342, 1595, 1601, 1746, 2113, 7371, 7438, 8452, 8543, 8544, 8748, 9371, 9441, and 9438 of Title 10, U.S.C., and whose primary duties involve teaching, lecturing, instructing, facilitating discussions in seminars, conducting scholarly research and writing, designing or developing curricula and learning support systems, providing academic advice or consultation, management and governance of the academic enterprise or an educational program (e.g., dean, director, department chair or head, president, vice president, provost, or the equivalent), or performing duties that are commonly understood to be duties appropriate for a member of the faculty of a fully accredited post-secondary academic institution in the United States.
post-secondary education institution	A DoD college, university, institute, academy, or one of the Centers for Regional Security Studies offering academic instruction or training above the 12th grade.
support positions	Positions whose primary function is non-academic in nature and that provide operational support for the DoD educational institution.

REFERENCES

DoD Directive 5124.02, “Under Secretary of Defense for Personnel and Readiness (USD(P&R)),” June 23, 2008
United States Code, Title 10