## Joel Schofer's Promotion Checklist for LCDRs

Based on the Medical Corps Career Pathway below, here are the most important things you need to do to maximize your chances of promotion to CDR/O5:

Go through the Promo Prep and make sure your record is up to date.
Do not get a black mark on your record, because promotion to O5 is competitive. Black marks would include things like failing a Physical Fitness Assessment (PFA), having an adverse legal issue like a DUI or non-judicial punishment (NJP), or getting anything less than a Promotable (P)
on a fitness report.
Achieve board certification in at least one specialty, which means you have at least one subspecialty code on your Officer Summary Record (OSR) that ends in a "K".
Successfully complete at least one operational tour or deployment as an O4 and, if eligible, make sure you get the warfare device.
Do everything you can to compete in a fitrep competitive group and break out, hopefully getting at least one competitive EP fitrep. Competitive EP fitreps are the #1 ingredient that lead to promotion. The easiest way to do this is to volunteer for leadership positions at your command and perform well.

That's it! Once you achieve these, move on to my Promotion Checklist for Commanders.

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Medical Corps Career Pathway

Intent: The Navy Medical Corps Officer career path will deliberately develop the clinical, operational, and leadership skillsets required to lead Navy Medicine in positions of progressively increasing scope and responsibility.

Expectations: Officers who are competitive for promotion will have accrued both the operational and clinical experience necessary to serve in billets that are commensurate with the next rank

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Recommended Medical and Professional Achievement Windows											
INTERN				Board certification Junior or Senior OMO - Executive OM0 - JPME I/II		- Advanced Leadership/Business Degree					
Recommended High Reliability Organization (HRO) and Culture of Safety Developmental Training Opportunities											
Scho	elopment cool (ODS)	Residency Operations School-ho Training	al Readiness		Readiness Officer Course		•	Safety Leadership Academy (QSLA) hasized throughout Medical Corps Training Pipeline			
Example Assignments NMRTC/U FLEET	Junior OMO Tour Surface Fleet Physician Marine Battalion Surgeon Flight Surgeon (FS) Undersea Medical Officer Alternative Junior Billet Resident			nental Śgn or Group I r FS/UMO Staff Officer MedBN Specialty Staf ent/Fellow on/Department Head Medical Director ant Program Director	p FS  Chief Medical Officer (CMO)  Director/Large Department Head  Assistant Specialty Leader			Senior Executive Tour TYCOM/Fleet Surgeon Division/Group/Wing Sgn Senior HQ/PERS Senior GHE Billet Alternative Senior Billet Large NMRTC CMO Large NMRTC Director Specialty Leader DIO/GME Director XO/CO	Flag Track COCOM Surgeon PACFLT Surgeon FLTFOR Surgeon MEF Surgeon MARFOR Surgeon Deputy TMO Senior HQ Director MEDCEN Director Abbreviation Legend DIO - Designated Institutional Official FST - Fleet Surgical Team GHE - Global Health Engagement		
Operate Junior for prep Execute report to Senior	GHE - Global Health Engagement JPME - Joint Professional Milliary Education MEC - Medical Executive Committee MedBN - Medical Battalion OIC - Officer in Charge SMO - Senior Medical Officer TMO - The Medical Officer, USMC UMO - Undersea Medical Officer										