

BOP

Management:

**Advanced Education Programs Branch Force
Alignment and Development Division (FADD),
Force Shaping Directorate,
U.S. Army, Human Resources Command
Revised: 22 January 2024**

SUMMARY of CHANGE

Broadening Opportunity Program (BOP) Catalog

This revision affects the following programs: General (R) Wayne A. Downing Scholarship, Harvard Strategist Program, and General Omar N. Bradley JCS/OSD/ARSTAF Internship, dated – 22 January 2024

- Updates the HRC Directorate and Division name and office symbols.
- Updates Points of Contact.
- Updates student assignment UICs to reflect IPPS-A assignment requirements.
- Updates the May panel selection notification dates.
- Details Advanced Civil Schooling (ACS) packet requirements for selected applicants.
- Harvard Strategist Program removes pilot program for Infantry and Armor Officers.
- Army Congressional Fellowship updates program start date and timeline.

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Chapter 1
Suspense Dates to Apply

<u>Application Suspense Date</u>	<u>Program</u>	<u>HRC Selection Panel Dates</u>	<u>Eligible to Apply</u>
28 July 2023	Asia-Pacific Center for Security Studies Fellowship	12 – 15 Sep 2023	RC-AGR/MAJ/LTC
	Association of the U.S. Army (AUSA) Fellowship	12 – 15 Sep 2023	AC/RC-AGR/MAJ/LTC
	CGSC Interagency Broadening Fellowship	12 – 15 Sep 2023	AC/RC-AGR/ARNG/MAJ/LTC
	George C. Marshall European Center for Security Studies Fellowship	12 – 15 Sep 2023	RC-AGR/MAJ/LTC
	MG James M. Wright, MBA Program	12 – 15 Sep 2023	AC/CPT/MAJ
	Olmsted Scholar Program	12 – 15 Sep 2023	AC/CPT/MAJ
	Purdue University Military Research Initiative (PMRI)	12 – 15 Sep 2023	AC/CPT/MAJ
	Rand Arroyo Center Fellowship	NA	AC/RC-AGR/MAJ/LTC
	SecDef Strategic Thinkers Program	12 – 15 Sep 2023	All Components MAJ/LTC
	Army Futures Command, Artificial Intelligence Scholar Program	12 – 15 Sep 2023	AC/1LT/CPT
2 Oct 2023	White House Fellowship	NA	All Components CPT- LTC, All WOs and NCOs
25 Mar 2024	Congressional Fellowship	07 – 10 May 2024	AC/RC/ARNG/WO/CPT/MAJ/ E8/E9
	Gen Wayne A. Downing Scholarship	07 – 10 May 2024	AC/CPT/MAJ
	GEN Omar N. Bradley JCS/OSD/ARSTAF Internship	07 – 10 May 2024	AC/CPT
12 April 2024	Harvard Strategist Program	NA	AC/RC/CPT/Jr MAJ

KEY: ***AC** = Active Component or Regular Army ***RC-AGR** = Reserve Component Active Guard Reserve ***RC** = Reserve (IMA/IRR/AGR/TPU)

Chapter 2

General Guidance

2-1. You are not eligible to compete if:

- a. You are currently a student, or you will be a student in an advanced education program administered IAW AR 621-1 during the time your requested program is in session.
- b. You owe or will not complete an incurred utilization assignment by the start of your requested BOP.
- c. You were selected and did attend a BOP within the last ten years (does not include DARPA or the HQDA Strategic Seminars or The Training With Industry Program).
- d. Currently on PCS orders with a report date prior to or within two months after the “on or about” selection panel date.

2-2. Applicants are responsible to update their IPERMs account; official record and photo.

2-3. All college/university transcripts must be uploaded to IPERMs not later than the suspense date of your requested BOP. Evaluations, not uploaded to IPERMS, will not be accepted.

2-4. The application for each program that you are applying for must be submitted in one “Portable Document Format” (PDF) attachment. The PDF application file size may not be larger than 10MB and all documents must be in black and white, not color. Do not attach PDF’s inside of PDF’s (portfolio format). Applications received in PDF portfolio format or larger than 10MB will be returned without action until the application is resubmitted in the correct format. Applicants approved by their HRC Career Branch to compete will receive an email with instructions on how to submit your required application source documents to the BOP Manager in “.pdf” format. RC Officers must indicate RC-AGR, RC-TPU, RC- IMA, or RC-IRR on their application (if applicable).

2-5. Noncommissioned Officers: If you are applying for more than one program, use one DA Form 4187 (Personnel Action) and list the programs in order of preference.

2-6. Commissioned / Warrant Officers must use the “Commissioned Officer Broadening Opportunity Application”, listed at <https://www.hrc.army.mil/bop>. (NOTE: Some programs do not allow applying for other programs, please review the guidance for each program before submitting your request.)

2-7. Only the programs listed in this catalog will be considered.

2-8. Documents received after the suspense date will not be accepted or included into your application packet. Any application packet that is not complete, as defined in this catalog, will be returned to candidate, and may result in missing the submission suspense date and not being considered.

2-9. If selected, non-Active Guard Reserve service members may not be accessed into AGR status. The only exceptions are the Army Congressional Fellowship and Harvard Strategist Programs. Instead, non-AGR service members may serve in their current status and placed on Active Duty Operational Support – Reserve Component (ADOS-RC) while in the program. Funding provided by the U.S. Army Reserve Command (USARC). See individual programs for details.

2-10. Evaluation Reports and transcripts. At a minimum (unless otherwise stated), applicants must submit the last five copies of their evaluation reports and all college transcripts with their BOP application.

2-11. ILE. SEC ARMY rescinded Army Directive 2019-19 which removed AOC credit from selected venues. The following Broadening Opportunity Programs (BOP) are AOC credentialing.

Participating in these programs, makes you ineligible to attend resident CGSC:

- a. JCS/OSD/ARSTAF Internship Program
- b. Army Congressional Fellowship Program
- c. Olmsted Scholar Program
- d. General Wayne A. Downing Scholarship Program
- e. MG James M. Wright MBA Program
- f. Harvard Strategist - meets the IQC credentialing requirement for FA59 only

2-12. Letters of Recommendation. One letter of recommendation must be from a current BN or BDE Commander.

2-13. Funded Programs. Officers will be required to maintain a grade of B or better in every class. Personnel who fail to maintain a grade of B will receive a memorandum for record from the applicable training agency. Grades lower than a B will be reason for disenrollment from their program, termination of the officer's attendance at the school and recoupment of the money spent to date for the officer.

Chapter 3

Artificial Intelligence Scholar Program

3-1. Program Description

a. The Artificial Army Artificial Intelligence Integration Center (AI2C) offers two scholarship programs (PhD and Graduate). The Artificial Intelligence Scholar Program PhD Program is a competitive, 36-month PhD program at Carnegie Mellon University (CMU) for Active Component officers. The program also requires officers to serve a three-year follow-on utilization tour assignment in the Army Artificial Intelligence Integration Center (AI2C). The program produces officers who possess the knowledge, skills, and business process expertise needed to leverage artificial Intelligence applications to deliver AI solutions at speed enabling Army missions.

b. The Artificial Intelligence Scholar Graduate Degree Program is a highly competitive, 22-month graduate degree program for Active Component officers focused primarily on senior first lieutenants and junior captains. The program also requires officers to serve a two-year follow-on utilization tour assignment in the Army Artificial Intelligence Integration Center (AI2C). The program provides selected officers opportunities for one of three graduate degree opportunities: Data Engineering, Data Analytics, or Autonomous System Engineering. AI2C's Academic Success Assessment will determine course discipline. The Artificial Intelligence Scholar Program (AISP) produces officers who possess the knowledge, skills, and business process expertise needed to leverage artificial Intelligence applications to deliver AI solutions at speed enabling Army missions.

c. For more information on the Master Programs and the prerequisites for the programs please go to:

(1) Master of Information Systems Management with a concentration in Business Intelligence and Data Analytics (MISM-BIDA). Located at Heinz College:

<https://www.heinz.cmu.edu/programs/information-systems-management-master/16-month>

(2) Master of Computational Data Science (MCDS). Located at the School of Computer Science (SCS) at Carnegie Mellon: <https://mcds.cs.cmu.edu>.

(3) Master in Data Engineering at University of Wisconsin-Madison
<https://www.cs.wisc.edu/ms-data-engineering>.

3-2. Selection Process

a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY will forward the names and applications of the officers that are approved to compete for this program to the Army Futures Command (AFC) Proponent Manager, Artificial Intelligence Integration Center o/a 29 September 2023. The AFC Proponent Manager convenes a selection panel and recommends an

order-of-merit list for the Carnegie Mellon University Academic Success Assessment IOT determine candidate admissibility to AISP institutions. The AI2C Director approves final selections of up to 30 scholars for the Graduate Degree Program and three scholars for the PhD Program.

b. Candidates are notified of their tentative selection, o/a 31 October 2023.

c. Once the candidates have received official acceptance to Carnegie Mellon University and their ACS packet has been processed, HRC will coordinate with the officers to initiate assignment to the program for the subsequent academic year IAW the associated assignment cycle timeline to ensure that requirements are identified in the Marketplace to support strength management.

3-3. Scholarship Tenure/Location

a. Officers will be assigned to the U.S. Army Student Detachment, Fort Jackson, SC with duty at the Carnegie Mellon University, Pittsburgh, PA or University Wisconsin-Madison, Madison, WI.

b. The Artificial Intelligence Scholar Graduate Degree Program begins July 2024 with completion approximately 22 months thereafter (early May 2026).

c. The Artificial Intelligence Scholar Program PhD Program begins July 2024 with completion approximately 36 months thereafter (early May 2027).

3-4. Obligations Incurred

a. Officers incur a three-for-one active-duty service obligation (ADSO) computed in days, for each day in this program, approximately nine years. This ADSO is served consecutively with other ADSOs.

b. Following graduation, officers will serve an immediate 3-year (36-month minimum) utilization for the PhD program or a 2-year (24 month) utilization for the Graduate Degree at the Army's Artificial Intelligence Integration Center (AI2C, Pittsburgh, PA).

3-5. Eligibility Criteria

a. Be an Active Component Promotable First Lieutenant or junior Captain (DOR 01 July 2021 or later) of the following basic branches: Air Defense, Adjutant General, Armor, Aviation, Chemical, Cyber, Engineer, Field Artillery, Finance, Infantry, Logistics, Military Intelligence, Military Police, Signal, Civil Affairs, PSYOPs, and Special Forces.

b. Have demonstrated superior performance and have strong potential for future military service, including potential selection for leadership or command positions as indicated by the most recent officer evaluation reports.

c. Meet Army height and weight requirements.

d. Have no adverse actions pending, not at risk for promotion or passed over for promotion to the next grade.

e. Able to complete full scholarship and utilization assignment without any interruptions.

f. Demonstrate and serve as an example of the "Warrior Ethos".

g. **Preferred:** Have taken the graduate record exam (GRE) or graduate management admission test (GMAT) within five years from September 2024, even if officer has a graduate degree.

h. Have a baccalaureate degree grade point average of 3.0 or better,

i. Not have a graduate degree paid for by the U.S. Army. This means the tuition and fees were solely funded by the U.S. Government. Degrees funded through Tuition Assistance (TA), Degree Completion; Cooperative Degree; Intermediate Level Education; GI Bill; or Commissioning Programs do not apply.

j. Not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.

k. Must not have been selected for and participated in any of the broadening opportunity programs, listed at <https://www.hrc.army.mil/bop>, within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminars Programs.

3-6. How to Apply

a. Not later than 28 July 2023 email the following to usarmy.knox.hrc.mbx.opmd-nonmelapps@army.mil in one "Portable Document Format" (PDF) attachment. Do not attach PDF's inside of PDF's (portfolio format). Subject title of email "Request to Compete for the FY 2024 Artificial Intelligence Scholar Program." Include the following documents in your PDF:

(1) The Commissioned Officer Broadening Opportunity Application. (Go to <https://www.hrc.army.mil/bop> or the attachment section of this catalog for form)

(2) Most current DA Form 705 (ACFT) and DA Form 5500 (Body Fat Content), if applicable.

(3) Copy of last five Officer Evaluation Reports (DA Form 67-10-1 or 2, DA Form 1059-1)

(4) Copy of "official" GRE scores or "official" GMAT scores.

(5) Copy of all transcripts for undergraduate and graduate courses completed.

(6) Resume (Regular Army Officers): Complete and submit (with your application) the Assignment Interactive Module (AIM). (Go to <https://www.hrc.army.mil/bop>, or the attachment section of this catalog for this form.)

(7) Academic letters of recommendation (LOR) (any format): A maximum of two. One LOR must be from the current battalion or brigade commander. Address to "President of the Selection Panel." (Suggestion: if you are applying for more than one program have the recommender recommend you for "Any Broadening Opportunity Program" instead of a specific program). Academic letters of recommendation may come from current professor or PhD in the field associated with this program.

(8) Memorandum for Record with the following information (any format): grade, name, last four of your SSN, baccalaureate degree GPA, graduate degree GPA (if applicable), GRE scores (verbal/quantitative/analytical), and the following statement: "I understand that if I am selected for an Artificial Intelligence Scholarship, I will incur an active duty service obligation (ADSO) of three days for each day I am in my program and I understand that this ADSO is served consecutively with other ADSOs. I also understand I will be obligated to serve an immediate two-year utilization determined by Army Futures Command. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program. I understand I will not be allowed to participate in the Voluntary Transfer Incentive Program (VTIP) while I am in this program or during the 24-month utilization assignment".

b. Your nomination will be reviewed by your career branch and HRC, Leader Development Division (OPL-C) for eligibility, availability and derogatory information.

3-7. Timeline

a. Last day to submit request to compete to HRC (OPL-C): 28 July 2023.

b. AI2C conducts Academic Success Assessment and notifies HRC of finalized list of cohort scholars.

c. HRC notifies candidates and AFC POC of the HRC Selection Panel results and confirms candidate acceptance o/a 13 October 2023.

d. Students will arrive in Pittsburgh, PA o/a 01 June 2024. This time will be spent to orient to the city and get settled before classes start.

e. Required CMU orientation for Army Students: 7 July 2024.

f. Required prerequisite course on campus begins: 10 July 2024 – 11 August 2024.

3-8. Points of Contact

a. AFC, Jacqueline M. Coffman, Workforce Development, AI2C, at jacqueline.m.coffman.civ@army.mil, or AFC, AI2C, Director, Non-Materiel Requirements Development, Mr. Mark A. Phillips at mark.a.phillips98.civ@army.mil or usarmy.pittsburgh-pa.afc-ai2c.mbx.workforce-development@army.mil

b. HRC: Mr. Kenneth Mackey at kenneth.l.mackey2.civ@army.mil or usarmy.knox.hrc.mbx.opmd-nonmelapps@army.mil

Chapter 4 (Updated 17 January 2024)

Army Congressional Fellowship

4-1. Program Description

Overview. The Army Congressional Fellowship Program is a 44-month program which includes pursuit of a Master of Professional Studies (MPS) Degree in Legislative Affairs at George Washington University, service as a Fellow for a Member of Congress, and utilization on the Army Staff in a congressional-related duty position. The program seeks service members who have demonstrated outstanding promotion potential. Officers, warrant officers and senior noncommissioned officers looking for a fast-paced and exciting broadening opportunity are encouraged to apply for the Army Congressional Fellowship Program.

Commanders and supervisors are also encouraged to submit their best candidates for this prestigious opportunity based on the outstanding potential and aptitude for service in the Congressional environment.

a. Purpose. The Army Congressional Fellowship Program has four purposes:

(1) Provide outstanding service members with strong promotion potential an opportunity to learn and understand the importance of the strategic relationships between the Army and Congress

(2) Expose Congressional Members and staff to quality Army leaders who, as Army fellows working in their offices, help them understand the Army as an institution.

(3) Develop a cohort of Army Leaders who can be immediately assigned to Legislative Liaison duties within HQDA [Office of the Chief Legislative Liaison (OCLL) and Assistant Secretary of the Army for Financial Management and Comptroller (ASA-FM&C)], National Guard Bureau - Legislative Liaison (NGB-LL), and Office of the Chief of Army Reserve Legislative Affairs Division (OCAR-LAD.)

(4) Develop a pool of officers, warrant officers and senior noncommissioned officers for potential future utilization in the field of legislative liaison.

b. Orientation and Academics. Selected participants begin the fellowship with an orientation program, which prepares Fellows for academics and familiarizes them to OCLL. The academic portion begins in the 2nd Spring term of study at George Washington University (GWU). The GWU Master of Professional Studies (MPS) in Legislative Affairs consists of an 11-course program focused on Congress. The curriculum exposes students to all aspects of the congressional experience. Congressional staffers comprise the large majority of students in the program, which offers Army fellows a unique opportunity to network with others working on Capitol Hill and in the legislative arena. Fellows enroll in core courses and electives in the spring, summer, and fall 2025 sessions. Fellows take elective courses in areas of their choosing, pursue independent study opportunities, and complete a capstone course in the fall, earning a MPS Degree in Legislative Affairs in spring 2026. Fellows may be awarded transfer credit for Army PME and courses completed that have not contributed to a master's degree, at the discretion of GWU.

c. The Capitol Hill experience. In January 2026, fellows begin their assignment on Capitol Hill by serving on the personal staff of a Member of Congress. Fellows are typically given responsibility for drafting legislation, preparing and staffing the Member for congressional hearings, writing speeches, drafting floor statements, handling defense-related constituent issues, and briefing Members of Congress prior to committee meetings and floor debate. The Capitol Hill experience ends in December 2026.

d. Utilization Assignment. Fellows will immediately serve a 24-month utilization assignment upon completion of time served in a Member's office. Fellows will be placed in either OCLL, SAFM-BUL, NGB-LA, or OCAR-LAD. All assignments are approved by the Chief Legislative Liaison IAW AR 1-202.

e. Summary of timeline: Mid-March 2025 – orientation at GWU; April 2025 - begin graduate school; December 2025 – graduate GWU; January 2026 - service on Capitol Hill; December 2026 - end service on Capitol Hill and transition to ARSTAF.

4-2. Selection Process

a. Phase I: The U.S. Army Human Resources Command (HRC), Fort Knox, KY Army Congressional Fellowship Selection Panel will convene 7-10 May 2024 to select candidates to present to the Chief, Legislative Affairs for final selection of Fellows for the FY25 cohort. Applicants will be notified of the HRC Selection Panel nomination results o/a 14 June 2024.

b. Phase II: The Office of the Chief Legislative Liaison (OCLL) will hold a secondary panel and select primary and alternate selections for the program. Once applicants have been officially notified, they must submit an online application to George Washington University (GWU) for admission. Once applicants have been officially accepted to GWU, they will submit an Advanced Civil Schooling (ACS) packet through their branch to AEPB. Once the ACS packet is approved, HRC will coordinate with the officers to initiate assignment into the program o/a 18 September 2024.

4-3. Fellowship Tenure/Location

a. During the academic portion of the program, Active Component and US Army Reserve Fellows will be assigned to the U.S. Army Student Detachment, Fort Jackson, SC (W30U0V). Army National Guard Fellows will be assigned to the National Guard Bureau, Arlington, VA.

b. All fellows will be attached to OCLL, Washington, DC (W4ZZZ6) as Congressional Fellows.

c. The fellowship begins in April 2025, with report date o/a 15 Mar 2025, through December 2026. Military fellows will serve an immediate twenty-four month utilization tour through December 2028.

4-4. Obligations Incurred

a. Immediately following the fellowship, military fellows are required to complete a 24 month utilization tour. Once accepted, fellows cannot compete for any other broadening opportunity or special mission unit assignments during the duration of the fellowship program and utilization tour.

b. All Service Members participating in this program incur two separate active duty service obligations (ADSOs) in the U.S. Army. ADSOs will be three times the length of the period, computed in days, for each day served in this program. One ADSO will be from pursuing a graduate degree and the second ADSO will be from participating in the Congressional Fellowship Program on Capitol Hill. Both ADSOs will be served concurrently, upon completion of the Fellowship program; served consecutively with other civilian ADSOs.

4-5. Eligibility Criteria (Waivers for these criteria are not permitted)

a. Active Component Officers:

- (1) Captains must be from year groups 2014 through 2018.
- (2) KD Complete Majors must be from year groups 2011 through 2013.
- (3) Majors must have combat or overseas operational tour experience.
- (4) Must successfully be 'Key Development Assignment' complete, IAW DA Pam 600-3 and MOS requirements for current grade, prior to starting the program.

(5) Not have a graduate degree paid for by the U.S. Army. This means the tuition and fees were solely funded by the U.S. Government. Degrees funded through Tuition Assistance (TA), Degree Completion; Cooperative Degree; Intermediate Level Education (ILE); GI Bill; or Commissioning Programs do not apply.

(6) Meet the additional criteria in paragraph 4-5(f).

b. Reserve Component Officers:

(1) Be in an Active Guard Reserve (AGR); Individual Mobilization Augmentee (IMA); Individual Ready Reserve (IRR); or Troop Program Unit (TPU) status. Non-AGR Officers will be accessed into AGR status following selection into program.

(2) Have a Basic Active Service Date (BASD) of 1 July 2011 or later.

(3) Have a Mandatory Retirement Date (MRD) of 1 July 2033 or later.

(4) Hold the rank of captain or major. Majors must not have more than four years-time in grade as of May 2024.

(5) Must have successfully completed at least one "Key Developmental Assignment"

IAW DA Pam 600-3, for current grade prior to the start of the program.

(6) Meet the additional criteria in paragraph 4-5(f).

c. ARNG Component Officers:

(1) Hold the rank of captain or major. Majors must not have more than four years time in grade as of May 2025.

(2) Captains must have completed Company Command prior to the start of the program. Majors must have not had more than four years' time in grade as of May 2025.

(3) Title 32 AGR and Traditional Drilling (M-Day) soldiers may apply to the program if the Adjutant General (TAG) provides an approved and signed TAG release memorandum with the application packet.

d. Noncommissioned Officers (NCO):

(1) May be Active Component, Reserve Component, or National Guard.

(2) Hold the rank of First Sergeant (1SG)/Master Sergeant (MSG) (E-8) or Command Sergeant Major (CSM)/Sergeant Major (SGM) (E-9).

(3) 1SG/MSG applicants must have a date of rank of 1 May 2023 or earlier.

(4) CSM/SGM applicants must be able to complete the entire program to include utilization prior to their Mandatory Retirement Date. Utilization ends on 31 Dec 2028.

(5) 1SG/MSG applicants selected for promotion to SGM while in the fellowship program will not attend the NCO Leadership Center of Excellence Resident Course but will be enrolled in the non-resident course.

(6) All applicants must have completed all requisite levels of NCOES for their rank to include their distributed leader course.

(7) Applicants are still eligible for consideration under the qualitative service and qualitative management program.

(8) Meet the additional criteria in paragraph 4-5(f).

e. Active Component Warrant Officers:

(1) Must be an active component Chief Warrant Officer Three (CW3).

(2) Must have a date of rank NLT 1 May 2024 or earlier than 1 May 2022.

(3) Must have combat or overseas operational tour experience.

(4) Must have successfully completed Warrant Officer Intermediate Level Education (ILE) Not later than March 2025.

(5) Must have successfully completed at least one "Key Developmental Assignment" IAW DA Pam 600-3, for current grade.

(6) Have concurrence from their Branch Manager / Career Coach to compete for this program.

f. All Applicants:

(1) Must not have been selected for and participated in any of the broadening opportunity programs, listed at <https://www.hrc.army.mil/bop>, within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminars Programs.

(2) CPTs must have successfully completed the Captains Career Course, not later than March 2025.

(3) MAJs must have successfully completed Intermediate Level Education (ILE), not later than March 2025.

(4) Possess a bachelor's degree from an accredited institution.

(5) Candidates with an undergraduate GPA below 2.8 who do not have a graduate degree, or a juris doctorate must also complete the Graduate Record Exam (GRE) or the Graduate Management Admission Test (GMAT).

(6) Meet army height and weight requirements and be in excellent physical condition.

(7) Must not be pending any adverse actions or be at risk for promotion (i.e., SELCON or previous non-select).

(8) Have extraordinary potential for future Army service.

(9) Have interpersonal skills and the ability to interact and form relationships with individuals from diverse backgrounds.

(10) The candidate must have superb writing and speaking skills.

(11) Be able to complete the full fellowship program without interruption.

- (12) Be able to serve/complete a twenty-four month utilization assignment immediately following the fellowship without interruption.
- (13) Must possess or have the ability to obtain a Top Secret/Sensitive Compartmented Information (TS/SCI) security clearance prior to beginning the fellowship.
- (14) Be able to report o/a 15 March 2025 and begin the fellowship o/a 01 April 2025.

4-6. How to apply

The submission requirements, in paragraphs "A" and "B" below are for the Active Component (AC) officers/warrant officers and Army Reserve Component (RC) officers. Army National Guard (ARNG) candidates please go to paragraph 4-7 for additional instructions.

AC Officers submit your application to usarmy.knox.hrc.mbx.fadd-nonmelapps@army.mil.

RC Officers (TPU) submit your application to usarmy.usarc.arcq.mbx.cmo-mi@army.mil

RC Officers (IMA/IRR/AGR) submit your application to usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil. Noncommissioned Officers, submit your application to usarmy.knox.hrc.mbx.fadd-strategic-broadening-manager@army.mil.

a. Not later than 25 March 2024, email your application as one "Portable Document Format" (PDF) attachment. Do not attach PDF's inside of PDF's (portfolio format). Subject title of email "Request to compete for the FY2025 Army Congressional Fellowship Program." Include the following documents in your PDF:

(1) Non-Commissioned Officers - DA Form 4187 (Personnel Action): Please refer to Appendix, paragraphs 1 & 2a of this catalog for the information required for submission of the DA Form 4187.

(2) Commissioned officers and warrant officers– please submit the Commissioned Officer Broadening Opportunity Application. (Go to <https://www.hrc.army.mil/bop>, paragraph 2 for form.)

(3) Resume (Regular Army officers and warrant officers): Complete and submit (with your application) the Assignment Interactive Module (AIM). (Go to <https://www.hrc.army.mil/bop>, paragraph 12, or the attachment section of this catalog for this form.)

(4) Resume (USAR Officer, ARNG Officers, and Noncommissioned Officers): Any format with the following information: Name, current rank, mailing address, phone number, email address (civilian and military), brief description of military work experience with dates, education (include type of degree, degree major, dates attended, GPA, name of institution), brief accounting of languages, special skills, interests. Please keep your resume to 1 page or your application will be returned without action.

(5) Letters of recommendation (LOR) (any format): A maximum of two. One LOR must be from the current battalion or brigade commander. Address to "President of the Selection Panel." (Suggestion: if you are applying for more than one program have the recommender recommend you for "Any Broadening Opportunity Program" instead of a specific program.)

(6) All candidates must submit copies of their last five evaluation reports (DA 67-10-1 or 2.)

(7) Only NCO, USAR, and ARNG candidates must submit their current record brief.

(8) Candidates with a bachelor's GPA below 2.8 and without a graduate degree or juris doctorate only must submit a copy of their valid Graduate Record Exam (GRE) or Graduate Management Admission Test (GMAT) scores. Test date must be after 1 May 2019.

(9) Writing Sample: All applicants must write a two page executive summary (single spaced) of the 2024 Army Posture Statement, (Statement on the posture of the U.S. Army by The Honorable Christine Wormuth, Secretary of the Army, and GEN James McConville, Chief of Staff, to the Committee on Armed Services (U.S. Senate) on March 30, 2023), identifying key points for each of the Army's priorities. Use Arial, 12-pt. font and 1-inch margins. Include a title and your name. No other headers or footers are necessary.

(10) Most current DA Form 705 (ACFT) and DA Form 5500/5501 (Body Fat Content), if applicable.

(11) Only if you are applying for more than one program: The following statement (any format): "I understand if I am applying for more than one program, I may not receive my first preference and I further understand my selection or non-selection is determined by the selection panel's order of merit list (OML) of the program(s) I am requesting to compete for. I understand if I am selected to attend one of the program(s) I am competing for, I will not be considered for any other program and I will accept the program I was selected for." Your name/grade must be on statement. Title statement "Applying for More Than one Broadening Opportunity Program."

(12) Memorandum for Record with the following information (any format): rank, name, last four of your SSN, baccalaureate degree GPA, graduate degree GPA (if you have a graduate degree), GRE or GMAT scores (if required or you have one. Not a requirement if you have a graduate degree or your undergraduate degree GPA is 2.8 or higher), and the following statement:

"I understand that if I am awarded a FY2025 Army Congressional Fellowship, I will incur the following obligations: two separate Active Duty Service Obligations (ADSO). ADSOs will be three times the length of the period, computed in days, for each day I participate in this fellowship. One ADSO will be from pursuing a graduate degree from George Washington University and the second ADSO will be from participating in the Congressional Fellowship Program on Capitol Hill. I understand the ADSOs I receive, under this program, are to be served concurrently upon completion of the fellowship on Capitol Hill and consecutively with other civilian ADSOs, IAW AR 350-100, paragraph 3-3." "I further understand that I have a twenty-four month mandatory utilization, immediately following my time on Capitol Hill. The utilization assignment will be determined by the Office of the Chief for Legislative Affairs (OCLL). I also understand any request to defer or reduce the utilization, must be submitted to OCLL for final decision."

b. Your nomination will be reviewed by your career branch and Force Alignment and Development Division (AHRC-FEF-OE) for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

4-7. ARNG candidates

a. ARNG-specific information concerning the fellowship program and example documents can be found at: <https://www.nationalguard.mil/leadership/joint-staff/personal-staff/legislative-liaison/>.

b. Send a complete application packet via e-mail to the National Guard Bureau, Office of Legislative Liaison not later than **15 March 2024**. Application packet must be submitted via e-mail with a single "Portable Document Format" (.pdf) attachment to: ng.ncr.ngb-arng.mbx.ngbjs-ARNG-Congressional-Fellowship@army.mil.

c. ARNG Title 10 candidates must submit a DA Form 4187 signed by their Office of Primary Responsibility (OPR), G-Staff Colonel. Title 32 AGR and Traditional Drilling (M-Day) National Guard candidates must submit a signed TAG Release Memorandum and a DA Form 4187. Examples of the DA Form 4187 and memorandum are provided at <https://www.nationalguard.mil/leadership/joint-staff/personal-staff/legislative-liaison/>.

d. ARNG Non-Commissioned Officers refer to Appendix, paragraphs 1 & 2a of this catalog for the information required for submission of the DA Form 4187. The DA Form 4187 (Personnel Action) for NCOs is submitted in lieu of the Broadening Opportunity Program Application.

e. Candidates must include a copy of all undergraduate and graduate degree transcripts in their packet.

f. For questions, please contact COL Jason E. Rose, Chief Integration Division, Office of Legislative Liaison, at jason.e.rose3.mil@army.mil or (571) 256-7294.

4-8. Points of Contact

- a. AC Officer Application Questions: AEPB Broadening Opportunities Program Manager at usarmy.knox.hrc.mbx.fadd-nonmelapps@army.mil
- b. AC Officer Program Questions: MAJ Jason Keller, jason.s.keller.mil@army.mil
- c. ARNG Officers: COL Jason E. Rose, at jason.e.rose3.mil@army.mil
- d. AC and RC NCOs: usarmy.knox.hrc.mbx.fadd-strategic-broadeningmanager@army.mil
- e. RC Officers (TPU): usarmy.usarc.arcg.mbx.cmo-mi@army.mil
- f. RC Officers (IMA/IRR/AGR): usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil

Chapter 5

Asia- Pacific Center for Security Studies Fellowship

5-1. Program Description

The Daniel K. Inouye Asia- Pacific Center for Security Studies (DKI-APCSS) is a Department of Defense Regional Center dedicated to educating, connecting and empowering regional civilian and military security practitioners. The fellow will serve on the DKI APCSS College of Security Studies Faculty as a seminar leader or assistant seminar leader for courses and workshops on topics including advanced security cooperation, counterterrorism, and comprehensive crisis management. In addition to leading seminars, the fellow has the option to craft and deliver elective courses, conduct regional orientation travel, and research Indo-Asia Pacific security topics for possible publication. The fellow may also participate in distinguished military and academic visits to DKI APCSS.

5-2. Selection Process

The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection Panel will convene 12-15 September 2023 to select two fellows. Applicants will be notified of the results o/a 16 October 2023.

5-3. Obligations Incurred

- a. Fellows incur a three year active duty service obligation (ADSO). This ADSO is served consecutively with other civilian ADSOs.
- b. Fellows serve an immediate 24 month post-fellowship utilization in the INDOPACOM AOR, TBD by HRC. Specific assignments will be in accordance with career progression in DA PAM 600-3. Fellows will contact their career manager immediately upon notification of selection to discuss the utilization assignment.

5-4. Fellowship Tenure/Location

- a. All Fellows will be assigned to the U.S. Army Student Detachment, Fort Jackson, SC w/duty at the Asia-Pacific Center for Security Studies, 2058 Maluhia Road, Honolulu, Hawaii.
- b. All will report between 15 July 2024 and 15 August 2024.

5-5. Eligibility Criteria

- a. Be a Reserve Component - Active Guard Reserve (RC-AGR) Major or Lieutenant Colonel.
- b. Have a mandatory removal date of 1 September 2028 or later.
- c. Must have a graduate degree at time of application.
- d. Be MEL-4 complete.
- e. Have interest and experience in political-military affairs.
- f. Not be pending any adverse actions, not at risk for promotion or passed over for promotion to the next grade.
- g. Be able to complete full fellowship and a two-year immediate post fellowship utilization assignment without interruption.
- h. Meet Army height & weight requirements.
- i. Have potential for future military service.

- j. Have a strong file, as indicated by last five Officer Evaluation Forms (DA Form 67-10-2 or 9).
- k. Had a physical within the last five years.
- l. Demonstrates and serves as an example of the "Warrior Ethos".
- m. Not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made. (The only exception is the AUSA Fellowship, and/or the George C. Marshall European Center for Security Studies.)
- n. Must not have been selected for and participated in any of the broadening opportunity programs, listed at <https://www.hrc.army.mil/bop>, within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminars Programs.

5-6. How to apply

a. Not later than 28 July 2023, email your application in one "Portable Document Format" (PDF) attachment. Do not attach PDF's inside of PDF's (portfolio format). Subject title of the email - "Request to compete for the 2024 Asia-Pacific Center for Security Studies Fellowship." AGR Officers submit your application to usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil. Include the following documents in your PDF:

- (1) The Commissioned Officer Broadening Opportunity Application. (Go to <https://www.hrc.army.mil/bop> paragraph 2 for form.)
- (2) Letters of recommendation (LOR) (any format): A maximum of two. One LOR must be from the current battalion or brigade commander. Address to "President of the Selection Panel." (Suggestion: if you are applying for more than one program have the recommender recommend you for "Any Broadening Opportunity Program" instead of a specific program.)
- (3) Resume: USAR Officers may use any format with the following information: Name, current rank, mailing address, phone number, email address (civilian and military), brief description of military work experience with dates, education (include type of degree, degree major, dates attended, GPA, name of institution), brief accounting of languages, special skills and interests. Resume may not exceed one page in length.
- (4) Most current DA Form 705 (ACFT) and DA Form 5500 (Body Fat Content), if applicable.
- (5) Copies of last five evaluation reports (DA Form 67-10-1 or 2)
- (6) Memorandum for Record with the following information (any format): grade, name, last four of your SSN, graduate degree GPA and the following statement: "I understand that if I am selected for an Asia-Pacific Center Fellowship, I will incur an active duty service obligation of three days for each day I am in this program and that this ADSO is served consecutively with other civilian ADSOs. I also understand I will be obligated to serve an immediate two-year post fellowship utilization, TBD by DAMO-SSF & HRC. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program."
- (7) Only if you are also applying for the AUSA Fellowship and/or the George C. Marshall European Center for Security Studies: The following statement (any format): "I understand if I am applying for more than one program, I may not receive my first preference and I further understand my selection or non-selection is determined by the selection panel's order of merit list (OML) of the program(s) I am requesting to compete for. I understand if I am selected to attend one of the program(s) I am competing for, I will not be considered for any other program and I will accept the program I was selected for." Your name/grade must be on statement. Title statement "Applying for More Than one Broadening Opportunity Program."

b. Your nomination will be reviewed by your career branch and Leader Development Division (OPL-C) for eligibility, availability and derogatory information. You will receive an email stating your status within ten working days from submission.

5-7. Point of contact is usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil.

Chapter 6

Association of the United States Army (AUSA) Fellowship

6-1. Program Description

This fellowship exposes officers to educational and research opportunities comparable to graduate-level study. Selected officers will undertake and complete multiple major research projects relevant to the Department of the Army and publish their work. Fellows regularly interact AUSA senior fellows, which include prominent retired 3-star and 4-star Army general officers as well as serving Army general officers. Fellows also have the opportunity to participate in AUSA's many forums and professional development venues.

6-2. Selection Process

The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection Panel will convene 12-15 September 2023 to select one fellow. Applicants will be notified of the results o/a 16 October 2023.

6-3. Obligations Incurred

All Army and Joint positions satisfy post-fellowship utilization requirements. Fellows incur a three-year active-duty service obligation (ADSO). This ADSO is served consecutively with other civilian ADSOs. There is no post fellowship utilization.

6-4. Fellowship Tenure/Location

- a. All Fellows will be assigned to the U.S. Army Student Detachment, Fort Jackson, SC with duty at the Association of the United States Army, 2425 Wilson Blvd, Arlington, VA 22201.
- b. Fellowship begins o/a 15 July 2024 and completes nine to twelve months later.

6-5. Eligibility Criteria

- a. Be an Active Component (AC) or Reserve Component – Active Guard Reserve (RC-AGR) major or lieutenant colonel.
- b. Be Intermediate Level Education (ILE) complete.
- c. AC officers must not have more than 19 years of Active Federal Commissioned Service (AFCS) as of August 2024.
- d. RC-AGR officers must have a mandatory removal date (MRD) of 1 September 2029 or later.
- e. Have Army Staff, Joint Staff, Office of the Secretary of the Army, or Office of the Secretary of Defense experience within the last six years. This is recommended but not a requirement.
- f. Not be pending any adverse actions and not at risk for promotion or passed over for promotion to the next grade.
- g. Able to complete full fellowship and active-duty service obligation.
- h. Meet Army height & weight requirements.
- i. Have potential for future military service.
- j. Demonstrate and serve as an example of the "Warrior Ethos."
- k. Not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made. (The only exception is the Asia-Pacific Center Fellowship for Security Studies, and/or the George C. Marshall European Center for Security Studies Fellowship.)
- l. Must not have been selected for and participated in any of the broadening opportunity programs, listed at <https://www.hrc.army.mil/bop>, within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminars Programs.

6-6. How to apply

- a. Not later than 28 July 2023, email your application in one "Portable Document Format"

(PDF) attachment. Do not attach PDF's inside of PDF's (portfolio format). Subject title of the email - "Request to compete for the 2024 AUSA Fellowship." AC Officers submit your application to usarmy.knox.hrc.mbx.opmd-nonmelapps@army.mil ; AGR Officers submit your application to usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil. Include the following documents in your PDF:

(1) The Commissioned Officer Broadening Opportunity Application. (Go to <https://www.hrc.army.mil/bop> paragraph 2 for form or the attachments section of this catalog.)

(2) Letters of recommendation (LOR) (any format): A maximum of two. One LOR must be from the current battalion or brigade commander. Address to "President of the Selection Panel." (Suggestion: if you are applying for more than one program have the recommender recommend you for "Any Broadening Opportunity Program" instead of a specific program.)

(3) Resume: Complete and submit (with your application) the Assignment Interactive Module (AIM). (Go to <https://www.hrc.army.mil/bop>, or the attachment section of this catalog for this form.) USAR Officers may use any format with the following information: Name, current rank, mailing address, phone number, email address (civilian and military), brief description of military work experience with dates, education (include type of degree, degree major, dates attended, GPA, name of institution), brief accounting of languages, special skills, interests. Please keep your resume to one page or your application will be returned without action.

(4) Current DA Form 705 (ACFT) and DA Form 5500 (Body Fat Content), if applicable.

(5) Copies of last five evaluation reports (DA Form 67-10-1 or 2)

(6) Memorandum for Record with the following information (any format): grade, name, last four of your SSN, baccalaureate degree GPA, graduate degree GPA (if applicable), and the following statement: "I understand that if I am selected for the 2023 AUSA Fellowship, I will incur an active duty service obligation of three days for each day I am in the AUSA Fellowship Program and that this ADSO is served consecutively with other civilian ADSOs. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection as a 2023 AUSA Fellow. This includes OERs, AERs, ORB, or AIM Resume."

(7) Only if you are also applying for the Asia-Pacific Center for Security Studies Fellowship and/or the George C. Marshall European Center for Security Studies: The following statement (any format): "I understand if I am applying for more than one program, I may not receive my first preference and I further understand my selection or non-selection is determined by the selection panel's order of merit list (OML) of the program(s) I am requesting to compete for. I understand if I am selected to attend one of the program(s) I am competing for, I will not be considered for any other program and I will accept the program I was selected for." Your name/grade must be on statement. Title statement "Applying for More Than one Broadening Opportunity Program."

b. Your nomination will be reviewed by your career branch manager and HRC, Leader Development Division (OPL-C) for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

6-7. Points of Contact

- a. AC Officers is Dr. Donald. Ellwood, HQDA DCS G-3-5-7 at donald.c.ellwood.civ@army.mil
- b. RC/AGR Officers is usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil.

Chapter 7

CGSC Interagency Fellowship

7-1. Program Description

a. The CGSC Interagency Broadening Fellowship immerses majors and lieutenant colonels of all branches and functional areas into a federal department/agency for one year to develop a more thorough understanding of the agency's mission, culture, capabilities, and procedures while contributing to the host department/agency mission as a fully integrated staff officer. This broadening assignment allows officers to build key relationships while developing comprehensive solutions for our nation's most difficult national security challenges. This broadening fellowship requires an innovative mindset and individual initiative. Fellows need to be comfortable routinely interacting with very senior officials within the interagency community. Fellows will receive a DA Form 67-10-2 (officer evaluation report) following completion of this program.

b. Fellows can earn Experience Based Joint Duty Assignment Credit (E-JDA) during the Broadening Fellowship if their duties meet the criteria in CJCSI 1330.05A and DoDI 1300.19.

7-2. Planned participating agencies

Including components are: Office of Management and Budget; Department of State; Central Intelligence Agency; U.S. Agency for International Development; Department of Labor; Office of the Director of National Intelligence; Federal Bureau of Investigation; Department of Transportation; Defense Advanced Research Programs Agency; Federal Emergency Management Administration; U.S. Border Patrol; Department of Agriculture; U.S. Marshals Service; Bureau of Alcohol, Firearms, Tobacco and Explosives; Department of State; U.S. Agency for International Development; Office of the Director of National Intelligence.

7-3. Selection Process

a. Step one: The U.S. Army Human Resources Command (HRC), Fort Knox, KY CGSC Interagency Broadening Fellowship Selection Panel will convene 12 -15 September 2023 to establish an order of merit list, which will be submitted to the U.S. Army Command and General Staff College, Fort Leavenworth, Kansas for final selection/coordination with the respective agency.

b. Step two: Selected candidates will be interviewed by CGSC.

c. Candidates will be notified of selection o/a 2 October 2023. Notification for placement at an interagency partner will occur o/a 12 February 2024.

7-4. Obligations

a. Officers incur a three-year Active-Duty Service Obligation (ADSO). This ADSO is served consecutively with other civilian ADSOs.

b. Fellows must also serve a two-year post-broadening fellowship utilization assignment, normally within the national capital region and would include a Joint/interagency assignment, an assignment to a Combatant Command or an Army Component Command, an assignment to HQDA, or an assignment to other suitable positions that will take advantage of the fellow's knowledge of the respective agency and relationships to help shape policy, affect improved cooperation, and increase effectiveness within the shared strategic and operational environment. Command and directorate-level leadership positions also satisfy the utilization requirement.

7-5. Broadening Fellowship Location/Tenure

a. Fellows will be assigned to their selected interagency. CGSC, Ft Leavenworth, KS will maintain officer's personnel and financial records to include processing travel documents and UCMJ issues.

b. Fellowship begins o/a 1 July 2024 for a duration of not less than 10 months, but not to exceed 12 months. Fellows will arrive in the NCR NLT 15 June 2024, unless they receive prior approval.

7-6. Eligibility Criteria

a. Active Component (AC), Reserve Component - Active Guard Reserve (RC-AGR), or Army National Guard-Active Guard Reserve (ARNG-AGR) major or lieutenant colonel.

b. AC & ARNG-AGR officers must not have more than 19 years of Active Federal Commissioned Service (AFCS) as of August 2024. RC-AGR officers must have a mandatory removal date of not less than 1 August 2028.

c. Key and developmental qualified, IAW DA Pam 600-3, at the time of application.

d. Officers must not have been selected or attended Senior Service College.

e. Possess a fully adjudicated Top Secret-Sensitive Compartmented Information (TS-SCI) security clearance, 1 May 2024, with an adjudication date no earlier than August 2021 and must be valid through the duration of the Broadening Fellowship. Those applicants without a valid TS-SCI will be required to initiate a TS/SCI background investigation.

f. Intermediate Level Education (ILE) complete at the time of application submission.

g. Not be pending any adverse actions, not at risk for promotion or passed over for promotion to the next grade.

h. Meet Army height/weight requirements.

i. Have potential for future military service.

j. Demonstrates and serves as an example of the "Warrior Ethos".

k. Possess critical thinking and problem-solving skills.

l. Demonstrates highly developed writing skills.

m. Demonstrates initiative, flexibility and ability to think and contribute in high level, ambiguous and unstructured work environments.

n. Not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.

o. Must not have been selected for and participated in any of the broadening opportunity programs, listed at <https://www.hrc.army.mil/bop>, within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminars Programs.

7-7. How to apply (ARNG-AGR candidates, please email your application to the POC listed at paragraph nine not later than 28 July 2023.)

a. Not later than 28 July 2023, email your application in one "Portable Document Format" (PDF) attachment. Do not attach PDF's inside of PDF's (portfolio format). Subject title of the email - "Request to compete for the Subject title of email "Request to Compete for the 2024 CGSC Interagency Broadening Opportunity Program." AC Officers submit your application to usarmy.knox.hrc.mbx.opmd-nonmelapps@army.mil; AGR Officers submit your application to usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil. Include the following documents in your PDF:

(1) The Commissioned Officer Broadening Opportunity Application. (Go to <https://www.hrc.army.mil/bop> paragraph 2 for form or the attachments section of this catalog.)

(2) Most current DA Form 705 (ACFT) and DA Form 5500 (Body Fat content), if applicable.

(3) Letters of recommendation (LOR) (any format): A maximum of two. One LOR must be from the current commander. Address to "President of the Selection Panel." (Suggestion: if you are applying for more than one program have the recommender recommend you for "Any Broadening Opportunity Program" instead of a specific program.)

(4) Copies of last five evaluation reports (DA Form 67-10-1 or 2)

(5) Resume: Complete and submit (with your application) the Assignment Interactive Module(AIM). (Go to <https://www.hrc.army.mil/bop>, or the attachment section of this catalog for this form). AGR Officers may use any format with the following information: Name, current rank, mailing address, phone number, email address (civilian and military), brief description of military work experience with dates, education (include type of degree, degree major, dates attended, GPA, name of institution), brief accounting of languages, special skills, interests. Please keep your resume to 1 page or your application will be returned without action.

(6) Memorandum for Record (any format): List your top five desired partner agencies, in order of preference, see paragraph two. Please include the rationale for your top three choices. Address to.

“U.S Army Command and General Staff College, Fort Leavenworth, Kansas.” Your name/grade must be on statement. Title statement: “My Top Five Choices for Interagency Partners.”

(7) AC & RC-AGR only: Memorandum for Record with the following information (any format): grade, name, last four of your SSN, and the following statement: “I understand, if selected as a 2024/2025 CGSC Interagency Broadening Fellow, I will incur an active-duty service obligation of three years and that this ADSO is served consecutively with other civilian ADSOs. I also understand I am obligated to serve an immediate two-year post-broadening fellowship utilization assignment, to be determined by my career branch, CGSC and HQDA G-3/5/7. I authorize the U.S. Army Human Resources Command and CGSC to release all documents to anyone who may require them in connection with my nomination and or selection into this program.” ARNG-AGR only: Memorandum for Record with the following information (any format): grade, name, last four of your SSN, and the following statement: “I understand, if selected as a 2024/2025 CGSC Interagency Broadening Fellow, I will incur a service obligation of three years in my current status. I also understand that I may receive a two-year utilization assignment following my Broadening Fellowship, based on the needs of the Army National Guard. I authorize the U.S. Army Human Resources Command, Army National Guard, and CGSC to release all documents to anyone who may require them in connection with my nomination and/or selection into this program.”

b. Your nomination will be reviewed by your career branch and HRC, Leader Development Division (OPL-C) for eligibility, availability and derogatory information. You will receive an email stating your status within ten working days from submission.

7-8. For further information about this Broadening Fellowship go to <https://partis.leavenworth.army.mil/cgsc/ia>. At the login screen, external Ft Leavenworth users need to choose AKO login.

7-9. Points of Contact

- a. AC Officers: Mr. Kenneth Mackey at kenneth.l.mackey2.civ@army.mil or usarmy.knox.hrc.mbx.opmd-nonmelapps@army.mil
- b. AGR Officers: usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil
- c. ARNG-AGR: Mr. Jim Fritschi at james.j.fritschi.ctr@mail.mil.
- d. CGSC IA Program Director: Ms. Monique Guerrero at monique.g.guerrero.civ@army.mil.

Chapter 8

CGSC Interagency Broadening Chaplain Corps State Department Fellowship

8-1. Program Description

a. The Chaplain Corps State Department Fellowship is designed to develop strategic level understanding of foreign policy and programs focused on advancement of religious freedom and U.S. efforts to effectively engage religious communities globally. Officers will increase their ability to review and implement religious actor engagement strategies utilizing a whole of government approach while enabling their ability to analyze religious freedom issues and their implications for U.S. foreign policy. Officers will gain experience and an understanding of Congressional engagements relevant to international religious freedom and corollary human rights concerns. Additionally, officers will provide subject matter expertise and liaison capability with Geographic Combatant Command, National Guard Bureau, Army Service Component Command, and Joint Staff Chaplaincies facilitating broader strategic understanding of the impact of religious actor engagements within military operations. Fellows will receive a DA Form 67-10-2 (officer evaluation report) following completion of this program.

b. Duty Description: Serves as a member of the Strategic Religious Engagement Unit, within the Office of International Religious Freedom, responsible for providing analytical and advisory support for the planning, development, and implementation of U.S. foreign policy. Develops, reviews, and implements religious freedom promotion strategies at the direction of Office leadership. Monitors and analyzes religious freedom issues, human rights, and related developments and analyzes their

implications for U.S. foreign policy. Drafts, edits, and reviews policy papers, speeches, talking points, and press guidance.

8-2. Selection Process

- a. Step one: The U.S. Army Chief of Chaplains Personnel Office screens applicants for eligibility.
- b. Step two: A board of chaplains will convene 18-22 September 2023 to select two fellows for recommendation to the Chief of Chaplains.
- c. Step three: Recommended candidates will complete an in-person interview with the Chief of Chaplains or the Deputy Chief of Chaplains for selection as a fellow NLT 16 October 2024.
- d. Chief of Chaplains Personnel Office submits selected fellow to the U.S. Army Command and General Staff College, Fort Leavenworth, Kansas for final coordination with the respective agency. Candidates will be notified of final results not later than 30 March 2024.

8-3. Obligations

- a. Officers incur a three-year Active Duty Service Obligation (ADSO). This ADSO is served consecutively with other civilian ADSOs.
- b. Fellows must also serve a two-year post-broadening fellowship utilization assignment at the Office of the Chief of Chaplains in the Pentagon, the Joint Staff Chaplain's Office, an Army Service Component Command, or Geographic Combatant Command.

8-4. Broadening Fellowship Location/Tenure

- a. Fellows will be assigned to U.S. State Department, Bureau of Democracy, Human Rights and Labor – Office of International Religious Freedom. CGSC, Ft Leavenworth, KS will maintain officer's personnel and financial records to include processing travel documents and UCMJ issues.
- b. Fellowship begins o/a 15 July 2024 for a duration of not less than 12 months, no later than 15 July and ending no sooner than 15 June of each year. All fellows will work at the U.S. State Department Building, Washington, D.C.

8-5. Eligibility Criteria

- a. This fellowship is restricted to Active Component (AC) Chaplains,
- b. Officers must have less than 15 years of Active Federal Commissioned Service (AFCS) as of July 2024.
- c. Intermediate Level Education (ILE) complete at the time of application.
- d. Officers must hold the rank of Major at the time of application and not be promotable to Lieutenant Colonel at the time of selection.
- e. Not be pending any adverse actions, not at risk for promotion or passed over for promotion to the next grade.
- f. Meet Army height/weight requirements.
- g. Have potential for future military service.
- h. Demonstrates and serves as an example of the "Warrior Ethos".
- i. Possess interpersonal skills and the ability to interact and form mutually supportive relationships with people from diverse backgrounds. The individual must also demonstrate superb written and spoken communication skills.
- j. Demonstrates highly developed writing skills.
- k. Demonstrates initiative, flexibility and ability to think and contribute in high level, ambiguous and unstructured work environments.
- l. Not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.

8-6. How to apply

Not later than 28 July 2023, email your application in one "Portable Document Format" (PDF) attachment. Do not attach PDF's inside of PDF's (portfolio format). Subject title of the email -

“Request to compete for the Subject title of email “CGSC Interagency Broadening Chaplain Corps State Department Fellowship.” Officers submit your application to occh-personnelactionsofficer@army.mil. Include the following documents in your PDF:

- a. The Commissioned Officer Broadening Opportunity Application. (Go to <https://www.hrc.army.mil/bop> paragraph 2 for form.)
- b. Most current DA Form 705 (ACFT) and DA Form 5500 (Body Fat content), if applicable.
- c. Letters of recommendation (LOR) (any format): A maximum of two. One LOR must be from the current battalion or brigade commander. And the other from a CH COL. Address to "President of the Selection Panel."
- d. Resume: Complete and submit (with your application) the Assignment Interactive Module (AIM). (Go to <https://www.hrc.army.mil/bop>, or the attachment section of this catalog for this form.)
- e. Memorandum for Record (any format): List your top five desired partner agencies, in order of preference. Please include the rationale for your top three choices. Address to “U.S. Army Command and General Staff College, Fort Leavenworth, Kansas.” Your name/grade must be on statement. Title statement: “My Choice for Interagency Partners: Chaplain Corps U.S. Department of State Fellowship.”
- f. Memorandum for Record with the following information (any format): grade, name, last four of your SSN, and the following statement: “I understand, if selected as a 2024/2025 CGSC Interagency Broadening Chaplain Corps State Department Fellowship, I will incur an active duty service obligation of three years and that this ADSO is served consecutively with other civilian ADSOs. I also understand I am obligated to serve an immediate two-year post-broadening fellowship utilization assignment at the U.S. State Department Building, Washington, D.C. I authorize the U.S. Army Human Resources Command and CGSC to release all documents to anyone who may require them in connection with my nomination and or selection into this program.”

8-7. Your nomination will be reviewed by your career branch for eligibility, availability and derogatory information. You will receive an email stating your status within ten working days from submission.

8-8. Points of Contact

- a. Point of contact is occh-personnelactionsofficer@army.mil.

Chapter 9 (Updated 17 January 2024)
General (R) Wayne A. Downing Scholarship

9-1. Program Description

The General Wayne A. Downing Scholarship Program is sponsored by the West Point Association of Graduates (WPAOG) and managed by the Combating Terrorism Center at West Point. The program aims to produce innovative thinkers and to develop the strategic acumen of tomorrow's operational leaders. The program accomplishes this by providing select Army officers the opportunity to study terrorism, counterterrorism, and other complex and evolving national security threats at top tier graduate schools. This scholarship program is open to officers from all commissioning sources in the Air Defense Artillery, Armor, Aviation, Chemical Corps, Civil Affairs, Corps of Engineers, Cyber Corps, Field Artillery, Infantry, Information Operations, Military Intelligence, Military Police, Psychological Operations, and Special Forces. The program simultaneously offers immersion experiences that expose Downing Scholars to the U.S. counterterrorism interagency community; foreign counterterrorism forces; and different cultures and ways of understanding the threats facing the United States today. Scholars are selected based on their exceptional military record, commitment to service, leadership potential, and desire to deepen their understanding of terrorism and political violence. The program seeks to extend General Downing's legacy by recognizing the importance of educating leaders to not only understand the present threat, but to anticipate and prepare for future threats in complex operating environments, with special emphasis on counterterrorism. Officers selected for participation will be appointed fellows of the Combating Terrorism Center (CTC) at West Point while in the program.

9-2. Universities (include but are not limited to the list below)

Officers may request a specific university and field of study in their application provided the program is related to the study of terrorism, political violence, and emerging national security threats. However, scholars must be flexible in the determination of university and field of study and understand that the Combating Terrorism Center at West Point has the final decision on where the scholar will attend school. Applications requesting MBA programs will not be considered, nor will applications for one-year executive programs. While the recommended schools / programs listed below are primarily security studies or public policy programs, applicants are not restricted to these programs and can consider other relevant programs. For example, a master's in computer science could be relevant given the use of the internet by terrorists and other insurgent organizations for a host of activities. All applicants must apply to at least one foreign-based school.

a. Foreign-based schools. Applicants should consider, but are not limited to, the following foreign based programs. Masters programs within the Department of War Studies, Kings College, United Kingdom; MPhil in International Relations, University of Oxford, United Kingdom; MPhil in Politics and International Relations, University of Cambridge; United Kingdom; London School of Economics, United Kingdom; MSc in International Relations, University of Edinburgh, United Kingdom; Master of Arts in International Affairs, Johns Hopkins School of International Affairs, Bologna, Italy; Master in International Security, Sciences Po, France; MA in International Relations, Leiden University, the Netherlands; MA in Government Studies with Diplomacy & conflict Studies or Counter-Terrorism & Homeland Security, Reichman University, Lauder School of Government, Diplomacy & Strategy, Israel; Master of International Affairs, National University of Singapore, Singapore; Nanyang Technological University, Singapore; MA in International Relations, University of Melbourne, Australia; Master of International Security, University of Sydney, Australia; Master of Strategy and Security, Master of War Studies, or Master of International Relations, University of New South Wales; Master of International Relations, University of Queensland, Australia; Master of Strategic Studies or Master of International Relations, Australia National University, Australia; or Master of Public Policy, University of Tokyo, Japan.

b. U.S.-based schools: Applicants should consider, but are not limited to, the following U.S. based programs. Yale University, Jackson School for Global Affairs; Stanford University, Freeman Spogli Institute for International Studies; University of Chicago, Harris School of Public Policy; University of Chicago Committee on International Relations; Duke University, Sanford School of Public Policy; Princeton University, School of Public and International Affairs; Columbia University, School of International and Public Affairs; Johns Hopkins, School of Advanced International Studies; Harvard University, Kennedy School of Government; George Washington University, Elliott School of International Affairs; Syracuse University, Maxwell School of Citizenship and Public Affairs; Tufts University, Fletcher School of Law and Diplomacy; George Mason University, Schar School of Policy and Government; Carnegie Mellon, Institute for Politics and Strategy or Heinz College; University of Texas – Austin, Lyndon B. Johnson School of Public Affairs; University of Denver, Josef Korbel School of International Studies; or Georgetown University, National Security Studies Program.

c. Proposed course of study: Candidates need to indicate what graduate program they desire to attend and the particular program of study. Security studies, political sciences, and international relations/affairs are the preferred areas of study with a focus on terrorism/counterterrorism studies.

9-3. Selection Process

a. Phase I: The U.S. Army Human Resources Command (HRC), Fort Knox, KY, Downing Scholarship Selection Panel will convene 7-10 May 2024. Applicants will be notified of the HRC Selection Panel nomination results o/a 14 June 2024.

b. Phase II: The names and applications of the top candidates will be submitted to the Combating Terrorism Center at West Point for final selection of scholars. Candidates will be notified of the results NLT 31 August 2024. Once applicants have been officially accepted to their university, they will submit an Advanced Civil Schooling (ACS) packet through their branch to AEPB. Once the ACS packet is approved, HRC will coordinate with the officers to initiate assignment into the program.

9-4. Scholarship Tenure/Location

a. Scholars will be managed by the U.S. Army Student Detachment, West Point, NY with assignment at their selected university. Scholars will be non-resident fellows of the Combating Terrorism Center at West Point.

b. Scholars will begin their program summer 2025 and complete approximately 24 months thereafter. Scholars PCS to their school in July with a week-long orientation program TDY to West Point NLT 15 July.

c. Scholars are required to maintain their security clearance during the program.

9-5. Obligations Incurred

a. Scholars incur a three for one active duty service obligation (ADSO), computed in days, for every day in the program. This ADSO is served consecutively with other civilian ADSOs.

b. Post scholarship assignment will be to an operational/tactical assignment, determined by scholar's career manager.

9-6. Eligibility Criteria

a. Be an Active Component branch qualified captain or major.

b. Permanently assigned to one of the following career branches: Air Defense Artillery, Armor, Aviation, Chemical Corps, Civil Affairs, Corps of Engineers, Cyber Corps, Field Artillery, Infantry, Information Operations, Military Intelligence, Military Police, Psychological Operations, and Special Forces.

c. Captains must have successfully completed a current grade key developmental assignment, IAW DA Pam 600-3 and successfully completed the Captain's Career Course, prior to starting the program.

- d. Majors must not have more than 18 months time-in-grade as of August 2025.
- e. Have between 5 and 14 Active Federal Commissioned Service (AFCS) years, by August 2024.
- f. Have potential for future military service. Not be pending any adverse actions, not at risk for promotion or passed over for promotion to the next grade.
- g. Meet Army height and weight requirements.
- h. Hold a current secret clearance or higher.
- i. Must be able to complete full scholarship without interruption.
- j. Have an undergraduate grade point average of 3.0 or better. (May be waived if the officer possesses a graduate degree from an accredited university or submits a statement of academic readiness to be a graduate degree student, see paragraph 9-7a (10) for statement.
- k. Demonstrates and exemplifies the "Warrior Ethos."
- l. Must not have been selected for and participated in any of the broadening opportunity programs, listed at <https://www.hrc.army.mil/bop>, within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminars Programs.

9-7. How to apply

- a. Not later than 25 March 2024, email the following to usarmy.knox.hrc.mbx.fadd-nonmelapps@army.mil. Do not attach PDF's inside of PDF's (portfolio format). Subject title of email: "Request to Compete for the FY2025 General Wayne A. Downing Scholarship Program."
 - (1) The Commissioned Officer Broadening Opportunity Application. (Go to <https://www.hrc.army.mil/bop>, paragraph 2 for form, or the attachment section of this catalog for form.)
 - (2) Most current DA Form 705 (ACFT) and DA Form 5500/5501 (Body Fat Content), if applicable.
 - (3) Resume: Complete and submit (with your application) the Assignment Interactive Module (AIM.) (Go to <https://www.hrc.army.mil/bop>, paragraph 12 for form, or the attachment section of this catalog for this form.)
 - (4) The three following separate essays, (can be in any format and not longer than 500 words per essay. Your name/grade must be on each statement):
 - a. Essay Question 1: Explain why the Downing Scholars Program is a desired next step in your career. How does this program fit with your short (5 year) - and long-term (10 year) career goals and why this is the best program for you at this point in your career? Title statement "Essay 1." Not more than 500 words.
 - b. Essay Question 2: Who is your greatest role model and why? Not more than 300 words. Title statement "Essay 2."
 - c. Essay Question 3: What are your research interests? Not more than 150 words. Title statement "Essay 3."
 - (5) List of preferred universities and field of study by preference, see paragraph 9-2. Can be in any format. Your name/grade must be on statement. You must state if you would be willing to attend a foreign school. Title statement "List of Preferred Universities."
 - (6) Letters of recommendation (LOR) (any format): A maximum of two. One LOR must be from the current battalion or brigade commander. Address to "President of the Selection Panel." (Suggestion: if you are applying for more than one program have the recommender recommend you for "Any Broadening Opportunity Program" instead of a specific program.)
 - (7) Copy of "official" GRE scores.
 - (8) Copies of last five evaluation reports (DA Form 67-10-1 or 2.)
 - (9) Official Transcript from any degree you have been awarded at undergraduate and graduate level.

(10) Only applicants with a bachelors GPA below 3.0 and no graduate degree must submit statement explaining your academic readiness to be a graduate school student. Include any unique circumstance(s) why an undergraduate GPA below 3.0 was obtained (e.g. played four years of a D1 athletic sport, or switched programs, family emergency, etc.) Can be in any format. Your name/grade must be on statement. Title statement "Academic Readiness to be a Graduate School Student."

(11) The following statement only, if you are applying for more than one program (any format):

"I understand if I am applying for more than one program, I may not receive my first preference and I further understand my selection or non-selection is determined by the selection panel's order of merit list (OML) of the program(s) I am requesting to compete for. I understand if I am selected to attend one of the program(s) I am competing for, I will not be considered for any other program and I will accept the program I was selected for." Your name/grade must be on statement. Title statement "Applying for More Than one Broadening Opportunity Program."

(12) Memorandum for Record with the following information (any format): grade, name, last four of your SSN, baccalaureate degree GPA, graduate degree GPA (if applicable), GRE scores (verbal/quantitative/analytical), defense language aptitude battery scores (if applicable), and the following statement:

"I understand that if I am selected for the FY25 General Wayne A. Downing Scholarship, I will incur an active duty service obligation (ADSO) of three days for each day I am in my selected Broadening Opportunity Program and that this ADSO is served consecutively with other ADSOs. I also understand I will be obligated to serve an immediate two-year post scholarship assignment to an operational/tactical assignment, determined by my career manager. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program."

b. Your nomination will be reviewed by your career branch and HRC, Force Alignment and Development Division (FSF-OE) for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission.

9-8. Point of contact is AEPB Broadening Opportunities Program Manager at usarmy.knox.hrc.mbx.fadd-nonmelapps@army.mil.

Chapter 10

George C. Marshall European Center for Security Studies Fellowship

10-1. Program Description

The Marshall Center, as a key instrument of German-American cooperation that works to create a more stable security environment by advancing democratic institutions and relationships; promoting active, peaceful, whole-of-government approaches to address transnational and regional security challenges; and creating and enhancing enduring partnerships worldwide. The George C. Marshall Center (GCMC) conducts a variety of unique programs involving officials from more than 152 countries. The GCMC contributes to security cooperation throughout the region with tailored, professional education and research, dialogue, and the persistent, thorough and thoughtful examination of issues that confront our client nations today and, in the years, ahead. Fellows enhance their general understanding of international and security affairs, while developing specialist knowledge of European and Eurasian security issues. Fellows have the opportunity to participate in resident courses and conferences as students and/or facilitators on the GCMC staff. The fellow is expected to conduct regional orientation travel, and to research security topics for possible publication. The fellow may also participate in distinguished military and academic visits to GCMC.

10-2. Selection Process

The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection Panel will convene 12-15 September 2023 to select one fellow. Applicants will be notified of the results o/a 15 October 2023.

10-3. Obligations Incurred

- a. Fellows incur a three-year active-duty service obligation (ADSO). This ADSO is served consecutively with other civilian ADSOs.
- b. Fellows serve an immediate 24-month post-fellowship utilization in the EUCOM AOR, TBD by HRC. Specific assignments will be in accordance with career progression in DA PAM 600-3. Fellows will contact their career manager immediately upon notification of selection to discuss the utilization assignment.

10-4. Fellowship Tenure/Location

- a. All Fellows will be assigned to the U.S. Army Student Detachment, Fort Jackson, SC w/duty at the George C. Marshall European Center for Security Studies, Unit 24502, APO AE 09053 (Garmisch, Germany).
- b. All will report between 15 July 2024 and 15 August 2024.
- c. Please note that fellows will have to use Tricare Remote Locations (no US healthcare facilities are in the local area).

10-5. Eligibility Criteria

- a. Reserve Component - Active Guard Reserve (RC-AGR) Major or Lieutenant Colonel.
- b. RC-AGR officers must have a mandatory removal date of 1 September 2028 or later.
- c. Must have a graduate degree at time of application.
- d. Be MEL-4 complete.
- e. Have interest and experience in political-military affairs.
- f. Not be pending any adverse actions, not at risk for promotion or passed over for promotion to the next grade.
- g. Be able to complete full fellowship and a two-year immediate post fellowship utilization assignment without interruption.
- h. Meet Army height & weight requirements.
- i. Have potential for future military service.
- j. Have a strong file, as indicated by last three Officer Evaluation Forms (DA Form 67-10-1, 2, or 67-9).
- k. Had a physical within the last five years.
- l. Demonstrates and serves as an example of the "Warrior Ethos".
- m. Not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made. (The only exception is the AUSA Fellowship, and the Asia-Pacific Center Fellowship for Security Studies.)
- n. Must not have been selected for and participated in any of the broadening opportunity programs, listed at <https://www.hrc.army.mil/bop>, within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminars Programs.

10-6. How to apply

- a. Not later than 28 July 2023, email your application in one "Portable Document Format" (PDF) attachment. Do not attach PDF's inside of PDF's (portfolio format). Subject title of the email - "Request to compete for the FY24 George C. Marshall European Center for Security Studies Fellowship." AGR Officers submit your application to usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil. Include the following documents in your PDF:
 - (1) Commissioned Officers – please submit the Commissioned Officer Broadening Opportunity Application. (Go to <https://www.hrc.army.mil/bop> paragraph 2 for form.)
 - (2) Letters of Recommendation (LOR) A maximum of two. One LOR must be from a current battalion or brigade commander. Can be in any format. Addressed to the "President of the Selection Panel."
 - (3) Most current DA Form 705 (ACFT) and DA Form 5500 (Body Fat Content), if applicable.
 - (4) Copies of last five evaluation reports (DA Form 67-10-1 or 2)
 - (5) Resume: Complete and submit (with your application) the Assignment Interactive Module

(AIM). (Go to <https://www.hrc.army.mil/bop>, or the attachment section of this catalog for this form.) AGR Officers may use any format with the following information: Name, current rank, mailing address, phone number, email address (civilian and military), brief description of military work experience with dates, education (include type of degree, degree major, dates attended, GPA, name of institution), brief accounting of languages, special skills, interests. Please keep your resume to one page or your application will be returned without action.

(6) Memorandum for Record with the following information (any format): grade, name, last four of your SSN, graduate degree GPA, and the following statement: "I understand that if I am selected for the FY 2024 George C. Marshall European Center for Security Studies Fellowship, I will incur an active duty service obligation (ADSO) of three days for each day I am in this program and that this ADSO is served consecutively with other civilian ADSOs. I also understand that I must also serve an immediate two-year post fellowship utilization, TBD by DAMO-SSF & HRC. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program."

(7) Only if you are also applying for the AUSA Fellowship and/or the Asia-Pacific Center for Security Studies Fellowship: The following statement: "I understand if I am applying for more than one program, I may not receive my first preference and I further understand my selection is determined by the selection panel's order of merit list (OML) of the program(s) I am requesting to compete for. I understand if I am selected to attend one of the program(s) I am competing for, I will not be considered for any other program and I will accept the program I was selected for." Can be in any format. Your name/grade must be on statement. Title statement "Applying for More Than one Broadening Opportunity Program."

b. Your nomination will be reviewed by your career branch and HRC, Leader Development Division (OPL-C) for eligibility, availability and derogatory information. You will receive an email stating your status within ten working days from submission.

10-7. Point of contact is usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil .

Chapter 11 (Updated 17 January 2024)

Harvard Strategist Program

11-1. Program Description

Selected officers will pursue the Mid-Career Master in Public Administration at Harvard University's John F. Kennedy School of Government and then complete a mandatory utilization assignment within the Army G-3/5, or other locations outside the National Capital Region as directed by the HQDA Director, Strategy, Plans and Policy. Officers that successfully complete this program are awarded a skill identifier of "6Z" (Strategic Studies Graduate) and are transferred to FA59 upon graduation. As approved by the HQDA DCS G-3/5 in 2022, officers may also be allowed to apply to a select group of additional schools as secondary options. The HQDA proponent, DAMO-SS, will direct which schools officers can attend, based on acceptance, funding available, and Army requirements. Attendance at the John F. Kennedy School of Government will remain the program priority, but other schools will be utilized as required to ensure sufficient program throughput. This program and the follow-on assignment are highly challenging. Selected officers regularly interact at the general officer level within the Army and Joint Force.

Selected United States Army Reserve (USAR) officers will be assessed into the Active Guard Reserve (AGR) program. Upon graduation from HKS, USAR officers will complete a two-year utilization tour at HQDA DCS G-3/5 and a minimum one year follow on assignment with the Office of the Chief of Army Reserve (OCAR) G-3/5.

Selected Army National Guard officers (ARNG) will be assessed into the Title 10 AGR program. Upon graduation from HKS, ARNG officers will complete a mandatory utilization assignment within the ARNG G-3/5, or other location as directed, during which time they will transition to FA59.

11-2. Selection Process

a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY will forward the names and applications of the officers that are approved to compete for this program to the FA59 Proponent Manager, Strategic Leadership Division, HQDA G-3/5 (DAMO-SSF). Applicants seeking to transfer to FA59 will be administered several assessments that include a writing sample, Graduate Skills Diagnostic, and an Army Research Institute assessment. The FA59 Proponent Manager convenes a selection panel, including representatives from both USAR and ARNG and develops an order-of-merit list. The HQDA Director, Strategy, Plans and Policy approves final selection scholars.

b. Candidates are notified of final selection, o/a 3 September 2024. Once selected, officers will be paired with a Harvard Kennedy School graduate officer to assist them in applying for admission directly to Harvard University. During this application phase, applicants will be given the list of additional schools approved for the expanded program. Harvard makes final admission decisions for academic year (AY) 2025-2026 o/a March 2025. Once applicants have been officially accepted, HRC and ARNG will coordinate with the officers to initiate assignment into the program.

11-3. Obligations Incurred

a. Scholars incur an Active-Duty Service Obligation (ADSO) three times the length of schooling IAW AR 350-100. This ADSO is served consecutively or concurrently with other ADSOs IAW AR 350-100. The Harvard Mid-Career Master of Public Administration is a 324-day program.

b. RA Officers incur an immediate two-year utilization assignment, determined by the Army G-3/5 in coordination with the Human Resources Command FA59 Career Manager, following graduation from Harvard University. USAR officers incur an initial 3-year obligation as an AGR officer and an immediate utilization assignment, determined by the Army G-3/5 in coordination with the FA59 Army Reserve Proponent Advisor (ARPA), following graduation. ARNG officers incur an initial 3-year Title 10 obligation and an immediate utilization assignment within the ARNG G-5. ARNG will complete FA59 MEL-4 requirements and transition to the Title 10 AGR career program upon completion.

11-4. Scholarship Tenure/Location

a. Selected officers will be assigned to Harvard University, Cambridge, MA 02138 (W30U7Y) and managed by the U.S. Army Student Detachment, Fort Jackson, SC.

b. Program begins July 2025 and ends approximately 11 months thereafter.

11-5. Eligibility Criteria

a. Regular Army (RA) or USAR (AGR/TPU/IRR/IMA) officers eligible to transfer to FA59 (e.g., AMEDD, JAG and Chaplain Corps officers are typically not eligible for this program per Army policy.) RA officers must hold the rank of CPT or MAJ and in a year group between 2015 and 2018. USAR officers must hold the rank of CPT or MAJ. Officers of all components in the rank of MAJ cannot have more than 24 months time-in-grade as of July 2025.

b. All applicants must complete a graduate skills diagnostic, an online examination that assesses grammar and composition skills. Applicants must also submit a writing sample on a topic selected by the proponent office. Applicants must receive a passing assessment from the BSAP faculty to remain qualified for the Harvard Strategist Program. Finally, applicants must complete an online assessment of attributes relevant for FA59s. Coordination for these three requirements will occur after all applications are received, but before the selection panel convenes. The FA59 proponent manager will contact applicants after they have submitted their packets to HRC in April. Failing these assessments will result in the officers being removed from consideration for the program.

c. CPTs must have successfully completed a key developmental assignment for current grade and branch IAW DA PAM 600-3, prior to starting the program. At the time of application, RA CPTs must have a minimum of 12 months rated time (Officer Evaluation Report) in their Army Military Human Resource Record.

- d. Applicants must have completed the Captains Career Course (CCC) not later than June 2024.
- e. USAR AGR officers must be eligible for continuation in the AGR Program. All TPU/IMA or IRR applicants applying for the HSP program will submit an AGR application via the My Record Portal (select the AGR Application link on the Tools Tab). All TPU/IMA or IRR applicants must meet the AGR accessions qualification in accordance with AR 135-18 to be accessed into the AGR program. Any TPU/IMA or IRR selectee must start their initial AGR tour not later than the start of the Harvard Summer Program, July 2025.
- f. Not pending any adverse actions and not at risk for promotion or passed over for promotion to the next grade.
- g. Bachelor's Degree grade point average of 3.0 or higher (applicants may receive a waiver by the FA59 Proponent Manager if officer has a self-funded graduate degree).
- h. Graduate record exam (GRE) minimum scores of 153 verbal, 144 quantitative, and 4.0 analytical (writing). Test date must be within five years as of 1 December 2024.
- i. Able to complete the full scholarship and utilization without interruption.
- j. Meet Army height and weight requirements.
- k. Demonstrate and serve as an example of the "Warrior Ethos."
- l. Not competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.
- m. Not have a graduate degree paid for by the U.S. Army. This means the tuition and fees were solely funded by the U.S. Government. Degrees funded through Tuition Assistance (TA), Degree Completion; Cooperative Degree; Intermediate Level Education; GI Bill; or Commissioning Programs do not apply.
- n. Officer must possess, or have the ability to obtain, a Top Secret/Sensitive Compartmented Information (TS/SCI) security clearance.
- o. Officers with a P2 or P3 Profile must submit a copy of their DA Form 3349 or MMRB/MEB/MAR2 documentation as part of their packet demonstrating they are eligible to deploy world-wide.
- p. Must not have been selected for and participated in any of the broadening opportunity programs, listed at <https://www.hrc.army.mil/bop>, within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminar Programs.
- q. ARNG officers must review the ARNG Broadening Opportunities Program (BOP) catalog and meet all requirements listed.

11-6. How to apply

a. Not later than 12 April 2024, email your application in one Portable Document Format (PDF) attachment. Do not attach PDFs inside of the PDF (portfolio format). Subject title of the email - "Request to compete for the FY2024 Harvard Strategist Program." Include the following documents in your PDF:

- (1) The Commissioned Officer Broadening Opportunity Application
- (2) Current DA Form 705-Test, ACFT Scorecard and DA Form 5500/5501, Body Fat Content Worksheet (if applicable).
- (3) Resume: Complete and submit the Assignment Interactive Module (AIM) resume. USAR and ARNG Officers may use any format with the following information: Name, current rank, mailing address, phone number, email address (civilian and military), brief description of military work experience with dates, education (include type of degree, degree major, dates attended, GPA, name of institution), brief accounting of languages, special skills, interests. Please keep your resume to one page or your application will be returned without action.
- (4) Letters of recommendation (LOR) (any format): A maximum of two. One LOR must be from your current battalion or brigade commander. Address to: "President of the Selection Panel."
- (5) Submit a statement (any format) that discusses your career goals, as well as the factors that led you to select the Harvard Strategist program as a means of furthering your personal and professional goals. Be as specific as possible in describing how your expected

course of study will enable you to build on your prior professional experience and achieve those goals. (500 word limit)

- (6) Undergraduate and graduate (if applicable) transcripts.
- (7) Copy of official GRE scores.
- (8) Copies of last five officer evaluation reports (DA Form 67-10-1 or 2)
- (9) Memorandum for Record, signed and dated, with the following information:
 - (a) RA/RC-AGR officers: Grade, name, last four of SSN, baccalaureate degree GPA, graduate degree GPA (if applicable), GRE scores and the following statement:

"I understand that if I am selected for the FY2024 Harvard Strategist Program, I will incur an active-duty service obligation (ADSO) 3 times the length of schooling and that this ADSO is served consecutively or concurrently with other ADSOs IAW AR 350-100. I also understand I will be obligated to serve a 2-year utilization assignment immediately following my attendance at the Harvard Kennedy School. I further understand that after successful completion in the Harvard Strategist Program, I will be branch transferred to FA59 (Strategist). I authorize the U.S. Army Human Resources Command to release all submitted documents and other documents in my Army Military Human Resource Record (e.g., Officer Evaluation Reports, Officer Record Brief, etc.) to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program."

(b) Non-AGR USAR Candidates only: Grade, name, last four of SSN and the following statement:

"I understand that I must meet the Army Reserve Active Guard Reserve (AGR) program accessions requirements, in accordance with AR 135-18. I further agree to apply for and accept an appointment into the AGR Program for the length of the Harvard Strategist Program, which includes the mandatory 2-year utilization assignment. I understand that failure to complete the Harvard Strategist Program will result in my immediate removal from the USAR AGR program. I understand that as an RC-AGR officer, my military records will be reviewed prior to the end of my initial three-year AGR tour. If the review of my military records is satisfactory, I will have the option of either 1) being placed on AGR indefinite status, or 2) reverting to my original reserve status (IRR, TPU, or IMA) after completing the entire Harvard Strategic Education Program, including utilization. If the review of my military records is unsatisfactory, I understand I will revert to my original reserve status (IRR, TPU, or IMA) after completing the entire Harvard Strategist Program, including utilization. I also understand I will be removed from the Harvard Strategist Program if I am not accessed into the AGR Program"

(c) ARNG Applicants only: Grade, name, last four of SSN, and the following statement:

"I understand that if I am selected for the FY2024 Harvard Strategist Program, upon graduation, I will incur an active-duty service obligation (ADSO) three times the length of schooling and that this ADSO is served consecutively or concurrently with other ADSOs IAW AR 350-100. I understand that, upon graduation, I will be ordered to T10 active duty for an initial three-year utilization, during which time I will complete requirements to transition to FA59 and the T10 AGR career program. I understand that, should I fail to graduate from Harvard or complete the FA59 transition, I will be released from T10 orders, return to my basic branch and State/Territory/DC, and will no longer be eligible for the T10 AGR program."

b. AC Officers will submit applications to usarmy.knox.hrc.mbx.fadd-nonmelapps@army.mil and will curtesy copy (CC) the Assistant FA59 Proponent Manager, MAJ Michael Duffy at michael.p.duffy1.mil@army.mil.

c. USAR Officers (IMA/IRR/AGR) submit your application to usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil.

d. USAR Officers (TPU) submit your application to usarmy.usarc.arcg.mbx.cmo-mi@army.mil.

e. ARNG Officers submit your application to arng.harvard.strategist.applications@army.mil.

f. Applications are reviewed by the officer's career manager and HRC for eligibility, availability, and derogatory information. Applicants will receive an email stating their status within ten working days from submission. USAR/ARNG approved applications will be forwarded to Force Alignment and Development Division (FSF-OE) for inclusion in the Strategic Leadership Division, HQDA G-3/5/7 (DAMO-SSF) selection Panel.

11-7. Points of Contact

- a. RA Candidates: HRC BOP Program Manager at usarmy.knox.hrc.mbx.fadd-nonmelapps@army.mil, CC MAJ Michael Duffy, Assistant FA59 Proponent Manager, Michael.p.duffy1.mil@army.mil
- b. USAR Candidates: Army Reserve FA 59 Proponent Office, COL David Kogon at david.r.kogon.mil@army.mil, Ms. Lee Green at lee.c.green.civ@army.mil, or MAJ Michael Naylor at michael.j.naylor20.mil@army.mil.
- c. RC Officers (IMA/IRR/AGR): usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil.
- d. RC Officers (TPU): MAJ Angela Reddick at usarmy.usarc.arcg.mbx.cmo-mi@army.mil.
- e. ARNG Officers: ARNG Harvard Strategist Program Manager, MAJ Joseph Wilson at joseph.a.wilson109.mil@army.mil or arnq_harvard_strategist_applications@army.mil.

Chapter 12 (Updated 17 January 2024)

General Omar N. Bradley (JCS/OSD/ARSTAF) Fellowship

12-1. Program Overview

The Bradley Fellowship connects the highest-performing Officers with the strategic operating environment to develop the next generation of senior leaders. Named in honor of General Omar B. Bradley, who served as both Chief of Staff of the Army and our nation's first Chairman of the Joint Chiefs of Staff, this Fellowship builds cohorts of Officers that think strategically and communicate effectively; collaborate constructively to lead innovation as members of a larger alumni network; and act confidently to address the most challenged defense problems. Bradley Fellows benefit from proximity within the National Capital Region, gaining a unique opportunity to obtain graduate policy education at Georgetown University, and participate in hands-on innovation and problem-solving training. Cohorts are introduced to Joint, Interagency, Intergovernmental, and Multinational (JIIM) organizations, and vertically broadened through immersive experiences and assignments that align with DoD and Army priorities. The Bradley Fellowship seeks Officers with an exceptional record of performance; commitment to service; leadership potential; a spirit of innovation and collaboration; and the ability to think and communicate strategically. Commanders are encouraged to identify and encourage their very best Officers for this premier program. Officers successfully completing this program will be awarded a skill identifier of 6Z (Strategic Studies Graduate.)

12-2. Detailed Program Description

Phase I (Year One): Policy Education. This phase begins with reception at the Pentagon sponsored by the Director of the Army Staff (DAS) as the proponent for the program. The cohort is introduced to "How the Army Runs" before beginning academic education and training. Fellows will attend Georgetown University's McCourt School of Public Policy, earning a Master of Policy Management (MPM) over 36 credit hours/12 courses. Supplemental practical training is enabled through partnership with the Defense Innovation Unit's (DIU) National Security Innovation Network (NSIN) and includes both an Innovation Bootcamp and Client Capstone Seminar to address current Army policy challenges. Students will complete all core course requirements, including the U.S. public policy process, ethics in public policy, and decision making. Elective courses include a range of domestic and international policy, defense and national security offerings that culminate in an individual capstone project. The capstone may be focused on a broad range of national security policy problems at the discretion of the student and is provided to the Army Staff and made available for publication to inform ongoing staff work in the subject area. This phase ends with successful completion of all degree requirements and graduation. For more information, please review the Georgetown McCourt School of Public Policy web page at <https://mccourt.georgetown.edu/>.

Phase II (Year Two): OSD/JCS Utilization. This phase begins upon graduation, where Fellows will apply their new policy education and training while assigned to positions across the OSD and JS. While integrated into the nation's senior military staffs, Fellows will provide senior leaders and career civil servants with current perspectives of the tactical and operational force. Cohorts will also use their internal network to navigate bureaucracy and flatten communications across organizations. Positions change annually as Fellows are slated against the DoD's top priorities and emerging challenges. Staffs develop Fellows professionally by assigning duties across the spectrum from action officer to special assistant that leverages their abilities to add value within their office. This phase ends with a pinnacle combatant command site visit, and with the cohort primed to lead and support future positions in senior roles within JIIM organizations and agencies. The Deputy Under Secretary of Defense for Military Personnel Policy (DUSD MPP) is the approval authority for officer assignments to OSD. The JS J-1 is the approval authority for officer assignments on the Joint Staff. Key billets on the Joint Staff and OSD may require interviews.

Phase III (Year Three): Army Staff Utilization. This phase begins with the Army Action Officer Integration Course (AOIC) that prepares Army officers to execute key staff functions according to business rules, policies, and regulation. Army Staff assignments are directed based on current Secretary and Chief of Staff of the Army priorities and aligned against officer basic branches to enhance vertical broadening within the Fellowship. Knowledge, skills, behaviors, and preferences (KSB-Ps) - including those gained during the first two phases of the program - are also assessed during slating and key billets may require additional interviews. The Army Staff employs Fellows to contribute to Headquarters Department of the Army (HQDA) Title 10 responsibilities. Fellows are expected to communicate across the cohort to create efficiency and shared understanding of principal requirements, as well as leverage the OSD/JS cohort to inform and set conditions for the Army as part of the Joint Force. The Bradley Fellowship Alumni Association enables cohorts to maintain close connections with the operating force that can provide valuable insight and feedback to HQDA activities and policies. The DAS is the approval authority for all officer assignments on the Army Staff. As the proponent for the program the DAS may alter or change the program as necessary to meet Secretary and Chief of Staff of the Army intent.

12-3. Selection Process

a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY Bradley Fellowship Selection Panel will convene 7-10 May 2024 to select a number of fellows based on current authorization. Applicants will be notified of the results from the HRC Selection Panel o/a 14 June 2024.

b. Once selected applicants have been notified, they must submit an online application to Georgetown University for admission. Once applicants have been officially accepted to Georgetown University, they will submit an Advanced Civil Schooling (ACS) packet through their branch to AEPB. Once the ACS packet is approved, HRC will coordinate with the officers to initiate assignment into the program o/a 18 September 2024.

c. Service Members, selected as fellows, must immediately initiate a Top Secret/Sensitive Compartmented Information (TS/SCI) clearance. Orders will be published only for those awarded a TS/SCI.

12-4. Scholarship Tenure/Location

a. During Phase I, Fellows will be managed by the Student Detachment, Fort Jackson, SC with assignment at Georgetown University, Washington, DC, starting May 2025.

b. During Phase II, Fellows will be assigned to the Bradley Fellowship Program-JCS, Washington DC with duty position within the Office of the Joint Chiefs of Staff or Office of the Secretary of Defense, May/June 2026.

c. During Phase III, Fellows will be assigned to the Bradley Program-ARSTAF, Pentagon with duty position within the Army Staff, May/June 2027.

12-5. Obligations Incurred

- a. Fellows incur an active duty service obligation (ADSO) of three days for every one day in the Georgetown portion of the program, approximately a three year obligation. This ADSO is served consecutively with other civilian education ADSOs.
- b. There is no Post Fellowship utilization assignment.

12-6. Eligibility Criteria

- a. Be from a career field within Operations, Operations Support, Force Sustainment, Information Dominance, and Medical Services officers.
- b. Be an Active Component (AC) Captain in year group 2016 through 2019.
- c. Not have a graduate degree paid for by the U.S. Army. This means the tuition and fees were solely funded by the U.S. Government. Degrees funded through Tuition Assistance (TA), Degree Completion; Cooperative Degree; Intermediate Level Education; GI Bill; or Commissioning Programs do not apply. Must have completed the Captain's Career Course.
- d. Have strong potential for future military service as a battalion or brigade commander.
- e. Have a bachelor's degree grade point average (GPA) of 3.0 or better. Waivers will not be granted for a GPA below 3.0, unless you have a graduate degree from an accredited university.
- f. Not be pending any adverse actions, not at risk for promotion or passed over for promotion to the next grade.
- g. Able to complete the full three year program without interruption.
- h. Meet Army height and weight requirements.
- i. Demonstrates and serves as an example of the "Warrior Ethos."
- j. Must not have been selected for and participated in any of the broadening opportunity programs, listed at <https://www.hrc.army.mil/bop>, within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminars Programs.
- k. Must be able to obtain and keep a Top Secret/Sensitive Compartmented Information Security Clearance throughout fellowship.
- l. Must have successfully completed key developmental assignment, IAW DA Pam 600-3, prior to starting the program. At the time of application, RA CPTs must have a minimum of 12 months rated time (Officer Evaluation Report) in their Army Military Human Resource Record.

12-7. How to apply

- a. Not later than 25 March 2024, email the following to usarmy.knox.hrc.mbx.fadd-nonmelapps@army.mil in one "Portable Document Format" (PDF) attachment. Do not attach PDF's inside of PDF's (portfolio format). Subject title of email "Request to Compete FY2025 General Omar N. Bradley Fellowship Program." Include the following documents in your PDF:
 - (1) The Commissioned Officer Broadening Opportunity Application. (Go to <https://www.hrc.army.mil/bop>, paragraph 2, or the attachments section of this catalog for the form.)
 - (2) Most current DA Form 705 (ACFT) and DA Form 5500 (Body Fat Content), if applicable.
 - (3) Resume: Complete and submit (with your application) the Assignment Interactive Module (AIM). (Go to <https://www.hrc.army.mil/bop>, paragraph 12, or the attachment section of this catalog for this form.)
 - (4) Letters of recommendation (LOR) (any format): A maximum of two. One LOR must be from the current battalion or brigade commander. Address to "President of the Selection Panel." (Suggestion: if you are applying for more than one program have the recommender recommend you for "Any Broadening Opportunity Program" instead of a specific program.)
 - (5) Copies of the last five evaluation reports (DA Form 67-10-1 or 2.)
 - (6) Only those without a graduate degree must submit statement explaining academic readiness to be a graduate school student (any format). Your name/grade must be on statement. Title statement "Academic Readiness to be a Graduate School Student."

(7)Resume (Regular Army Officers): Complete and submit (with your application) the Assignment Interactive Module (AIM). (Go to <https://www.hrc.army.mil/bop>, paragraph or the attachment section of this catalog for this form.) Only if you are applying for more than one program: The following statement:

"I understand if I am applying for more than one program, I may not receive my first preference and I further understand my selection or non-selection is determined by the selection panel's order of merit list (OML) of the program(s) I am requesting to compete for. I understand if I am selected to attend one of the program(s) I am competing for, I will not be considered for any other program and I will accept the program I was selected for." May be in any format. Your name/grade must be on statement. Title statement "Applying for More Than one Broadening Opportunity Program."

(8)Memorandum for Record with the following information (any format): grade, name, last four of your SSN, baccalaureate degree GPA, graduate degree GP (if applicable), and the following statement:

"I understand that if I am selected for the FY2025 General Omar N. Bradley Fellowship, I will incur an active duty service obligation (ADSO) of three years and that this ADSO is served consecutively with other civilian ADSOs. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program."

b. Your nomination will be reviewed by your career branch and HRC, Force Alignment and Development Division (AHRC-FEF-OE) for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

12-8. Point of contact is AEPB Broadening Opportunities Program Manager at usarmy.knox.hrc.mbx.fadd-nonmelapps@army.mil

Chapter 13

MG James M. Wright Masters of Business Administration (MBA) Program

13-1.Program Description

The MG James M. Wright MBA Program is a competitive 13-month accelerated degree producing program at the College of William & Mary Raymond A. Mason School of Business, Williamsburg, Virginia. The program selects Active Component key developmental (KD) complete Captains and Majors from the following branches: Air Defense, Adjutant General, Armor, Aviation, Chemical, Cyber, Engineer, Field Artillery, Finance, Infantry, Logistics, Military Intelligence, Military Police, Signal, Civil Affairs, PSYOPs, and Special Forces. Upon graduation, officers are required to serve a minimum of two years in a broadening utilization assignment at Headquarters, U.S. Army Training and Doctrine Command (TRADOC), Fort Eustis, Virginia or in the U.S. Army Recruiting Command (USAREC). The MBA portion of the program entails a capstone project where students solve institutional level problems for Army organizations under the counsel of a faculty member and an executive partner (general officer/senior executive) from the sponsoring organization. The MG James M. Wright MBA Program produces officers who possess the knowledge, skills, and business process expertise needed to analyze risk and return, prioritize, and recommend solutions in support of acquiring, building, and improving the Army. The MBA's marketing electives ensure officers with a USAREC utilization possess regional marketing, data analytics, and enhanced social media expertise needed to support USAREC in market analysis and market penetration.

13-2. Selection Process

a. Step one: The U.S. Army Human Resources Command (HRC) will review and either approve or disapprove each request. Candidates will be told of their status within ten working days from submission of application. Officers must apply to HRC NLT 28 July 2023.

b. Step two: HRC will convene a selection panel 12-15 September 2023 to determine the order of merit list. HRC will notify candidates of panel results and confirm their acceptance o/a 16 October 2023.

c. Step three: Candidates selected by the HRC panel (OPL-C) will immediately apply on-line (not later than 13 November 2023) to the William & Mary Raymond A. Mason School of Business for the Masters of Business Administration Program at <https://graduate.mason.wm.edu/>, select “apply now”. The W&M application interface requires the officer to create a username and password. Select “full-time MBA” from the “program of interest” drop down menu and then select “MG James Wright MBA Program” from the specific degree option. There will be only one term to select – summer 2024. Candidates applying for future terms are not eligible to apply this far in advance as application requirements change slightly from year to year. The application fee will be waived (no waiver code is needed, simply indicate “yes” when asked about your military service. Fully complete the online application, including responses to two prompted essay questions, two professional online recommendations, a professional resume, academic transcripts (unofficial score reports are acceptable for admissions committee review; official transcripts are required if offer of admission is made). (Note: you may need to conduct an in-person (skype or phone interview) by invitation of the admissions committee.)

d. Step four: The Raymond A. Mason School of Business will make their admissions decision not later than 17 December 2023 and notify the candidates, TRADOC, and HRC.

Step five: HRC will start the assignment process after W&M has accepted all approved officers into the MBA program, each officer confirms acceptance into the program with HRC. Note: All selectees will be required to complete the five-day pre-MBA Accounting and Quantitative Tools Program (aka pre-MBA Quantitative Boot Camp) between their first summer semester and the fall semester. The cost for this pre- MBA Program is the responsibility of the candidate (out-of-pocket). As with any other funded MBA Program, officers will be required to maintain a required to maintain a grade of B or better in every class. Personnel who fail to maintain a grade of B will receive a memorandum for record from the applicable training agency. Grades lower than a B will be reason for disenrollment from their program, termination of the officer’s attendance at the school and recoupment of the money spent to date from the officer.

13-3. Tenure/Location

a. Officers will be assigned to the U.S. Army Student Detachment, Fort Jackson, SC with duty at the W&M Mason School of Business, Williamsburg, VA.

b. Program begins early July 2024 and completes approximately 13 months thereafter (early August 2025).

13-4. Obligations Incurred

a. Officers incur a three-for-one active duty service obligation (ADSO) computed in days, for each day in this program, approximately 3 years and 5 months. This ADSO is served consecutively with other civilian ADSOs.

b. Following graduation, officers are to serve an immediate utilization tour (24 months minimum) at either Headquarters, TRADOC, Fort Eustis, Virginia; Futures & Concepts Center (FCC), U.S. Army Futures Command (AFC), Fort Eustis, Virginia; or in the U.S. Army Recruiting Command (USAREC), location TBD. Utilization assignment location/position will be determined by Headquarters, TRADOC.

13-5. Eligibility Criteria

a. Be an Active Component, KD-qualified CPT or MAJ from one of the following basic branches: Air Defense, Adjutant General, Armor, Aviation, Chemical, Cyber, Engineer, Field Artillery, Finance, Infantry, Logistics, Military Intelligence, Military Police, Signal, Civil Affairs, PSYOPs, and Special Forces.

b. CPTs must have completed the Captains Career Course. MAJs must have completed Intermediate Level Education.

c. Officers must be KD-qualified as determined by their Branch. KD-qualified is defined as follows: (1) KD-complete at time of application to HRC, or (2) in a KD position with at least one KD OER at time of application to HRC and will be KD-complete prior to reporting to William & Mary. KD-qualified status will be verified by the officer’s HRC Branch.

d. CPTs must be YG 2016 and younger. MAJs must be YG 2010 and younger. CPTs in a promotable status at the time of application to HRC are considered non-KD-qualified MAJs and are not eligible.

e. Have demonstrated superior performance and have strong potential for future military service, including potential selection for senior leadership or command positions as indicated by the last three officer evaluation reports.

f. Meet Army height and weight requirements.

g. Have no adverse actions pending, not at risk for promotion or passed over for promotion to the next grade.

h. Able to complete full scholarship and utilization assignment without any interruptions.

i. Demonstrate and serve as an example of the "Warrior Ethos".

j. Have a baccalaureate degree grade point average of 3.0 or better, may be waived if officer already has a graduate degree from an accredited university or officer submits a statement of academic readiness to be a graduate degree student, see format at paragraph 13-6(a)4.

Baccalaureate GPA below

2.5 without a graduate degree will not be considered.

k. Not have a graduate degree paid for by the U.S. Army. This means the tuition and fees were solely funded by the U.S. Government. Degrees funded through Tuition Assistance (TA), Degree Completion; Cooperative Degree; Intermediate Level Education; GI Bill; or Commissioning Programs do not apply.

l. Must not have been selected for and participated in any of the broadening opportunity programs, listed at <https://www.hrc.army.mil/bop> within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminars Programs.

13-6. How to apply

a. Not later than 28 July 2023 email the following to usarmy.knox.hrc.mbx.opmd-nonmelapps@mail.mil in one "Portable Document Format" (PDF) attachment. Do not attach PDF's inside of PDF's (portfolio format). Subject title of email "Request to compete for the FY24 MG James M. Wright, MBA Program." Include the following documents in your PDF:

(1) The Commissioned Officer Broadening Opportunity Application. (Go to <https://www.hrc.army.mil/bop> paragraph 2 or the attachment section of this catalog for form.)

(2) Most current DA Form 705 (ACFT) and DA Form 5500 (Body Fat Content), if applicable.

(3) Resume: Complete and submit (with your application) the Assignment Interactive Module (AIM). (Go to <https://www.hrc.army.mil/bop>, or the attachment section of this catalog for this form).

(4) Only applicants with a bachelors GPA below 3.0 and no graduate degree must submit the following statement (any format): Explain your academic readiness to be a graduate school student. Also state the circumstance(s) or why an undergraduate GPA below 3.0 was obtained(e.g. played four years of a D-1 athletic sport, or switched programs, family emergency, etc.) Your name/grade must be on statement. Title statement "Academic Readiness to be a Graduate School Student".

(5) Memorandum for Record with the following information (any format): grade, name, last four of your SSN, baccalaureate degree GPA, graduate degree GPA (if applicable), and the following statement: "I understand that if I am selected for a MG James M. Wright Scholarship, I will incur an active duty service obligation (ADSO) of three days for each day I am in my program and I understand that this ADSO is served consecutively with other civilian ADSOs. I also understand I will be obligated to serve an immediate two year (24 month) utilization assignment determined by Headquarters, TRADOC. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program. I understand I will not be allowed to participate in the Voluntarily Transfer Incentive Program (VTIP) while I am in this program or during the 24 month utilization assignment".

(6) If applying for more than one program, include the following signed statement (any format): "I understand that, if I am applying for more than one program, I may not receive my

first preference, and I understand my selection or non-selection is determined by the selection panel's order of merit list (OML) for the program(s) for which I am requesting to compete. I further understand that, if I am selected for one of the program(s) for which I am competing, I will not be considered for any other program, and I will accept the program for which I was selected." Name and rank must be on the statement. Title the statement "Applying for More Than One Broadening Opportunity Program."

b. Your nomination will be reviewed by your career branch and HRC, Leader Development Division (OPL-C) for eligibility, availability and derogatory information.

13-7. Timeline

- a. Last day to submit request to compete to HRC (OPL-C): 28 July 2023.
- b. HRC Selection Panel convenes: 12-15 September 2023.
- c. HRC notifies candidates and TRADOC of HRC Selection Panel results and confirms candidate acceptance o/a 16 October 2023.
- d. W&M MBA Application suspense date: 11 November 2023.
- e. W&M Admission Roster complete: 16 December 2023.
- f. Students report to W&M campus: Not earlier than 28 June 2024 and not later than 2 July 2024.
- g. Classes begin: 5 July 2024.

13-8. Points of Contact

- a. W&M Raymond A. Mason School of Business Admission requires questions: Assistant Dean MBA Admissions, Amanda Barth, amanda.barth@mason.wm.edu or (757) 221-2944. W&M Raymond A. Mason School of Business class start date questions: Director of MBA Programs, Dr Carlane Pittman, cjpitt@wm.edu or (757) 221-2296.
- b. W&M Raymond A. Mason School of Business class start date questions: Director of MBA Programs, Dr Carlane Pittman, cjpitt@wm.edu or (757) 221-2296.
- c. MG James M. Wright MBA Program general questions: TRADOC G-3/5/7 Training & Leader Development Directorate, G-37 Training, MAJ Johnathan Butler, johnathan.l.butler@army.mil or (757) 501-5729.
- d. HRC: Mr. Kenneth Mackey at kenneth.l.mackey2.civ@army.mil or usarmy.knox.hrc.mbx.opmd-nonmelapps@army.mil

Chapter 14

Olmsted Scholar Program

14-1. Program Description

The United States of America is a key leader in the global community. As a result, American military officers must be able to operate effectively with leaders and citizens of many countries. Success in U.S. foreign and security policy requires senior military officers who possess an appreciation for the political, economic, military and other factors that impact relations between countries. In addition, addressing the challenges of international relations requires a knowledge and depth of understanding of the particular countries involved. The Olmsted Scholar Program provides Army officers an unsurpassed opportunity to achieve fluency in a foreign language, pursue graduate study at an overseas university, and acquire an in-depth understanding of foreign cultures, thereby further equipping them to serve in positions of great responsibility as Army senior leaders. This program seeks officers with demonstrated leadership and scholastic ability who also exhibit strong potential to serve as senior leaders. Prior familiarity with foreign languages or cultures is not required to study in any given country. Commanders are encouraged to consider their very best junior officers for this unique and prestigious opportunity. It is the senior rater's responsibility to mentor potential applicants on the unique aspects of this program and seek out those who would likely succeed in it. The Olmsted Scholar Program is named in honor of its founder, MG George H. Olmsted, and his wife, Carol. To read his biography and for additional information on the program, please go to the Olmsted Foundation website at: <http://www.olmstedfoundation.org>

14-2. Selection Process

a. Phase I: The U.S. Army Human Resources Command (HRC), Fort Knox, KY Olmsted Scholarship Selection Panel will convene 12-15 September 2023 to select up to 12 Army candidates to forward to the George and Carol Olmsted Foundation. Candidates will be notified of the results of the Army board o/a 27 October 2023.

b. Phase II: The Olmsted Foundation will review the Army-nominated candidates and select the next class of Olmsted Scholars. After an initial review and assessment, candidates will be contacted by the Olmsted Foundation for an interview. Candidates will be notified of the final selection results in March 2024. Once applicants have been officially notified of their selection as Olmsted Scholars, HRC will coordinate with the officers to initiate assignment into the program.

14-3. Scholarship Tenure/Location

a. Expected duration of the Olmsted Scholar Program is three years, in total.

b. Scholars will complete formal language training at the Defense Language Institute (DLI), either in Monterey, CA, or within the National Capital Region. Alternatively, scholars may choose to complete language training within their host foreign country if approved by the Olmsted Foundation. Scholars will begin language training Summer/Fall 2024.

c. Following successful completion of language training, scholars will be assigned to the U.S. Army Student Detachment, Fort Jackson, SC with duty at their foreign university. Duty at foreign university will be for approximately 24 months.

d. Applicants will submit a list of cities and countries in which they would like to study. The Olmsted Foundation will make the final determination of study location from this list of preferences

14-4. Obligations Incurred

a. For each day in the program, Scholars incur a three-for-one active-duty service obligation (ADSO), computed in days, IAW AR 350-100. This ADSO is served consecutively with other civilian ADSOs.

b. Following their scholarship tenure, officers will be assigned to operational/tactical assignments as determined by their career managers.

14-5. Eligibility Criteria

a. Be an Active Component officer serving in one of the following career fields: Infantry, Armor, Field Artillery, Air Defense Artillery, Aviation, Special Forces, Engineer, Signal, Cyber, Military Intelligence, Military Police, Chemical or Logistics.

b. Have a minimum of three years of Active Federal Commissioned Service (AFCS), but not more than 11 years of Active Federal Service (AFS), as of 01 April 2024.

c. Possess exceptional potential for future military service and embody the Warrior Ethos.

d. Have demonstrated exceptional scholastic achievement at the undergraduate level.

e. Have at least one O3 level "key developmental" (KD) assignment Officer Evaluation Report at time of application. KD assignment must be IAW DA Pam 600-3.

f. Captains must have successfully completed the Captains Career Course.

g. Have current Graduate Record Exam (GRE) scores taken on or after 01 April 2019, even if the officer already has a graduate degree.

h. Have taken the Defense Language Aptitude Battery (DLAB) test.

i. Be able to complete the full scholarship without interruption.

j. Meet Army height and weight requirements.

k. Not be pending any adverse actions, nor be at risk of, or passed over for, promotion to the next grade.

l. Must not have been selected for and participated in any of the broadening opportunity programs, listed at <https://www.hrc.army.mil/bop>, within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminars Programs.

14-6. How to apply

a. Not later than 28 July 2023, email the following to usarmy.knox.hrc.mbx.opmd-nonmelapps@mail.mil Format" (PDF) attachment. Do not attach PDF's inside of PDF's (portfolio format). Subject title of email: "Request to Compete for the FY24 Olmsted Scholar Program." Include the following documents in your PDF:

- (1) The Commissioned Officer Broadening Opportunity Application. (Go to <https://www.hrc.army.mil/bop> paragraph 2 for in the attachments section of this catalog for form).
 - (2) Most current DA Form 705 (ACFT) and DA Form 5500 (Body Fat Content), if applicable.
 - (3) One copy of official GRE scores.
 - (4) Resume: Complete and submit (with your application) the Assignment Interactive Module (AIM). (Go to <https://www.hrc.army.mil/bop>, or the attachment section of this catalog for this form.)
 - (5) One official copy of DLAB test scores (Not required if score is on ORB).
 - (6) One page statement of Extracurricular Activities (any format). Begin with most current activities and work as far back as desired. Title the statement "Extracurricular Activities," and include name and rank.
 - (7) Copies of all evaluation reports to include academic evaluations. (DA Form 67-10-1 or 2, DA Form 1059-1)
 - (8) Copies of all college transcripts
 - (9) Letters of Recommendation (LOR) (any format): A maximum of two. One LOR must be from the officer's current battalion or brigade commander. Address to "President of the Olmsted Scholar Selection Panel." If applying for more than one program, include the following signed statement (any format): "I understand that, if I am applying for more than one program, I may not receive my first preference, and I understand my selection or non-selection is determined by the selection panel's order of merit list (OML) for the program(s) for which I am requesting to compete. I further understand that, if I am selected for one of the program(s) for which I am competing, I will not be considered for any other program, and I will accept the program for which I was selected." Name and rank must be on the statement. Title the statement "Applying for More Than One Broadening Opportunity Program."
 - (10) Memorandum for record with the following information (any format): "I understand that, if I am selected for an Olmsted Scholarship, I will incur an Active-Duty Service Obligation of three days for each day I am in the program and that this ADSO will be served consecutively with other civilian ADSOs. I authorize U.S. Army Human Resources Command to release all documents connected with my nomination and or selection to a Broadening Opportunity Program to anyone who may require them to complete the selection process."
 - (11) Memorandum for record with the following information (any format): Current mailing address, telephone number, government and private email addresses, name of spouse, names and ages of any children, any foreign languages the spouse speaks, graduation standing, any indicators of merit, any foreign languages you speak and how obtained (e.g. two years of college French, etc.), date you took the DLAB test, list of no more than twenty foreign countries (include the city) where you wish to pursue a graduate degree, and list of military duties (include dates, duty location, and duty title).
- b. Your nomination will be reviewed for eligibility, availability, and derogatory information. You will receive an email confirming your status within ten working days from submission.

14-7. Point of Contact is Mr. Kenneth Mackey at kenneth.l.mackey2.civ@army.mil or usarmy.knox.hrc.mbx.opmd-nonmelapps@army.mil

Chapter 15

Purdue University Military Research Institute (PMRI) Fellowship

15-1. Program Description

This graduate education program provides the opportunity for selected Army officers to pursue a graduate degree focused on science, technology, engineering or applied math (S.T.E.M.) with application to Department of Defense Research Programs, but will also consider Service needs and requirements into any Purdue Graduate School where we have faculty support (please note currently Purdue University cannot accommodate fee free entry into their professional graduate

degrees (e.g. veterinary medicine, Doctor of Nursing Practice, Pharmacy, or the Krannert MBA Programs). The PMRI is PhD focused but will consider Master of Science candidates. Selectees must attend in- residence. For more information please go to the PMRI website: <https://engineering.purdue.edu/PMRI>. For a listing of our graduate degree programs, please see: <https://www.purdue.edu/gradschool/academics/graduate-degree-programs.html>

15-2. Selection Process

- a. Step one: The U.S. Army Human Resources Command (HRC) will review and either approve or disapprove each request. Candidates will be told of their status within ten working days from submission of application. Disapproval to compete will come from the HRC Assignment Division
- b. Step two: HRC (OPL-C) approved candidates will immediately notify Colonel (USAF/Ret) Dave Hankins dhankins@purdue.edu
- c. (Step three: After talking w/Col (USAF/Ret) Hankins, submit your graduate school application for admission in a timely manner. See: <https://www.purdue.edu/gradschool/admissions/how-to-apply/index.html>
- d. Step four: The HRC Selection Panel will convene 12-15 September 2023 to form an Order-of-Merit List. The "Top" candidate(s) will be awarded the scholarship, providing they are approved for admission by Purdue University.
- e. Step five: Purdue University, in conjunction with the PMRI Program Managers, will provide HRC (OPL-C) the admission decision on the "Top" candidate or on multiple candidates if HRC nominates more than one. Once received, HRC will coordinate with the officers to initiate assignment into the program.

15-3. Tenure/Location Scholars will be assigned to the U.S. Army Student Detachment, Fort Jackson, SC with duty at Purdue University, West Lafayette, Indiana 47907 for approximately 36 months (PhD) 24 months (MS). Report date will be August 2024.

15-4. Obligations Incurred

- a. Officers incur a three-for-one active-duty service obligation (ADSO) computed in days, for each day in the PMRI Program. This ADSO is served consecutively with other civilian ADSOs.
- b. There is no post scholarship utilization.

15-5. Eligibility Criteria

- a. Be an Active Component branch qualified Captain or Major.
- b. Captains must have completed the Captain's Career Course; Majors must have completed Intermediate Level Education.
- c. Have demonstrated superior performance and have strong potential for future military service, including potential selection for senior leadership or command positions as indicated by the last three officer evaluation reports.
- d. Meet Army height and weight requirements.
- e. Not be pending any adverse actions, not at risk for promotion or passed over for promotion to the next grade.
- f. Demonstrates and serves as an example of the "Warrior Ethos."
- g. Have taken the graduate record exam (GRE), prior to September 2024 and be within five years from September 2024, even if you have a graduate degree. GRE scores must be in the top half of the testing group overall.
- h. Have a baccalaureate degree GPA of 3.0 or better. May be waived if officer already has a graduate degree from an accredited university.
- i. Must be able to complete full scholarship without interruption.
- j. Not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.
- k. Must not have been selected for and participated in any of the broadening opportunity programs, listed at <https://www.hrc.army.mil/bop>, within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminars Programs.

15-6. How to apply

a. Not later than 28 July 2023 email the following to usarmy.knox.hrc.mbx.opmd-nonmelapps@army.mil Format" (PDF) attachment. Do not attach PDF's inside of PDF's (portfolio format). Subject title of email "Request to compete for the FY24 PMRI."

(1) The Commissioned Officer Broadening Opportunity Application. (Go to <https://www.hrc.army.mil/bop> paragraph 2 or the attachments section of this catalog for the form.)

(2) Most current DA Form 705 (ACFT) and DA Form 5500 Body Fat Content), if applicable

(3) Resume: Complete and submit (with your application) the Assignment Interactive Module (AIM). (Go to <https://www.hrc.army.mil/bop>, or the attachment section of this catalog for this form).

(4) Copy of "official" GRE scores.

(5) Copies of last five evaluation reports (DA Form 67-10-1 or 2).

(6) Letters of recommendation (LOR) (any format): A maximum of two. One LOR must be from the current battalion or brigade commander. Address to "President of the Selection Panel." (Suggestion: if you are applying for more than one program have the recommender recommend you for "Any Broadening Opportunity Program" instead of a specific program.)

(7) Memorandum for Record with the following information (any format): grade, name, last four of your SSN, baccalaureate degree GPA, graduate degree GPA (if applicable), GRE scores (verbal/quantitative/analytical), and the following statement: "I understand that if I am selected for the 2024 PMRI Program, I will incur an active-duty service obligation (ADSO) of three days for each day I am in my selected Broadening Opportunity Program and that this ADSO is served consecutively with other civilian ADSOs. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection to the 2024 PMRI Program."

b. Your nomination will be reviewed by your career branch and HRC, Leader Development Division (OPL-C) for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

15-7. Points of contact

a. Mr. Kenneth Mackey at kenneth.l.mackey2.civ@army.mil or usarmy.knox.hrc.mbx.opmd-nonmelapps@mail.mil

b. Point of contact at Purdue University is Colonel (USAF/Ret) Dave Hankins, dhankins@purdue.edu

Chapter 16

RAND Arroyo Fellowship

16-1. Program Description

This program is a research and study fellowship established at the RAND Arroyo Center, the Army's Federally Funded Research and Development Center (FFRDC) for studies and analysis. RAND Arroyo studies focus on national security strategy topics and specific concerns directed by the Army's senior leadership. The highly qualified officers selected for this fellowship work on policy issues assigned to the RAND Arroyo Center's annual program. Officers in the RAND Arroyo fellow program will broaden their understanding of the Army, develop analytic and operations research skills, and gain an understanding of how the RAND Arroyo program supports the Army. Officers selected for this fellowship bring their understanding of current Army operations, policies, and doctrine, enhancing the FFRDC program. Fellows are required to successfully complete the five-week Pardee Rand Graduate School Course in Policy Analysis offered in the fall academic quarter.

The Arroyo Center Policy Committee (ACPC) Executive Agent will coordinate administrative actions for fellows, Arroyo Center projects, and follow-on assignments to ensure maximum benefit to the Army, the officer, and the Arroyo Center.

16-2. Selection Process

- a. Step one: The U.S. Army Human Resources Command (HRC), Fort Knox, Kentucky will review and either approve or disapprove each request. Candidates will know their status within ten working days from the day of application submission.
- b. Step two: HRC will forward the approved applications to the ACPC Executive Agent (AC Officers); and the Chief, Army Reserve Program Analysis and Evaluation Division (AR PAED) (RC Officers) for selection of fellows.
- c. Step three: Candidates will be notified of final selection o/a 16 October 2023.

16-3. Obligations Incurred

- a. Fellows incur a 3-year Active-Duty Service Obligation (ADSO), IAW AR 350-100.
- b. AC Officers: Fellows will serve a three-year utilization assignment as determined by HRC in coordination with the Arroyo Center Policy Committee (ACPC) Executive Agent immediately following the fellowship. The ACPC Executive Agent is the Director, Center for Army Analysis, HQDA G-8. The follow-on assignment may be affected by subsequent selection for command or other board-selected assignments. Fellows may be utilized outside of their basic branch or specialty as determined or endorsed by the ACPC Executive Agent.
- c. AR Officers: Fellows will serve a three-year utilization assignment as determined by the Director, Army Reserve Program Analysis and Evaluation Division in coordination with HRC FA49 Talent Manager immediately following the fellowship. The follow-on assignment may be affected by subsequent selection for command or other board-selected assignments/PDE.

16-4. Fellowship Tenure/Location

- a. Fellows will be assigned to the U.S. Army Student Detachment, Fort Jackson, SC w/duty at the RAND Arroyo Center, Santa Monica, CA. Requests for duty at a different RAND location will be addressed case-by-base and approved by the ACPC Executive Agent.
- b. Fellow will report no earlier than 15 July 2024 and no later than 01 August 2024 and complete no later than 12 months thereafter.

16-5. Eligibility Criteria

- a. Must be in a non-AMEDD career field.
- b. Be an AC or RC (AGR) MAJ or LTC.
- c. AC officers must not have more than 19 years of Active Federal Commissioned Service (AFCS) years as of 15 August 2024. RC Officers must have a mandatory removal date (MRD) of 1 September 2027 or later. AR LTCs must not have more than 24 months' time-in-grade as of 15 August 2023.
- d. Successfully completed Intermediate Level Education (ILE), at time of application.
- e. AC officers must have at least one current grade "Key Developmental (KD) assignment" officer evaluation report at time of application, IAW DA PAM 600-3.
- f. AR officers must consider in their career development that selection as a RAND Fellow will remove them from their career field for four years
- g. Possess a graduate degree, earned from a regionally accredited college or university with a GPA of 2.5 or better; transcript provided upon request.
- h. Hold a secret security clearance (minimum).
- i. Must have demonstrated superior performance and have strong potential for future military service (including potential selection for senior leadership or command positions) as indicated by the last three officer evaluation reports.
- j. Be able to complete full fellowship and utilization obligation without interruption.
- k. Meet Army height & weight requirements.
- l. Demonstrates and serves as an example of the "Warrior Ethos."
- m. Not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.
- n. Must not have been selected for and participated in any of the broadening opportunity programs, listed at <https://www.hrc.army.mil/bop>, within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminars Programs.

16-6. How to apply

a. Not later than 28 July 2023 email your application in one "Portable Document Format" (PDF) attachment. Do not attach PDF's inside of PDF's (portfolio format). Subject title of email "Request to compete for the FY24 Rand Arroyo Center Fellowship." AC Officers submit your application to usarmy.knox.hrc.mbx.opmd-nonmelapps@army.mil ; RC-AGR Officers submit your application to usarmy.knox.hrc.mbx.rpmd-omd-sab@mail.mil. Include the following documents in your PDF:

(1) The Commissioned Officer Broadening Opportunity Application. (Go to <https://www.hrc.army.mil/bop> paragraph 2 or the attachments section of this catalog for this form.)

(2) Most current DA Form 705 (ACFT) and DA Form 5500 (Body Fat Content), if applicable.

(3) Resume: Complete and submit (with your application) the Assignment Interactive Module (AIM). (Go to <https://www.hrc.army.mil/bop>, or the attachment section of this catalog for this form). USAR Officers may use any format with the following information: Name, current rank, mailing address, phone number, email address (civilian and military), brief description of military work experience with dates, education (include type of degree, degree major, dates attended, GPA, name of institution), brief accounting of languages, special skills, interests. Please keep your resume to 1 page or your application will be returned without action.

(4) Letters of recommendation (LOR) (any format): A maximum of two. One LOR must be from the current battalion or brigade commander. Address to "President of the Selection Panel." (Suggestion: if you are applying for more than one program have the recommender recommend you for "Any Broadening Opportunity Program" instead of a specific program.)

(5) Copies of last five evaluation reports (DA Form 67-10-1 or 2)

(6) Memorandum for Record with the following information (any format): grade, name, last four of your SSN, graduate degree GPA, and the following statement: "I understand that if I am selected for the 2024 Rand Arroyo Center Fellowship, I will incur an active-duty service obligation (ADSO) of three days for each day I am in this program and that this ADSO is served consecutively with other civilian ADSOs. I also understand that I must serve an immediate post-Fellowship utilization, as determined by the Army G-8 (Center for Army Analysis) or Army Reserve Career Manager with input from Director, CAA. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection to the 2024 Rand Arroyo Center Fellowship Program."

b. Your nomination will be reviewed by your career branch and HRC, Leader Development Division (OPL-C) for eligibility, availability and derogatory information. You will receive an email stating your status within ten working days from submission.

16-7. Points of Contact

a. ACPC Executive Agent POC is Mr. Mark Young at mark.a.young74.civ@army.mil

b. AC Officers is Mr. Kenneth Mackey at usarmy.knox.hrc.mbx.opmd-nonmelapps@army.mil

c. IMA/IRR/AGR Officers is usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil

Chapter 17

Secretary of Defense Strategic Thinkers Program (STP)

STP graduates participate in a rigorous program of study focused on war and strategy and earn a graduate degree from a contracted university. This is a Secretary of Defense program. The program prepares highly competent officers to perform duties requiring developed strategic thinking capability in order to advise civilian and military senior leaders in Department of Defense, the Joint Staff, and four-star commands. Participating officers come from across the Joint Force and proceed through the curriculum as a cohort. Students explore the relationships between politics and a range of historical and contemporary military operations, from the use of hybrid warfare by small, non-state groups to the threatened use of nuclear weapons.

Studying under world-class scholars and practitioners at the contracted university, students customize a portion of their course of study from over a hundred functional, regional and economic courses to advance their expertise and position themselves for continued professional success. Prominent military leaders throughout DoD work with the military cohort, providing their expertise and perspective on themes of nature and character of war; political objective; unity of effort; strategic and military culture; resourcing, sustainment, force structure; learning and adaptation; operational environment and command and leadership. High-profile theorists and internationally recognized practitioners support STP as guest academics, exposing students to cutting-edge theories and insights that are relevant to the way they understand their military service. The guests provide an unparalleled platform for international engagement with traditional and emerging security partners enrolled in similar graduate level coursework. The curriculum consists of DoD-approved coursework, developed jointly through the Deputy Assistant Secretary of Defense for Force Education and Training (DASD (FE&T)) offices and the contracted civilian university, currently the Johns Hopkins School of Advanced International Studies (SAIS). The curriculum conforms to the academic requirements of the civilian university and its accrediting agency.

STP students participate in two 4-hour seminars each week, for a full academic year. Sessions are run as interactive roundtable seminars using case studies, where all students are rigorously engaged in discussion and debate. Through this framework, students develop and demonstrate strategic thinking proficiencies in critical analysis of design and the conduct of strategy and operations in the broader context of national policy objectives to assist civilian leaders in understanding the art and science of war. They learn how others have operated in unknown environments, dealt with unanticipated challenges, and sought innovative approaches to why, how, when, and where we fight. The curriculum is designed to prepare students with the competencies required to anticipate and adapt to current and future strategic challenges, in order to better inform and assist military and civilian decision-making at all levels. The classroom-based portion consists of four academic courses in customizable co-curriculum format (university student mix) and four academic courses in a military cohort only format, STP. Through the experiential war-gaming portion, students examine historical and contemporary decision-making to gain a better understanding of how strategy and operations have evolved over time and how levels of warfare link together. Students will be required to conduct a strategic assessment, develop a theory of victory, and execute a war plan. Staff rides will focus on important issues of leadership and decision-making that have applications well beyond the field of strategic studies. Students and STP faculty will travel to specific locations to examine historical battles, campaigns, and occasionally entire wars in order to actively engage in a dialogue regarding war and strategy and the inherent costs.

Students earn a Master of International Public Policy

17-2. Selection Process

a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY, will convene selection panels from 12-15 September 2023, to select respective nominees. Primary and alternate nominees will be considered from each component. Officers nominated from the HRC BOP Panel will be presented to the Military Assistant for Training to the ASA (M&RA) (Training, Readiness and Mobilization) for selection. A total of two fellows will be selected to participate in the program. Those selected from their respective panel to move forward, will be notified by HRC and have their records forwarded to ASA (M&RA) (TRM) for consideration and final acceptance decisions at OSD.

b. Applicants will be notified of the HRC Selection Panel results o/a 16 October 2023. Candidates will be notified of the final selection results o/a 15 December 2023. Once applicants have been officially accepted by Johns Hopkins University, HRC will coordinate with the officers to initiate assignment into the program.

17-3. Obligations Incurred

a. Fellows incur an active-duty service obligation of 3 days for each day in this fellowship. This ADSO is served consecutively with other civilian ADSOs, IAW AR 350-100.

b. Fellows must also serve an immediate two-year post fellowship utilization assignment, to be determined by the fellow's career branch, Leader Development Division (HRC) and HQDA G-3/5/7.

c. The stated intent of the utilization assignments is to perform duties requiring developed strategic thinking capability to advise senior leaders, both military and civilian, at OSD, the Joint Staff, and the combatant commands. This is a Secretary of Defense program.

17-4. Fellowship Tenure/Location

a. Fellows will be assigned to the U.S. Army Student Detachment, Fort Jackson, SC w/duty at Johns Hopkins University, Washington, D.C.

b. Classes begin in August 2024 and complete approximately 10-12 months later.

17-5. Eligibility Criteria

a. All COMPOs are eligible for this program however, RC and NGB officers must contact their POCs listed in 17-7 of this chapter for more information, eligibility criteria, and application approval.

b. Army Competitive Category (ACC) Major or Lieutenant Colonel with at least ten years of active duty prior to 30 August 2024

c. Must not have more than 19 years of Active Federal Commissioned Service (AFCS) as of 30 August 2023.

d. Must hold a baccalaureate degree from an accredited degree granting institution.

e. MAJs must be MEL-4 complete with one KD OER at the O3 level.

f. Not be pending any adverse actions, not at risk for promotion or passed over for promotion. to the next grade.

g. Attain an overall ranking in the top twenty percent of their Joint Professional Military Education Phase I class and receive a similarly favorable evaluation in the course of at least one key operational assignment.

h. Be able to complete full fellowship and a two-year immediate post fellowship utilization assignment without interruption.

i. Meet Army height & weight requirements.

j. Have a strong potential for future military service beyond the utilization assignment.

k. Have a strong file, as indicated by last three evaluation report Forms.

l. Demonstrates and serves as an example of the "Warrior Ethos".

m. Not be competing for any other Army-sponsored program, fellowship, or scholarship until selection is made.

n. Must not have been selected for and participated in any of the broadening opportunity programs, listed at <https://www.hrc.army.mil/bop>, within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminars Programs.

17-6. How to apply

a. Not later than 28 July 2023, email the following to usarmy.knox.hrc.mbx.opmd-nonmelapps@army.mil in one "Portable Document Format" (PDF) attachment. Do not attach PDF's inside of PDF's (portfolio format). Subject title of email "Request to compete for the 2023 SecDef Strategic Thinkers Program (STP)." Include the following documents in your PDF:

(1) The Commissioned Officer Broadening Opportunity Application. (Go to <https://www.hrc.army.mil/bop> paragraph 2 or the attachments section of this catalog for the form.)

(2) One page essay stating why you should be selected. Format will be 1-inch margins in 12 point, Arial font and single spaced. Title Essay "Why I Should be Selected". Your grade and name need to be on the essay.

(3) Letters of Recommendation (LOR) (any format). A maximum of two. One LOR must be from current battalion or brigade commander and one must be from previous ILE in-resident faculty advisor. Non-resident applicants may provide a written endorsement from

their reporting senior rater instead of the ILE in-resident faculty advisor.

(4) Two most current DA Form 705 (ACFT) and DA Form 5500 (Body Fat Content), if applicable.

(5) Copy of the Joint Professional Military Education Level 1 certificate and transcript from any Intermediate Level Education (ILE) program previously completed.

(6) Resume: Complete and submit (with your application) the Assignment Interactive Module (AIM). (Go to <https://www.hrc.army.mil/bop>, or the attachment section of this catalog for this form). Resume must be completely filled in.

(7) Copies of the last five evaluation reports (DA Form 67-10-1 or 2)

(8) Clear readable "official" college transcripts (undergrad and grad).

(9) Memorandum for Record with the following information (any format): grade, name, last four of your SSN, graduate degree GPA and the following statement: "I understand that if I am selected for a 2024 SecDef Strategic Thinkers Program, I will incur an active duty service obligation of three days for each day I am in this program and that this ADSO is served consecutively with other civilian ADSOs. I also understand I will be obligated to serve an immediate two-year post fellowship utilization, TBD by ArmyG-3 (DAMO-SSF) & HRC. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection."

b. Your nomination will be reviewed by your career branch and Leader Development Division (OPL-C) for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

17-7. Points of contact.

- a. AC Officers contact Mr. Kenneth Mackey at kenneth.l.mackey2.civ@army.mil
- b. RC Officers contact LTC Rolfe P. Clay at rolfe.p.clay.mil@army.mil or (703) 806-7739
- c. NGB Officers contact Mr. Jim Fritschi at james.j.fritschi.ctr@army.mil or (703) 607-7337

Chapter 18

White House Fellowship

18-1 Program Description

a. Summary: Being a White House Fellow is an honor, a privilege, and a full-time commitment. Army candidates must be well prepared to compete at the national level; each year only 10-15 Fellows are selected from thousands of applications and only 2-4 members of each class are from the military (with no guarantee one will be from the Army). Selection as a White House Fellow is based on a combination of the following criteria: a record of remarkable professional achievement early in one's career, evidence of leadership skills and the potential for further growth, a demonstrated commitment to public service, the skills to succeed at the highest levels of the federal government, and the ability to work effectively as part of a team. The White House Fellowship program discovers these traits first through a detailed application process and letters of recommendation, then (for a continually narrowing field) two rounds of interviews to find the best candidates nationwide. All these qualities combined with the strength of one's character are taken into consideration when selecting a class of White House Fellows. Interested applicants should review the full details of the program and its history at: [https:// www.whitehouse.gov/get-involved/fellows/](https://www.whitehouse.gov/get-involved/fellows/).

b. The goal of the White House Fellowship extends beyond the career progression goals of the Army. The program aims to bring the best and brightest talent in the nation to Washington, DC so that they may experience and participate in the process of government in the Executive Branch; the program expects Fellows to return to their communities and professions to connect policy, leadership, and vision with significant outcomes. This program is much more than how an Army fellow is "broadened" – it is about what an Army fellow returns through greater, more impactful service to the nation.

18-2 Selection Process: The Army considers the application process for the WHF a three stage process.

- a. **PHASE I: Army-level validation**. In this phase your chain-of-command, your

assignments officer, and Human Resources Command ensure: you meet pre-requisites, you have a record of service & potential that makes you competitive for the Fellowship, and (importantly) your career obligations will not be adversely impacted if you are selected as a Fellow in the coming year. The Army application (DA Form 4187) for validation is described below and is due 1 OCT. If you are approved to compete, you will receive the link for the WHF application o/a 17 OCT. (NOTE: You do not need to wait for this link – it is available at the White House website. Candidates are encouraged to start the official WHF application as early as possible. While the WHF application site is open prior to 1 Oct, you will not be authorized to move forward in the process without permission from HRC for Active Competitive Category Office (ACC - Compo 1), NGB for National Guard Officers (Compo 2), and USARC/RPMD for Army Reserve officer (Compo 3).

b. PHASE II: WHF Application. This phase requires a significant investment of time in order for you to succeed. HRC will facilitate coaching for candidates in Phase II and beyond by providing your name to an Army WHF Program Champion (an active duty, former WHF who will ensure all candidates are linked with a former WHF for coaching).

The WHF application is due 1 FEB, so you and your coach will have at least three months to build the best possible application.

c. PHASE III: Advancing to Regionals and Nationals. The White House Fellowship office (not the Army) makes the first cut after a thorough reading of WHF applications; thousands of applications are screened down to approximately 150 candidates who are subsequently invited to interviews at a Regional Selection Panel. In normal times, this step requires 3-day travel to a designated city in the U.S. in the March/April timeframe. During COVID travel restrictions, interviews were conducted virtually; however, that has been the only exception for travel – officers in the past have returned from overseas to attend Regional interviews. The Regional Selection Panels winnow the field down to approximately 30 National Finalists who are invited to a Selection Weekend in/around Washington, DC in the June timeframe. After nearly three days of interviews and interaction, the President's Commission on White House Fellows selects 10- 14 candidates as the next class of White House Fellows. Each new class reports to Washington, DC in August.

18-3. Fellowship Tenure/Location

a. All Fellows will be assigned to the U.S. Army Student Detachment, Fort Jackson, SC w/duty at the President's Commission on White House Fellowship's, 712 Jackson Place, NW, Washington, DC 20503. (Note: the Director of the President's Commission on White House Fellowships will determine where fellows are placed during their fellowship tenure.)

b. This fellowship begins August 2024 and completes 12 months thereafter. In only rare circumstances may a Fellow depart the program early; such early withdrawal is usually limited to weeks and requires a formal letter to the White House requesting early release. Candidates must prepare for an entire 12-month tour, without exception; your professional timeline is therefore a key criterion used by HRC when advancing you to PHASE II of the process.

18-4. Obligations Incurred

a. Fellows incur a three year active duty service obligation (ADSO), IAW AR 350-100, served consecutively with other civilian ADSOs.

b. Post fellowship assignment will be determined by fellow's career branch. Currently, there is no directed utilization for former White House Fellows; however, the Army is pursuing active management of former fellows to capitalize upon the experience gained in service within the Executive Branch.

18-5. Eligibility Criteria

a. There is no rank requirement to apply. To be most competitive, however, candidates should have notable organizational leadership that normally is attained by **Captains- Lieutenant Colonels, CW3-CW5, and senior NCOs (E7 and above)**. Any Soldier applying will be considered and coached toward the best possible application.

b. AC officers must not have more than 19 Active Federal Commission Service (AFCS)

years as of August 2024. AC Warrant Officers must not have more than 24 Active Warrant Officer Service (AWOS) years as of August 2024. Other than AC Warrant Officers must not have more than 16 Active Federal Service (AFS) years as of August 2024. Reservists must have a Mandatory Removal Date (MRD) of 1 September 2026 or later and NCOs must have an End Term of Service (ETS) date not earlier than 1 September 2028.

c. MAJs must be ILE complete. Warrants in the rank of CW2 (P) and CW3 must be a graduate of the Warrant Officer Advanced Course. Warrants in the rank of CW4 must be a graduate of the Warrant Officer Staff Course. Warrants in the rank of CW5 must be a graduate of the Warrant Officer Senior Staff Course.

d. All candidates must be able to start fellowship August 2024 and be able to complete full fellowship without interruption.

e. Candidates must meet current Army height and weight requirements.

f. Each candidate must hold a baccalaureate degree (minimum) at the time of application.

g. Candidates must be able to hold a TS/SCI clearance (if not already holding such a clearance, each candidate will undergo an investigation before being selected as a White House Fellow).

h. Candidates must not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.

18-6. How to apply

a. Not later than 1 October 2023, email a DA Form 4187, signed by an O5 Commander, to your assignments officer/NCO, along with your most recent ACFT scorecard (and/or acknowledgment in the DA Form 4187 that you meet the current standards of fitness).

b. Your assignments officer/NCO and the Leader Development Division of HRC will review and validate the DA Form 4187 and accompanying material. If you meet established criteria and are competitive to proceed, you will receive concurrence within 10 working days of receipt of your paperwork.

O/A 1 NOV you will be contacted by a former White House Fellow who will offer coaching and assistance with the subsequent work of completing the official application.

18-7. Points of contact

a. AC Officers - Mr. Kenneth Mackey at kenneth.l.mackey2.civ@army.mil or usarmy.knox.hrc.mbx.opmd-nonmelapps@army.mil.

b. Noncommissioned officers (NCOs): usarmy.knox.hrc.mbx.epmd-strategic-broadening-manager@mail.mil.

c. Army National Guard – MAJ Mitch Graham at Mitchell.h.graham.mil@mail.mil.

d. Reserve Component Officers (TPU) - usarmy.usarc.arcg.mbx.cmo-mi@army.mil

e. Reserve Component Officers (IMA/IRR/AGR) - usarmy.knox.hrc.mbx.rpmd-omd-sab@mail.mil

Appendix - DA Form 4187 (Personnel Action) Procedures

1. Instructions and information required to complete the DA Form 4187.

BLOCK 1 Type the address of the approver that will sign/endorse your da form 4187 requesting to compete.

BLOCK 2 Type in AHRC, 1600 Spearhead Division Ave, Fort Knox, KY 40122.

BLOCK 3 Your military address.

BLOCK 4 Your last name, first name, middle initial.

BLOCK 5 Your current grade/rank and career field/military occupational series.

BLOCK 6 Your social security number.

BLOCK 7 Leave blank.

BLOCK 8 Check line titled "other" and type in BOP

BLOCK 9 Hand sign or electronically sign this block with your signature.

BLOCK 10 Type in the date you are signing your da form 4187 requesting to compete.

****SECTION IV REMARKS**** Each program has unique information required for this field on the DA Form 4187. Find your specific program below in paragraph 2 for the information required for this field.

BLOCK 11 Your chain of command colonel or higher must recommend approval for you to submit your request to compete.

BLOCK 12 Type approver's signature block.

BLOCK 13 Approver must hand sign or electronically sign this block.

BLOCK 14 Type in the date the approver signs this form.

2. Specific information requirements for Section IV, DA Form 4187.

a. The required information for Section IV, DA Form 4187, are only for the following Broadening Programs: Army Congressional Fellowship

SECTION IV REMARKS

(1) I request permission to compete for the (insert specific name of program(s) you wish to compete for). ****If you are competing for multiple programs list in order of preference**

(2) My email address is:.....

b. The required information for Section IV, DA Form 4187, are only for the following Broadening Programs: White House Fellowship

SECTION IV REMARKS

(1) I request permission to compete for the 2019 White House Fellowship Program. I also understand I cannot apply for any other Broadening Opportunity Program listed at <https://www.hrc.army.mil/bop> until selection is made.

(2) My email address is:.....