

U.S. Army Human Resources Command

# Broadening Opportunity Program Catalog Fiscal Year 2025



**BOP Management:**  
Advanced Education Programs Branch (AEPB),  
Force Alignment and Development Division (FADD),  
Force Shaping Directorate (FSD),  
U.S. Army, Human Resources Command (AHRC)  
Ft. Knox, KY 40122  
Approved: 31 May 2024

# ***SUMMARY of CHANGE***

Broadening Opportunity Program (BOP) Catalog

This major revision, dated – 31 May 2024:

- Updates the HRC Directorate and Division name and office symbols.
- Updates Points of Contact.
- Updates student assignment DUICs to reflect IPPS-A assignment requirements.
- Details Advanced Civil Schooling (ACS) packet requirements for selected applicants.
- Rescission of the skill identifier, 6Z, for the Harvard Strategist Program.
- Removed CGSC Interagency Fellowship Program.
- Adds two new programs: Defense Advanced Research Projects Agency (DARPA) Fellowship and Ted Stevens Center for Arctic Security Studies (TSC) Fellowship, pending final program approval but accepting applications.

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## Chapter 1 - Important Dates

Program	HRC Selection Panel	Eligible to Apply	Application Suspense Date	Notification of Results (o/a)	ACS Packet Due to Branch (o/a)	Anticipated Report Date (o/a)
Artificial Intelligence Scholar Program	10–13 Sep 24	AC 1LT/CPT/MAJ	26-Jul-24	14-Oct-24	28-Feb-25	7-Jul-25
Asia-Pacific Center for Security Studies Fellowship	10–13 Sep 24	RC-AGR MAJ, LTC	26-Jul-24	14-Oct-24	NA	15-Jul-25
Association of the U.S. Army (AUSA) Fellowship	10–13 Sep 24	AC/RC-AGR MAJ, LTC	26-Jul-24	14-Oct-24	NA	15-Jul-25
Defense Advanced Research Projects Agency (DARPA) Fellowship	10–13 Sep 24	AC/RC-AGR MAJ, LTC	26-Jul-24	14-Oct-24	NA	15-Jun-25
George C. Marshall European Center for Security Studies Fellowship	10–13 Sep 24	RC-AGR MAJ, LTC	26-Jul-24	14-Oct-24	NA	8-Aug-25
MG James M. Wright, MBA Program	10–13 Sep 24	AC CPT, MAJ	26-Jul-24	14-Oct-24	28-Feb-25	7-Jul-25
Olmsted Scholar Program	10–13 Sep 24	AC CPT, MAJ	26-Jul-24	Phase 1: 14-Oct-24 Final: Mar-25	NA	Summer/Fall 2025
Purdue University Military Research Initiative (PMRI)	10–13 Sep 24	AC CP, MAJ	26-Jul-24	14-Oct-24	11-Apr-25 <sup>+</sup>	Aug-25
Rand Arroyo Center Fellowship	NA	AC/RC-AGR MAJ, LTC	26-Jul-24	Phase 1: 15-Aug-24 Final: 14-Oct-24	NA	between 15-Jul and 1-Aug-25

Program	HRC Selection Panel	Eligible to Apply	Application Suspense Date	Notification of Results (o/a)	ACS Packet Due to Branch (o/a)	Anticipated Report Date (o/a)
SecDef Strategic Thinkers Program	10–13 Sep 24	All Components MAJ, LTC	26-Jul-24	Phase 1: 14-Oct-24 Final: 15-Dec-24	11-Apr-25 <sup>+</sup>	Aug-25
Ted Stevens Center for Arctic Security Studies (TSC) Fellowship	10–13 Sep 24	AC-MAJ, LTC	26-Jul-24	14-Oct-24	NA	15-Jul-25
White House Fellowship	NA	All Components CPT- LTC, WOs, NCOs	1-Oct-24	Phase 1: 1-Nov-24 Regional Finalist: Mid Mar-25 National Finalist: Early May-25 Final Selection: Mid-Jun-25	NA	25-Aug-25
Army Congressional Fellowship	6-9 May 25	AC/RC/ARNG E8-E9, WO, CPT/MAJ	21-Mar-25	Phase 1: 13-Jun-25 Final: 15-Sep-25	3-Oct-25	15-Mar-26
GEN Omar N. Bradley JCS/OSD/ARSTAF Fellowship	6-9 May 25	AC CPT	21-Mar-25	13-Jun-25	27-Feb-26	May-26
GEN Wayne A. Downing Scholarship	6-9 May 25	AC CPT/MAJ	21-Mar-25	Phase 1: 13-Jun-25 Final: 31-Aug-25	27-Feb-26 <sup>+</sup>	Summer 26
Harvard Strategist Program	NA	AC/RC/ARNG CPT/MAJ	1 Jun-25	2-Sep-25	27-Feb-26	Jul-26

+modified version

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

\***RC-AGR** = Reserve Component Active Guard Reserve

## Chapter 2 - General Guidance

**2-1. Non-Eligibility.** 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 attended a BOP within the last ten years (does not include the 90-day Defense Advanced Research Projects Agency (DARPA) Service Chiefs' Fellows Program (SCFP), the HQDA Strategic Broadening Seminars, or Training With Industry (TWI) Program).
- d. Have adverse actions pending, at risk for promotion, or passed over for promotion to the next grade.
- e. Currently on PCS orders with a report date prior to or within two months after the "on or about" selection panel date.

**2-2. Minimum Requirements.** All applicants must:

- a. Be able to complete full fellowship, applicable utilization tour, and active duty service obligation.
- b. Meet Army height & weight requirements.
- c. Have potential for future military service and be in good standing; not pending any adverse actions.
- d. Demonstrate and serve as an example of the "Warrior Ethos."
- e. Have concurrence from their Branch/Career Manager to compete.

**2-3. Supporting Documents.** Attached to this catalog you will find various supporting documents that are required as part of your application, or if selected for one of the broadening opportunities. Please review all the attachments before completing your application.

**2-4. Application Packet Requirement.** The application packet(s) 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. RC Officers must indicate RC-AGR, RC-TPU, RC- IMA, or RC-IRR on their application (as applicable). Applications will be reviewed by your career branch and Force Alignment and Development Division (FADD), Advanced Education and Programs Branch (AEPB).

**2-5. HRC Broadening Opportunity Application.** All application submissions will use the HRC Broadening Opportunity Application form, found in the supporting documents of this catalog, or at: <https://www.hrc.army.mil/content/BOP> (CAC login is required.) If you are applying for more than 1 program, you may use the same application with each submission, indicating your preference for all programs applied. Please note, some

programs do not allow applying for other programs simultaneously, please review the guidance for each program before completing the application.

**2-6. Required Documents for All Programs.** All application packets must include, in this order:

- a. HRC Broadening Opportunity Application, attached to this catalog.
- b. Most current DA Form 705 (ACFT) and, only if applicable, DA Form 5500/5501 (Body Fat Content Worksheet).
- c. Resume. Please use BOP Applicant Self-Professed Knowledge, Skills & Behaviors template attached to this catalog. Do not submit the IPPS-A Solider Talent Profile, as it contains a photo that cannot be used during the selection panel.
- d. Letters of Recommendation. Minimum of one letter of recommendation required and must be from a current battalion, brigade commander, or equivalent level civilian. Additional LORs may be required, review guidance for each program, maximum 3 LORs total. LORs may be in any format, addressed 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.)
- e. The last five (5) copies of Evaluation Reports (DA Form 67-10-1 or 2, 1059-1, 2166-9, as applicable.) Evaluations, not uploaded to IPERMS, will not be accepted. Please do not include Draft ERs in your packet. Approximately a week prior to the panel, all ERs in iPERMS will be added to your panel file.
- f. All college transcripts, both undergraduate and graduate courses completed. Scans or digital copies are fine; official transcripts will be sent directly to the university, if selected. Degrees must be annotated in IPPS-A, including funding source.

**2-7. Additional AMHRR Requirements.** Applicants are responsible to ensure their IPERMs account is updated to include copies of all college transcripts and current official photo, as needed. Applicants should also ensure their IPPS-A Person Profile is updated to reflect current qualifications and skills, such as DLAB test scores.

**2-8. No Additional Programs.** Only the programs listed in this catalog will be considered.

**2-9. Late Applications.** 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.

**2-10. AGR Selection.** 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.

**2-11. Intermediate Leadership Education (ILE) AOC.** The following Broadening Opportunity Programs (BOP) are AOC credentialing, IAW 350-1, participating in these programs, makes you ineligible to attend resident CGSC:

- a. General Omar N. Bradley (JCS/OSD/ARSTAF) Fellowship Program
- b. Army Congressional Fellowship Program
- c. Olmsted Scholar Program
- d. General Wayne A. Downing Scholarship Program
- e. Major General (R) James M. Wright Memorial MBA Program

2-12. 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. DA Form 2125 should be submitted to your Training Agency POC and AEPB after each semester.

**2-13. AEPB Policies and Procedures.** Review the current AEPB Policies and Procedures handbook for additional information on participation requirements.

Handbook can be found online at:

<https://www.hrc.army.mil/content/Officer%20Advanced%20Education%20Programs>.

## Chapter 3 - Artificial Intelligence Scholar Program

### 3-1. Program Description

The Army Artificial Intelligence Integration Center (AI2C) offers two scholarship programs; a Doctor or Philosophy (PhD) degree program and Graduate/Masters degree program. The two programs together comprise the Army Artificial Intelligence Scholar Program (AISP). The AISP produces officers who possess the knowledge, skills, and expertise needed to leverage AI applications and to deliver AI solutions at speed enabling Army missions.

a. The AISP PhD Program is a competitive, 36-month program at Carnegie Mellon University (CMU) for exceptionally qualified Active Component officers. The PhD program also requires officers to serve a three-year follow-on utilization tour assignment in the AI2C, Artificial Intelligence (AI) Factory, Pittsburgh, PA, or at a location at the direction of the Director AI2C and Army Futures Command (AFC). Additionally, a PhD is a research degree and the highest level of academic qualification. The purpose of an AISP PhD is to train the officer to conduct independent research in AI or related fields. An AISP PhD graduate is expected to extend the body of AI knowledge, apply cutting edge AI research to Army problems, and lead development of Army AI plans and proofs of concept.

b. The AISP Graduate Degree is a highly competitive, 20-23-month graduate degree program for Active Component officers focused primarily on senior first lieutenants and junior captains, but senior captains and majors may apply. The program requires officers to serve a two-year follow-on utilization tour in the AI2C AI Factory, or at a location at the direction of the AI2C Director. 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.

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 at CMU: <https://www.heinz.cmu.edu/programs/information-systems-management-master/16-month> (of note, the AISP adaption of this program spans 20-22 months).

(2) Master of Computational Data Science (MCDS). Located at the School of Computer Science (SCS) at CMU: <https://mcds.cs.cmu.edu> (applicants shall direct attention to the concentration in Systems and are encouraged to dual track with Analytics or Human-Centered Data Science).

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

(4) Master of Artificial Intelligence Engineering: [Masters of AI Engineering - College of Engineering at Carnegie Mellon University \(cmu.edu\)](https://www.cmu.edu/engr/ai-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 have applied for this program to the Army Futures Command (AFC) Proponent Manager, AI2C at the time of submission. The AFC AI2C Proponent Manager convenes a selection panel and recommends an order-of-merit list for the CMU Academic Success Assessment IOT determine candidate admissibility to AISP approved institutions. The AI2C Director approves final applicants for HRC selection panel NLT 30 August 2024.

b. The U.S. Army Human Resources Command (HRC), Fort Knox, KY selection panel will convene 10-13 September 2024. Candidates are notified of their tentative selection, o/a 14 October 2024 and will begin the university application process.

c. Once the candidates have received official acceptance to the University, they must submit an ACS packet through their branch to HRC Force Alignment and Development Division (FADD), Advanced Education and Programs Branch (AEPB).

d. Upon approval of their ACS packet, AEPB 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.

e. Officers selected to participate in the MCDS and MISM-BIDA programs shall report to Pittsburgh, PA o/a 7 July 2025.

### **3-3. Obligations Incurred**

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

b. Following graduation, officers will serve an immediate 2-year (24-month) utilization for the Graduate Degree or a 3-year (36-month minimum) utilization for the PhD program at the AI2C AI Factory in Pittsburgh, PA, or at a location approved or directed by the AI2C Director.

### **3-4. Scholarship Tenure/Location**

a. Officers will be assigned to either CMU, Pittsburgh, PA (W30U3N) or University Wisconsin-Madison, Madison, WI, (W30U4P) and managed by U.S. Army Student Detachment, Fort Jackson, SC.

b. The AISP Graduate Degree Program begins on or about July 2025 with completion approximately 22 months thereafter (May 2027).

c. The AISP PhD Program begins July 2025 with completion approximately 36 months thereafter (May 2028).

### **3-5. Eligibility Criteria**

a. Be an Active Component officer in the grades of first lieutenant, captain, or major the following basic branches: Adjutant General, Air Defense, Armor, Chemical, Civil Affairs, Cyber, Engineer, Field Artillery, Finance, Infantry, Logistics, Military Intelligence, Military Police, PSYOPs, Signal, and Special Forces. Exceptions to policy regarding component, branch, and rank eligibility may be considered for exceptionally qualified applicants.

b. Preferred: Have taken the graduate record exam (GRE) or graduate management admission test (GMAT) within five years from September 2025, even if officer has an existing graduate degree.

c. Have a baccalaureate degree in Computer Science or other science, technology, engineering, or math discipline and grade point average (GPA) of 3.3 or better. Exceptions to degree and GPA requirements will be considered only for otherwise exceptional candidates and require approval of Director, AI2C.

d. Not have a graduate degree paid for by the U.S. Army except as noted in paragraph g below. 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. Ensure degree and funding source is present in IPPS-A.

e. AISP Masters Degree graduates are eligible to apply to the AISP PhD program as a continuation of the AISP after completion of initial AISP utilization tour requirements. While the AISP Masters Degree graduates are the preferred candidate for the AISP PhD program, otherwise eligible officers are encouraged to apply to the AISP PhD opportunity. Exceptions to policy for these criteria resides with Director, AI2C.

f. Must meet prerequisites as outlined by the university websites and gain acceptance to the AI2C directed program(s). Strong computer science skills are desired, and higher math and analytic skills are required.

g. Must currently hold, or be eligible for, a Top Secret Security Clearance.

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

i. Meet requirements in chapter 2-2.

### **3-6. How to Apply**

a. Submit application packet, no later than 26 July 2024, via email titled: "Request to Compete for the FY 2025 Artificial Intelligence Scholar Program" to [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil). Include the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) Academic Evaluation Reports (DA Form 67-10-1 or 2, DA Form 1059-1), received over the past five (5) years.

(3) Copy of official GRE or GMAT scores.

(4) Academic letter(s) of recommendation (LOR) (any format), max of two.

Academic LORs may be from any current professor or PhD in associated program field.

(5) Memorandum for Record, signed, with the following information (any format): grade, name, IPPS-A Employee ID, undergraduate institution, baccalaureate degree overall GPA and major GPA, graduate institution and graduate degree GPA (if applicable), GRE scores (verbal/quantitative/analytical), and the following statement:

*"I understand that if I am selected for an AISP Artificial Intelligence Scholarship, I will incur and complete 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 tour for graduate degree or three-year utilization tour for PhD, at the AI2C AI Factory, Pittsburgh, PA or as directed by Director AI2C, and 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. Except to a designated AI/ML Functional Area, or by the expressed and written consent of the Director, AI2C, 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 or 36-month utilization assignment."*

b. Your nomination will be reviewed by your current branch and AEPB, for eligibility, availability, and screening for derogatory information.

### **3-7. Timeline**

- a. Last day to submit request to compete to AEPB: 26 July 2024.
- b. Applications approved by HRC are sent to AI2C to conduct Academic Success Assessment. AI2C then notifies HRC of finalized list of cohort scholars for inclusion in HRC panel NLT 30 August 2024.
- c. HRC conducts selection panel and notifies candidates and AFC AI2C POC of the HRC selection panel results and confirms candidate acceptance o/a 14 October 2024.
- d. Once accepted to the University, officers will submit ACS packet to HRC to initiate the orders process.
- e. Report date will be o/a 7 July 2025, but could vary slightly depending on program requirements and personal situations.

### **3-8. Points of Contact**

- a. Jacqui M. Coffman, AFC, AI2C, Workforce Development, at [jacqueline.m.coffman.civ@army.mil](mailto:jacqueline.m.coffman.civ@army.mil), or AFC, AI2C, Workforce Development Branch Chief, LTC Mike Michell at [Michael.A.Michell2.mil@army.mil](mailto:Michael.A.Michell2.mil@army.mil) or [usarmy.pittsburgh-pa.afc-ai2c.mbx.workforce-development@army.mil](mailto:usarmy.pittsburgh-pa.afc-ai2c.mbx.workforce-development@army.mil).
- b. HRC BOP Manager, at: [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil)

## **Chapter 4 - Asia-Pacific Center for Security Studies Fellowship**

### **4-1. 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.

### **4-2. Selection Process**

The U.S. Army Human Resources Command (HRC), Fort Knox, KY selection panel will convene 10 – 13 September 2024 to select two fellows. Applicants will be notified of the results o/a 14 October 2024.

### **4-3. Obligations Incurred**

- a. IAW 350-100, fellows incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education ADSOs.
- b. Fellows must also serve an immediate two-year post fellowship utilization, TBD by HRC in coordination with Headquarters Department of the Army (HQDA) G-3/5/7. If Army requirements support, the goal of the utilization tour is to ensure officers serve within their area of fellowship focus.

### **4-4. Fellowship Tenure/Location**

- a. All Fellows will be assigned to the Asia-Pacific Center for Security Studies, 2058 Maluhia Road, Honolulu, Hawaii 96815-1949 (W30U7U) and managed by the U.S. Army Student Detachment, Fort Jackson, SC.
- b. All will report between 15 July 2025 and 15 August 2025.

### **4-5. Eligibility Criteria**

- a. Be a RC-AGR major or lieutenant colonel.
- b. Have a mandatory removal date of 1 September 2029 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. Had a physical within the last five years.
- g. 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.)
- h. Meet requirements in chapter 2-2.

#### 4-6. How to Apply

a. Submit application packet, no later than 26 July 2024, via email titled: "Request to compete for the FY 2025 Asia-Pacific Center for Security Studies Fellowship" to [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil). Include the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) Memorandum for Record, signed, with the following information (any format): grade, name, IPPS-A Employee ID, graduate degree GPA and the following statement:

*"I understand that if I am selected for the FY 2025 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 and U.S. Army Human Resources Command (HRC.) I authorize HRC to release all documents to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program."*

(3) If you are also applying for the AUSA Fellowship and/or the George C. Marshall European Center for Security Studies, you must provide a statement (any format) titled: "Applying for More Than One Broadening Opportunity Program," and include your name, grade, and 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."*

b. Your application will be submitted to the RPMD Talent Management Division (TMD) and reviewed by your career branch for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission. TMD will forward approved applications to Force Alignment and Development Division (FSF-OE) for inclusion in the HRC Selection Panel.

#### 4-7. Points of Contact

a. LTC Ben Choe, HQDA DCS G-3-5-7 at [ben.h.choe.mil@army.mil](mailto:ben.h.choe.mil@army.mil)

b. DKI APCSS: COL Matthew Kent at [matthew.r.kent2.mil@mail.mil](mailto:matthew.r.kent2.mil@mail.mil)

c. RPMD Talent Management Division (TMD): [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil)

## **Chapter 5 - Association of the United States Army (AUSA) Fellowship**

### **5-1. 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 with the Institute of Land Warfare (ILW) 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 ILW's many forums and professional development venues.

### **5-2. Selection Process**

The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection panel will convene 10 – 13 September 2024 to select one fellow. Applicants will be notified of the results o/a 14 October 2024.

### **5-3. Obligations Incurred**

- a. IAW 350-100, fellows incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education ADSOs.
- b. There is no post fellowship utilization.

### **5-4. Fellowship Tenure/Location**

- a. All Fellows will be assigned to the AUSA Institute of Land Warfare, 2425 Wilson Blvd, Arlington, VA 22201 (W30UC4), managed by the U.S. Army Student Detachment, Fort Jackson, SC.
- b. Fellowship begins o/a 15 July 2025 and completes nine to twelve months later.

### **5-5. Eligibility Criteria**

- a. Be an AC or 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 2025.
- d. RC-AGR officers must have a mandatory removal date (MRD) of 1 September 2030 or later.
- e. Recommended to 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.
- f. 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.)
- g. Meet requirements in chapter 2-2.

## 5-6. How to Apply

a. Submit application packet, no later than 26 July 2024, via email titled: "Request to compete for the FY 2025 AUSA Fellowship." Include the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) Memorandum for Record, signed, with the following information (any format): grade, name, IPPS-A Employee ID, baccalaureate degree GPA, graduate degree GPA (if applicable), and the following statement:

*"I understand that if I am selected for the 2025 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 an AUSA Fellow."*

(3) 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, you must provide a statement (any format) titled: "Applying for More Than One Broadening Opportunity Program," include your name, grade, and 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."*

b. AC Officers submit your application to [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil). Nominations will be reviewed by your career branch manager and Force Alignment and Development Division (FADD), Advanced Education and Programs Branch (AEPB) for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

c. AGR Officers submit your application to [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil). Nominations will be reviewed by RPMD Talent Management Division (TMD) and your career branch manager eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission. TMD will forward approved applications to AEPB for inclusion in the HRC selection panel.

## 5-7. Points of Contact

a. LTC Ben Choe, HQDA DCS G-3-5-7 at [ben.h.choe.mil@army.mil](mailto:ben.h.choe.mil@army.mil)

b. AC Officers is HRC BOP Manager, at: [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil).

c. RC/AGR Officers is RPMD Talent Management Division (TMD), at: [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil)

## **Chapter 6 - Defense Advanced Research Projects Agency (DARPA) Fellowship (pending final program approval, but accepting applications)**

### **6-1. Program Description**

The DARPA Fellowship is a 1-year accelerated learning and immersion program that builds cohorts of military officers able to think strategically, communicate in interdisciplinary ways, and collaborate across government and the joint force in order to drive innovation in support of the warfighter. Fellows will work across multiple DARPA technical offices to identify breakthrough technologies to create or prevent strategic technological surprise. Fellows will be expected to work closely with DARPA program managers (O6 equivalent) to launch new multi-year/multi-million dollar programs that will change Army and Joint paradigms of warfighting. The program seeks candidates with an exceptional performance record; insatiable intellectual curiosity; expert (and patient) ability to convey operational experiences to scientific audiences; and have a passion for pushing the boundaries of science and technology. Army officers accepted as a DARPA Fellow will join a cohort of top tier representatives from across the Joint Force and will join an alumni network that can be leveraged at all stages of ones career. Fellows will have the opportunity to travel internationally in support of DARPA efforts and collaborate with academic, defense industry, and non-profit performers who conduct DARPA-funded research. Through this fellowship, officers will develop an enhanced understanding of the science and technology enterprise that supports critical national security initiatives across the Department of Defense, while enabling a strategic partnership between the Army and DARPA.

### **6-2. Selection Process**

a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY will forward officer applications to the Proponent Manager at the time of their submission. The Proponent Manager will review and recommend an order-of-merit list for HRC selection panel NLT 30 August 2024.

b. The U.S. Army Human Resources Command (HRC), Fort Knox, KY selection panel will convene 10-13 September 2024. Applicants will be notified of the results o/a 14 October 2024.

c. Selected candidates may be interviewed by the Senior Army Advisor to the DARPA Director. As the senior rater, the DARPA Director (politically appointed SES3) has the option to interview as well.

### **6-3. Obligations Incurred**

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

b. Fellows must also serve a two-year post-broadening fellowship utilization assignment at the discretion of HRC 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 DARPA programs and relationships to help shape policy, inform modernization decisions at

Army Futures Command, or rapidly integrate technologies to support operational requirements. Command and directorate-level leadership positions also satisfy the utilization requirement.

#### **6-4. Fellowship Tenure/Location**

- a. Fellows will be assigned to DARPA located in Arlington, Virginia (W30UC4) and managed by the U.S. Army Student Detachment, Fort Jackson, SC.
- b. Fellowship begins o/a 15 June 2025 for a duration not to exceed 12 months.

#### **6-5. Eligibility Criteria**

- a. AC or RC-AGR major or lieutenant colonel.
- b. Must have a graduate degree in STEM from an accredited university.
- c. Possess a minimum security clearance of SECRET, but a final DoD-CAF adjudicated TOP SECRET clearance with access to SCI is desired.
- d. Must successfully be 'Key Development Assignment' complete IAW DA Pam 600-3 and MOS requirements for current grade.
- e. Candidates with prior experience in capability development, innovation, and technology roles are highly encouraged to apply.
- f. Intermediate Level Education (ILE) complete at the time of application.
- g. Applicants must not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.
- h. Meet requirements in chapter 2-2.

#### **6-6. How to Apply**

- a. Submit application packet, no later than 26 July 2024, via email titled: "Request to Compete for the FY25 DARPA Fellowship Program" to [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil). Include the following documents in your PDF:
  - (1) All documents as outlined in chapter 2-6.
  - (2) Memorandum for Record, signed, with the following information: grade, name, and the following statement:  
*"I understand that, if I am selected for a DARPA 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."*
- b. Your nomination will be reviewed by your career branch and Force Alignment and Development Division, Advanced Education and Program Branch (AEPB) 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. DARPA – Mr. Charles Gray, Military & Joint Matters, at: [charles.gray.ctr@darpa.mil](mailto:charles.gray.ctr@darpa.mil).
- b. HRC BOP Manager, at: [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil).

## **Chapter 7 - George C. Marshall European Center for Security Studies Fellowship**

### **7-1. Program Description**

The George C. Marshall European Center for Security Studies (GCMC) is a key instrument of German-American cooperation that works to create a more stable security environment by advancing democratic values and relationships; promoting active, peaceful, whole-of-government approaches to address strategic, transnational, and regional security challenges; and creating and enhancing enduring partnerships worldwide. 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 allies and partners today and, in the years, ahead. Fellows enhance their general understanding of international and security affairs, while developing specific 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 Fellows are expected to conduct regional orientation travel, and to research security topics for possible publication. The Fellows may also participate in distinguished military and academic visits to GCMC.

### **7-2. Selection Process**

The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection panel will convene 10 – 13 September 2024 to select fellow(s). Applicants will be notified of the results o/a 14 October 2024.

### **7-3. Obligations Incurred**

- a. IAW 350-100, fellows incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education ADSOs.
- b. Fellows must also serve an immediate two-year post fellowship utilization, TBD by HRC.

### **7-4. Fellowship Tenure/Location**

- a. All Fellows will be assigned George C. Marshall European Center for Security Studies, Unit 24502, APO AE 09053 (Garmisch, Germany) (W30U8N), managed by the U.S. Army Student Detachment, Fort Jackson, SC.
- b. All will report between NLT 8 August 2025.
- c. Please note that fellows will have to use Tricare Remote Locations (no US healthcare facilities are in the local area).

### **7-5. Eligibility Criteria**

- a. RC-AGR major or lieutenant colonel.
- b. RC-AGR officers must have a mandatory removal date of 1 September 2029 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. Had a physical within the last five years.

g. 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.)

h. Meet requirements in chapter 2-2.

## **7-6. How to Apply**

a. Submit application packet, no later than 26 July 2024, via email titled: "Request to compete for the FY25 George C. Marshall European Center for Security Studies Fellowship to [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil). Include the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) Memorandum for Record, signed, with the following information (any format): grade, name, IPPS-A Employee ID, graduate degree GPA, and the following statement:

*"I understand that if I am selected for the FY 2025 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 and U.S. Army Human Resources Command (HRC). I authorize HRC to release all documents to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program."*

(3) If you are also applying for the AUSA Fellowship and/or the Asia-Pacific Center for Security Studies Fellowship, you must provide a statement (any format) titled: "Applying for More Than One Broadening Opportunity Program," and include your name, grade, and 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."*

b. Your application will be submitted to the RPMD Talent Management Division (TMD) and reviewed by your career branch for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission. TMD will forward approved applications to Force Alignment and Development Division, Advanced Education and Program Branch (AEPB) for inclusion in the HRC Selection Panel.

## **7-7. Points of Contact**

a. LTC Ben Choe, HQDA DCS G-3-5-7 at [ben.h.choe.mil@army.mil](mailto:ben.h.choe.mil@army.mil)

b. Program: COL Matt Neumeyer, Department of Strategic Security Studies at [Matthew.Neumeyer@marshallcenter.org](mailto:Matthew.Neumeyer@marshallcenter.org).

c. Applications: RPMD Talent Management Division (TMD) at [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil)

## **Chapter 8 - MG James M. Wright Masters of Business Administration (MBA) Program**

### **8-1. Program Description**

The MG (R) James M. Wright MBA Program is a competitive, 13-month accelerated MBA degree program at the William & Mary (W&M) Raymond A. Mason School of Business for Active Component key developmental (KD)-qualified CPTs year group (YG) 2017 and younger, and KD-qualified MAJs YG 2011 and younger at the time of application to HRC, from the following basic branches: Adjutant General, Air Defense, Armor, Aviation, Chemical, Civil Affairs, Cyber, Engineer, Field Artillery, Finance, Infantry, Logistics, Military Intelligence, Military Police, PSYOPs, Signal, and Special Forces. The program requires selected officers to serve in a minimum two year follow-on utilization broadening assignment at either: Headquarters, U.S. Army Training and Doctrine Command (TRADOC), Fort Eustis, VA; U.S. Army Center for Initial Military Training, Fort Eustis, VA; U.S. Army Combined Arms Center, Fort Leavenworth, KS; Futures & Concepts Center (FCC), U.S. Army Futures Command (AFC), Fort Eustis, VA. The MBA portion of the program requires a capstone project that puts students to work on a specified project for an Army organization under the counsel of a faculty member and general officer/senior executive from the sponsoring organization. The MG (R) 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.

### **8-2. Selection Process**

a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY selection panel will convene on 10 – 13 September 2024 to establish an order of merit list. HRC will notify TRADOC and candidates of panel results o/a 14 October 2024. Candidates must indicate program acceptance prior to moving to next step.

b. Selected candidates will immediately apply on-line (not later than 11 November 2024) 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 2025. 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.)

c. The Raymond A. Mason School of Business will make their admissions decision not later than 15 December 2024 and notify the candidates, TRADOC, and HRC.

d. After W&M has accepted approved officers into the MBA program, Applicants

must submit ACS packet for funding allocation to Force Alignment and Development Division (FSF-OE). Once the ACS packet has been approved, HRC will start the assignment process.

e. 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 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 recoument of the money spent to date from the officer.

### **8-3. Obligations Incurred**

a. IAW 350-100, 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 24-month utilization tour at either Headquarters, TRADOC, Fort Eustis, Virginia or Futures & Concepts Center (FCC), U.S. Army Futures Command (AFC), Fort Eustis, Virginia. Utilization assignment location/position will be determined by Headquarters, TRADOC.

### **8-4. Scholarship Tenure/Location**

a. Officers will be assigned to W&M Mason School of Business, Williamsburg, VA 23186 (W30U5U), managed by the U.S. Army Student Detachment, Fort Jackson, SC.

b. Program begins early July 2025 and completes approximately 13 months thereafter (early August 2026).

### **8-5. Eligibility Criteria**

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

b. Captains must have completed the Captains Career Course. Majors must have completed Intermediate Level Education (ILE.)

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 career branch.

d. Captains must be YG 2017 and younger. Majors must be YG 2011 and younger. Captains in a promotable status at the time of application to HRC are considered non-KD-qualified Majors and are not eligible. Majors in promotable status at the time of application are non-KD qualified lieutenant colonel and are not eligible. Officers may not attend Command Assessment Program (CAP) until after degree completion at William and Mary.

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. 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 8-6(a)2. Baccalaureate GPA below 2.5 without a graduate degree will not be considered.

j. 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. Ensure degree and funding source is present in IPPS-A.

g. Meet requirements in chapter 2-2.

### **8-6. How to Apply**

a. Submit application packet, no later than 26 July 2024, via email titled: "Request to compete for the FY25 MG (R) James M. Wright, MBA Program" to [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil). Include the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) Only applicants with a bachelors GPA below 3.0 and no graduate degree must submit a statement (any format), with your name, grade, and titled: "Academic Readiness to be a Graduate School Student." Explain your academic readiness to be a graduate school student, including 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.)

(3) If applying for more than one program, you must provide a signed statement (any format) titled: "Applying for More Than One Broadening Opportunity Program," and include your name, grade, and the following statement:

*"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."*

(4) Memorandum for Record, signed, with the following information (any format): grade, name, IPPS-A Employee ID, baccalaureate degree GPA, graduate degree GPA (if applicable), and the following statement:

*"I understand that if I am selected for the FY2025 MG (R) 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 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”.*

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

#### **8-7. Timeline**

- a. Last day to submit request to compete to AEPB: 26 July 2024.
- b. HRC Selection panel convenes: 10 – 13 September 2024.
- c. HRC notifies candidates and TRADOC of HRC Selection panel results and confirms candidate acceptance o/a 14 October 2024.
- d. W&M MBA Application suspense date: 11 November 2024.
- e. W&M Admission Roster complete: 15 December 2024.
- f. Students report to W&M campus: Not earlier than 27 June 2025 and not later than 1 July 2025.
- g. Classes begin: 7 July 2025.

#### **8-8. Points of Contact**

- a. W&M Raymond A. Mason School of Business, Admission and Program questions: Associate Deans: Amanda Barth, [amanda.barth@mason.wm.edu](mailto:amanda.barth@mason.wm.edu) or (757) 221-2944 and Ken White, [Ken.White@mason.wm.edu](mailto:Ken.White@mason.wm.edu).
- b. MG (R) James M. Wright MBA Program general questions: TRADOC G-3/5/7 Training & Leader Development Directorate, G-37 Training, Mr. Walter McDavid at [walter.l.mcdavid.civ@army.mil](mailto:walter.l.mcdavid.civ@army.mil).
- c. HRC BOP Manager, at: [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil).

## **Chapter 9 - Olmsted Scholar Program**

### **9-1. 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>

### **9-2. Selection Process**

a. Phase I: The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection panel will convene on 10 – 13 September 2024 to establish an order of merit list. Selected candidates will be forwarded to the George and Carol Olmsted Foundation. Candidates will be notified of the results of the Army board o/a 14 October 2024.

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 may be contacted by the Olmsted Foundation for an interview. Candidates will be notified of the final selection results in March 2025. Once applicants have been officially notified of their selection as Olmsted Scholars, AEPB will coordinate with the officers to schedule language training and initiate assignment into the program.

### **9-3. Obligations Incurred**

a. IAW AR 350-100, officers incur a three-for-one active duty service obligation (ADSO), computed in days. 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.

#### **9-4. 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 2025.
- c. Following successful completion of language training, scholars will be assigned to their foreign university and managed by the U.S. Army Student Detachment, Fort Jackson, SC. 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 and should consider the Joint Travel Regulation (JTR).

#### **9-5. Eligibility Criteria**

- a. Be an Active Component officer serving in one of the following career fields: Air Defense Artillery, Armor, Aviation, Chemical, Cyber, Engineer, Field Artillery, Infantry, Logistics, Military Intelligence, Military Police, Signal, and Special Forces.
- 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 2025.
- c. Have demonstrated exceptional scholastic achievement at the undergraduate level.
- d. 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.
- e. Captains must have successfully completed the Captains Career Course.
- f. Have current Graduate Record Exam (GRE) scores taken on or after 01 April 2020, even if the officer already has a graduate degree.
- g. Have taken the Defense Language Aptitude Battery (DLAB) test. Test score must be annotated in IPPS-A Person Profile, Qualifications.
- h. Meet requirements in chapter 2-2.

#### **9-6. How to Apply**

- c. Submit application packet, no later than 26 July 2024, via email titled: "Request to Compete for the FY25 Olmsted Scholar Program" to [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil). Include the following documents in your PDF:
  - (1) All documents as outlined in chapter 2-6.
  - (2) Copy of official GRE scores.
  - (3) Copy of official DLAB test scores
  - (4) College OML letter. (See example in the attachment section of the catalog).
  - (5) Training reports/certifications from Ranger or Airborne School, if applicable.
  - (6) One page statement (any format), with name, rank and titled: "Extracurricular Activities." Begin with most current activities and work as far back as desired.

(7) If applying for more than one program, you must provide a signed statement (any format) titled: "Applying for More Than One Broadening Opportunity Program," and include your name, grade, and the following statement:

*"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."*

(8) Memorandum for Record, signed, with the following information (any format): name, grade, IPPS-A Employee ID, date and location of birth, 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, any foreign languages you speak and how obtained (e.g. two years of college French, etc.), date you took the DLAB test, academic background, undergraduate university, baccalaureate degree major and GPA, graduate degree major and GPA (if applicable), graduation standing, any indicators of merit, list of military duties (include dates, duty location/assignment, and duty title), list of ten foreign countries (include the city) where you wish to pursue a graduate degree and the following statement:

*"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."*

(9) Current DA Photo – ensure it is available in iPERMS if selected for secondary screening. Do not include in application packet.

d. Your nomination will be reviewed by your career branch and Force Alignment and Development Division, Advanced Education and Program Branch (AEPB) for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

### **9-7. Points of Contact**

c. Olmsted Foundation at [scholars@olmstedfoundation.org](mailto:scholars@olmstedfoundation.org).

d. HRC BOP Manager, at: [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil).

## Chapter 10 - Purdue University Military Research Institute (PMRI) Fellowship

### 10-1. 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 Masters 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>.

### 10-2. Selection Process

a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection panel will convene on 10 – 13 September 2024 to establish an order of merit list. HRC will notify candidates of panel results o/a 14 October 2024. Selected candidates must indicate program acceptance prior to moving to next step.

b. Selected candidates will immediately notify Colonel (USAF/Ret) Dave Hankins [dhankins@purdue.edu](mailto:dhankins@purdue.edu) submit their graduate school application for admission in a timely manner. See: <https://www.purdue.edu/gradschool/admissions/how-to-apply/index.html>.

c. Purdue University, in conjunction with the PMRI Program Manager, will provide HRC (FSF-OE) the admission decision on the selected candidates. Accepted candidates must submit an ACS packet for funding allocation to Force Alignment and Development Division, Advanced Education and Program Branch (AEPB) via their Career Branch. Once the ACS packet has been approved, AEPB will coordinate with the officers to initiate assignment into the program.

### 10-3. Obligations Incurred

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

b. The post-scholarship utilization assignment is determined by officer's career branch.

### 10-4. Scholarship Tenure/Location

a. Scholars will be assigned to Purdue University, West Lafayette, Indiana 47907 (W30U8T) and managed by the U.S. Army Student Detachment, Fort Jackson, SC, for approximately 24 months (MS) or 36 months (PhD).

b. Report date will be August 2025.

### 10-5. 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 (ILE.)
- 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. Have taken the graduate record exam (GRE), prior to September 2025 and be within five years from September 2025, even if you have a graduate degree. GRE scores must be in the top half of the testing group overall.
- e. Have a baccalaureate degree GPA of 3.0 or better. May be waived if officer already has a graduate degree from an accredited university.
- f. Not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.
- g. Meet requirements in chapter 2-2.

### 10-6. How to Apply

a. Submit application packet, no later than 26 July 2024, via email titled: "Request to compete for the FY25 Purdue University Military Research Institute (PMRI) Fellowship" to [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil). Include the following documents in your PDF:

- (1) All documents as outlined in chapter 2-6.
- (2) Copy of official GRE scores.
- (3) Memorandum for Record, signed, with the following information (any format): grade, name, IPPS-A Employee ID, 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 FY 2025 Purdue University Military Research Institute (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 PMRI Program."*

e. Your nomination will be reviewed by your career branch and Force Alignment and Development Division (FADD), Advanced Education and Programs Branch (AEPB) for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

### 10-7. Points of contact

- a. Purdue University is Colonel (USAF, Ret) Dave Hankins, [dhankins@purdue.edu](mailto:dhankins@purdue.edu)
- b. HRC BOP Manager, at: [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil).

## Chapter 11 - RAND Arroyo Fellowship

### 11-1. 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. The Arroyo Center provides independent, high-quality, objective analysis that is based on deep substantive expertise and responsive to the Army's most critical strategic and operational concerns. The highly qualified officers selected for this fellowship join teams led by senior RAND researchers on projects for Army sponsors, managed by the Arroyo Center's three programs: Strategy, Doctrine, and Resources; Forces and Logistics; and Personnel, Training, and Health. 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.

In conjunction with the Service proponent Student Detachment, and the U.S. Army Human Resources Command (HRC), the Arroyo Center Policy Committee (ACPC) Executive Agent (specified by Army Regulation (AR) 5-21) 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.

### 11-2. Selection Process

- a. Step one: Interested officers submit an application packet to HRC NLT 26 July 2024. HRC will review and communicate results (approval or disapproval for further consideration).
- b. Step two: HRC forwards approved application packets to the relevant authority for prioritization and selection NLT 15 August 2024; authorities provide selection results to HRC for further action. Selected applicants will be removed from the 25-02 Assignment Market if they are not already.
  - (1) Active Component (AC) officers: ACPC Executive Agent.
  - (2) Army Reserve Component (RC) officers: Program Analysis and Evaluation Division (PAED), Office of the Chief of the Army Reserve (OCAR).
- c. Step three: ACPC Executive Agent (AC) and PAED-OCAR (AR) provides HRC with an order of merit list (OML) for selected applicants.
- d. Step four: HRC notifies candidates of selection determination o/a 14 October 2024.

### 11-3. Obligations Incurred

- a. IAW AR 350-100, officers incur a 3-year Active Duty Service Obligation (ADSO).
- b. AC officers serve a three-year utilization assignment, as determined by the ACPC Executive Agent in coordination with HRC, immediately following the fellowship.
  - (1) The follow-on assignment may be affected by subsequent selection for command or other board-selected assignments.

(2) Fellows may be utilized outside of their basic branch or specialty as determined or endorsed by the ACPC Executive Agent.

c. RC-AGR officers serve a three-year utilization assignment within OCAR as determined by the Director, OCAR-PAED and in coordination with HRC FA49 Talent Manager immediately following the fellowship.

(1) The follow-on assignment may be affected by subsequent selection for command or other board-selected assignments/PDE.

#### **11-4. Fellowship Tenure/Location**

a. Fellows will be assigned to the RAND Arroyo Center, Santa Monica, CA (W30U7K) and managed by the U.S. Army Student Detachment, Fort Jackson, SC. Requests for duty at a different RAND location will be addressed case-by-base for AC and RC-AGR officers, and approved by the ACPC Executive Agent or Director, OCAR-PAED, respectively.

b. Selected Fellows will report no earlier than 15 July 2025 and no later than 01 August 2025; the fellowship will conclude no later than 12 months following the Fellow's report date.

#### **11-5. Eligibility Criteria**

a. Applicants must be in a non-AMEDD career field to participate in the Fellowship under the BOP. Army Medical Department officers should consult the Long-Term Health Education and Training (LTHET) page on health.mil for information on how to apply for AMEDD positions in the Fellowship.

b. Applicants must be an AC or RC-AGR major or lieutenant colonel.

(1) AC officers must not have more than 19 years of Active Federal Commissioned Service (AFCS) years as of 15 August 2025.

(2) 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.

(3) RC-AGR officers must have a mandatory removal date (MRD) of 1 September 2028 or later. AR lieutenant colonels must not have more than 24 months' time-in-grade as of 15 August 2024.

(4) RC-AGR officers must consider, with respect to their career development, that selection as a RAND Fellow will remove them from management by their career field for four years.

c. Applicants must have successfully completed Intermediate Level Education (ILE) at the time of application.

d. Applicants must possess a graduate degree, earned from a regionally accredited college or university, with a GPA of 2.5 or better.

e. Applicants must hold at least a SECRET security clearance.

f. Applicants 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.

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

h. Meet requirements in chapter 2-2.

## 11-6. How to Apply

a. Submit application packet, no later than 26 July 2024, via email titled: "Request to compete for the FY25 Rand Arroyo Center Fellowship." Include the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) Memorandum for Record, signed, with the following information (any format): grade, name, IPPS-A Employee ID, graduate degree GPA, and the following statement:

*"I understand that if I am selected for the FY 2025 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 ACPC Executive Agent (AC officers) or Director, Army Reserve Program Analysis and Evaluation Division (RC-AGR officers). 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. AC Officers: submit your application to [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil). Your nomination will be reviewed by your career branch and Force Alignment and Development Division, Advanced Education and Program Branch (AEPB) for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

c. RC-AGR Officers: submit your application to [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil). Your nomination will be reviewed by your Talent Manager and RPMD Talent Management Division (TMD) for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission. TMD will forward approved applications to PAED-OCAR for selection and ranking.

## 11-7. Points of Contact

a. ACPC Executive Agent POC is Mr. Nathan Dietrich at [Nathan.s.dietrich.civ@army.mil](mailto:Nathan.s.dietrich.civ@army.mil).

b. OCAR, Army Reserve Program Analysis and Evaluation Division POC is Mr. Morgan B. Ashton at [morgan.b.ashton.civ@army.mil](mailto:morgan.b.ashton.civ@army.mil).

c. Application questions:

(1) AC Officers: [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil).

(2) RC-AGR Officers: [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil).

## **Chapter 12 - Secretary of Defense Strategic Thinkers Program (STP)**

### **12-1. Program Description**

a. This is a Secretary of Defense program. STP officers participate in a rigorous program of study focused on war and strategy and earn a graduate degree from a contracted university. 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.

b. 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.

c. 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 o-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. Upon completion, students will earn a Master of International Public Policy.

### **12-2. Selection Process**

a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection panel will convene on 10 – 13 September 2024 to establish an order of merit list, selecting two primary and two alternates to present to the Military Assistant for Training to the ASA (M&RA) (Training, Readiness and Mobilization) for selection of fellows.

b. All applicants will be notified of the HRC Selection panel results o/a 14 October 2024. HRC will forward selected applicant packets to ASA (M&RA) (TRM) for consideration and final acceptance decisions at OSD. Candidates will be notified of the final selection results o/a 15 December 2024. Once applicants have been officially accepted by Johns Hopkins University, they must submit their acceptance letter and DA Form 1618 to the HRC BOP Manager. AEPB will coordinate with the officers to initiate assignment into the program.

### **12-3. Obligations Incurred**

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

b. Fellows must also serve an immediate two-year post fellowship utilization, to be determined by the fellow's career branch, Force Alignment and Development Division, Advanced Education and Program Branch (AEPB) 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.

### **12-4. Fellowship Tenure/Location**

a. Fellows will be assigned to Johns Hopkins University, Washington, DC (W30U0X), managed by the U.S. Army Student Detachment, Fort Jackson, SC.

b. Classes begin in August 2025 and complete approximately 10-12 months later.

### **12-5. Eligibility Criteria**

a. All COMPOs are eligible for this program however, RC and NGB officers must contact their POCs listed in 12-7 of this chapter for more information and eligibility criteria.

b. Army Competitive Category (ACC) major or lieutenant colonels with at least ten years of active duty prior to 30 August 2025.

c. Must not have more than 19 years of Active Federal Commissioned Service (AFCS) as of 30 August 2024.

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

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

f. 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.

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

h. Meet requirements in chapter 2-2.

## 12-6. How to Apply

a. Submit application packet, no later than 26 July 2025, via email titled: "Request to compete for the FY 2025 SecDef Strategic Thinkers Program (STP)" Include the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) One LOR 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.

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

(4) One page essay stating why you should be selected. Format will be 1-inch margins in 12 point, Arial font and single spaced, including your name and grade. Title Essay: "Why I Should be Selected."

(5) Copy of the Joint Professional Military Education Level 1 DA FORM 1059 and transcript from any Intermediate Level Education (ILE) program previously completed.

(6) Memorandum for Record, signed, with the following information (any format): grade, name, IPPS-A Employee ID, graduate degree GPA and the following statement:

*"I understand that if I am selected for the FY25 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 Army G-3 (DAMO-SSF) and U.S. Army Human Resources Command (HRC). I authorize 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. AC Officers submit your application to [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil). Your nomination will be reviewed by your career branch and AEPB for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

c. RC Officers (AGR) submit your application to [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil). Your nomination will be reviewed by your career branch and RPMD Talent Management Division (TMD) for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission. TMD will forward approved applications to AEPB for inclusion in the HRC selection panel.

d. RC Officers (IMA/IRR) submit your application to [usarmy.knox.hrc.mbx.rpmd-ima-irr-branch@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-ima-irr-branch@army.mil); Your nomination will be reviewed by your career branch and RPMD IRR/IMA Division (IID) for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from

submission. IID will forward approved applications to AEPB for inclusion in the HRC Selection Panel.

e. RC Officers (TPU) submit your application to [usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil](mailto:usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil); Your nomination will be reviewed by your career branch and RPMD for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission. TMD will forward approved applications to AEPB for inclusion in the HRC Selection Panel.

#### **12-7. Points of Contact**

- a. AC Officers contact HRC BOP Manager, at: [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil).
- b. RC Officers program questions, contact LTC James E. Gardner IV at [james.e.gardner10.mil@army.mil](mailto:james.e.gardner10.mil@army.mil)
- c. RC Officer applications, contact [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil)
- d. NGB Officers contact [ng.ncr.ngb-arng.mbx.tri-tradoc-applications@army.mil](mailto:ng.ncr.ngb-arng.mbx.tri-tradoc-applications@army.mil)

## **Chapter 13 - Ted Stevens Center for Arctic Security Studies (TSC) Fellowship (pending final program approval, but accepting applications)**

### **13.1. Program Description**

The Ted Stevens Center for Arctic Security Studies (TSC), a Department of Defense Regional Center in Anchorage, Alaska, is an important Army partner in the Arctic's rapidly changing strategic environment. The Army Arctic Fellowship, hosted by the TSC, directly supports the development of deeper understanding of the Arctic operating environment as outlined in the National Strategy for the Arctic Region, DoD Arctic Strategy, and the Army Arctic Strategy. China's aggressive, insidious actions combined with Russia's pervasive military presence make the Arctic a key security concern. TSC ensures an unparalleled Arctic academic and developmental experience that is not otherwise obtainable through military education opportunities. The selected officer will have access to domestic and foreign policy makers, scholars, civilian and military leaders, and other experts who will facilitate a clear understanding of the national, military, government, and non-governmental organizations who shape national and international security paradigms. This exposure and experience will advance the fellow's critical and creative thinking, providing a direct benefit to both the Army and the officer.

The objective of the Arctic fellowship is to develop leaders with a broader understanding of the Arctic's role in international security and civil military affairs and who possess the ability to advocate for Department of Defense Arctic priorities. This fellowship is designed to provide the military with highly proficient personnel who understand the geo-politics of the Arctic region and can be key enablers of U.S. strategic, tactical, and operational DoD objectives.

### **13-2. Selection Process**

a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY selection panel will convene 10-13 September 2024 to select one fellow.

b. Applicants will be notified of the HRC selection panel nomination results o/a 14 October 2024.

### **13-3. Obligations Incurred**

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

b. Fellows must also serve a two-year post-broadening fellowship utilization assignment at 11th Airborne Division at JBER or Fort Wainwright, Alaskan Command, with an Army Service Component Command or as part of the joint staff at U.S. Northern Command or U.S. European Command.

### **13-4. Fellowship Tenure/Location**

a. Fellows will be assigned to the Ted Stevens Center for Arctic Security Studies on Joint Base Elmendorf-Richardson, Anchorage, Alaska (W30U05), and managed by the U.S. Army Student Detachment, Fort Jackson, SC.

b. Fellowship begins o/a 15 July 2025 for a duration not to exceed 12 months.

### **13-5. Eligibility Criteria**

- a. Be an Active Component major or lieutenant colonel.
- b. Intermediate Level Education (ILE) complete at the time of application.
- c. Preferred to have prior experience working in organizations focused on the Arctic or with experience operating in extreme cold weather environments through assignments, exercises, or deployments.
- d. Candidates should also have displayed potential for academic research through the completion of a master's degree, previously published work, or displayed high performance during their undergraduate studies.
- e. Meet requirements in chapter 2-2.

### **13-6. How to Apply**

- a. Submit application packet, no later than 26 July 2024, via email titled: "Request to Compete for the FY25 TSC Fellowship Program" to [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil). Include the following documents in your PDF:
  - (1) All documents as outlined in chapter 2-6.
  - (2) Memorandum for Record, signed, with the following information: grade, name, and the following statement:

*"I understand that, if I am selected for a Ted Stevens Center for Arctic Security Studies Fellowship, 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."*

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

### **13-7. Points of Contact**

- a. Ted Stevens Center for Arctic Security Studies at: [TSCArcticFellows@groups.af.mil](mailto:TSCArcticFellows@groups.af.mil) or [joseph.thomas.70@us.af.mil](mailto:joseph.thomas.70@us.af.mil), 719-315-1965.
- b. HRC BOP Manager at: [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil).

## Chapter 14 - White House Fellowship

### 14-1. Program Description

a. 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 criterion: 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> and <https://whff.org/>.

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.

### 14-2. Selection Process

a. PHASE I: Army-level validation. Your chain-of-command, assignments officer, and Human Resources Command will ensure you meet pre-requisites, have a record of service and potential that makes you competitive for the Fellowship, and 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 October 2024. Approved applications will be given the go-ahead to proceed to Phase II, applying directly to the program via the White House website. Applicants who apply directly to the White House without submitting their request through Force Alignment and Development Division, Advanced Education and Program Branch (AEPB) will not be allowed to continue in the selection process.

b. PHASE II: WHF Application. This phase requires a significant investment of time 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 site will open 1 November 2024 and deadline within the first week of January (exact date will be posted on the application website.) The White House will not receive applications past the established deadline. Candidates are encouraged to start the official WHF application as early as possible, so you and your coach will have adequate time 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. This step requires 3-day travel to a designated city in the U.S. in the March/April timeframe. The Regional Selection Panels narrow 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.

#### **14-3. Obligations Incurred**

a. IAW 350-100, fellows incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education 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.

#### **14-4. Fellowship Tenure/Location**

a. All Fellows will be assigned to President's Commission on White House Fellowship's, 712 Jackson Place, NW, Washington, DC 20503 (W30U0Z), managed by the U.S. Army Student Detachment, Fort Jackson, SC. (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 the last week of August 2025 and completes 366 days 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.

#### **14-5. Eligibility Criteria**

a. Be an active component member of the Army. RC/ARNG candidates must be on duty solely for training or serving involuntarily to be considered eligible; voluntarily serving more than 130 days is considered a 'regular federal employee' and thus ineligible to apply via the Army BOP.

b. 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.

c. AC officers must not have more than 19 Active Federal Commission Service (AFCS) years as of August 2025. AC Warrant Officers must not have more than 24 Active Warrant Officer Service (AWOS) years as of August 2025. Other than AC Warrant Officers must not have more than 16 Active Federal Service (AFS) years as of

August 2025. Reservists must have a Mandatory Removal Date (MRD) of 1 September 2027 or later and NCOs must have an End Term of Service (ETS) date not earlier than 1 September 2029.

d. 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.

e. All candidates must be able to start fellowship August 2025 and be able to complete full fellowship without interruption.

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.

i. Meet requirements in chapter 2-2.

#### **14-6. How to Apply**

a. Submit application packet, no later than 1 October 2024, via email titled: "Request to compete for the FY25 White House Fellowship." Include the following:

(1) BOP Application, signed by an O5 Commander, or equivalent.

(2) Most current DA Form 705 (ACFT) and, only if applicable, a DA Form 5500/5501 (Body Fat Content Worksheet).

b. AC Officers/ Noncommissioned Officers submit to [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil). Your nomination will be reviewed by your career branch and Force Alignment and Development Division, Advanced Education and Program Branch (AEPB) for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

c. RC applicants (IMA/IRR/AGR) submit to [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil) and RC applicants (TPU) submit to [usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil](mailto:usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil). RC Noncommissioned Officers (E6-E8) submit to [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil), E9 submit to [usarmy.usarc.ocar.mbx.sldo-e9@army.mil](mailto:usarmy.usarc.ocar.mbx.sldo-e9@army.mil). Your nomination will be reviewed by your career branch and RPMD Talent Management Division (TMD) for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission. Approved submissions will be forwarded to AEPB for advancement to Phase II.

d. Applicants approved for Phase II, o/a 1 November 2024, should be contacted by a former White House Fellow who will offer coaching and assistance with the subsequent work of completing the official application.

## 14-7. Points of Contact

- a. AC Officers/Noncommissioned Officers: HRC BOP Manager, at: [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil).
- b. Reserve Component NCOs:(E1-E8): [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil) ; (E9): [usarmy.usarc.ocar.mbx.sldo-e9@army.mil](mailto:usarmy.usarc.ocar.mbx.sldo-e9@army.mil)  
Reserve Component Officers (TPU): [usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil](mailto:usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil).
- c. Reserve Component Officers (IMA/IRR/AGR): [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil)
- d. Army National Guard: [ng.ncr.ngb-arng.mbx.tri-tradoc-applications@army.mil](mailto:ng.ncr.ngb-arng.mbx.tri-tradoc-applications@army.mil).
- e. White House Liaison is Mr. Kevin Lavery, [kevin.p.lavery@who.eop.gov](mailto:kevin.p.lavery@who.eop.gov) / 202-881-6717 or [whitehousefellows@who.eop.gov](mailto:whitehousefellows@who.eop.gov) / 202-395-4522

*“An extraordinary opportunity to learn at the intersection of policy and politics in our executive branch, intimately engage with world leaders from the private and public sectors, and travel the fellowship and world inspired by your diverse civilian peers in your cohort.”*

*–2020-21 White House Fellow*



*2020-2021 White House Fellows with President Biden in the Roosevelt Room”*



*2018-2019 White House Fellows with President Trump in the Rose Garden*

## Chapter 15 - Army Congressional Fellowship

### 15-1. 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 2<sup>nd</sup> 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 2026 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 2027. 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 2027, 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 2027.

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 2026 – orientation at GWU; April 2026 - begin graduate school; December 2026 – graduate GWU; January 2027 - service on Capitol Hill; December 2027 - end service on Capitol Hill and transition to ARSTAF for 24 month utilization tour.

## **15-2. Selection Process**

a. **Phase I:** The U.S. Army Human Resources Command (HRC), Fort Knox, KY Army Congressional Fellowship Selection panel will convene 6-9 May 2025 to select OML of candidates to present to the Chief, Legislative Affairs for final selection of Fellows for the FY26 cohort. Applicants will be notified of the HRC Selection panel nomination results o/a 13 June 2025.

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, notifications sent o/a 15 September 2025. Selected applicants will be removed from the 25-02 Assignment Market if they are not already. 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, AEPB will coordinate with the officers to initiate assignment orders.

## **15-3. 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.

## **15-4. 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, in IPPS-A, to OCLL, Washington, DC (W4ZZZ6) as Congressional Fellows.

c. The fellowship begins in April 2026, with report date o/a 15 Mar 2026, through December 2027. Military fellows will serve an immediate twenty-four month utilization tour through December 2029.

**15-5. Eligibility Criteria** (Waivers for these criteria are not permitted.)

a. **All Applicants:**

- (1) Meet requirements in chapter 2-2.
- (2) CPTs must have successfully completed the Captains Career Course, not later than March 2026.
- (3) MAJs must have successfully completed Intermediate Level Education (ILE), not later than March 2026.
- (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) Have interpersonal skills and the ability to interact and form relationships with individuals from diverse backgrounds.
- (7) The candidate must have superb writing and speaking skills.
- (8) Must possess or have the ability to obtain a Top Secret/Sensitive Compartmented Information (TS/SCI) security clearance prior to beginning the fellowship. 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. Ensure degree and funding source is present in IPPS-A.
- (9) Be able to report o/a 15 March 2026 and begin the fellowship o/a 01 April 2026.

b. **Active Component Officers:**

- (1) Captains must be from year groups 2015 through 2019.
- (2) KD Complete Majors must be from year groups 2012 through 2014.
- (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.

c. **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 2025 or earlier than 1 May 2023.
- (3) Must have combat or overseas operational tour experience.
- (4) Must have successfully completed Warrant Officer Intermediate Level Education (ILE) Not later than March 2026.
- (5) Must have successfully completed at least one "Key Developmental Assignment" IAW DA Pam 600-3, for current grade prior to starting the program.

d. **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 2012 or later.

- (3) Have a Mandatory Retirement Date (MRD) of 1 July 2034 or later.
- (4) Hold the rank of captain or major. Majors must not have more than four years-time in grade as of May 2025.
- (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.

**e. 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 2026.
- (2) Captains must have completed Company Command prior to the start of the program. Majors must have not have more than four years' time in grade as of May 2026.
- (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.

**f. Noncommissioned Officers (NCO):**

- (1) May be Active Component, Reserve Component, or National Guard.
- (2) Hold the rank of First Sergeant (1SG) (E-7), 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 2024 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 2029.
- (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.

## **15-6. How to Apply**

The submission requirements 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 14-7 for additional instructions.

a. Submit application packet, no later than 21 March 2025, via email titled: "Request to compete for the FY26 Army Congressional Fellowship Program." Include the following documents in your PDF:

- (1) All documents as outlined in chapter 2-6.
- (2) Only NCO, USAR, and ARNG candidates must submit their current record brief or soldier talent profile without a photo.
- (3) 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 2020.
- (4) Writing Sample: All applicants must write a two page executive summary (single spaced) of the 2025 Army Posture Statement, (Statement on the posture of the U.S. Army by The Honorable Christine Wormuth, Secretary of the Army, and GEN

Randy A. George, Chief of Staff, to the Committee on Armed Services (U.S. House of Representatives) on 16 April 2024), 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.

(5) 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."*

(6) Memorandum for Record, signed, with the following information (any format): rank, name, IPPS-A Employee ID, 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 FY2026 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. Applications are submitted to the email below based on component and/or rank:

(1) AC Officers/ Noncommissioned Officers: [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil);

(2) RC Officers (AGR): [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil);

(3) RC Officers (IMA/IRR): [usarmy.knox.hrc.mbx.rpmd-ima-irr-branch@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-ima-irr-branch@army.mil);

(4) RC Officers (TPU): [usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil](mailto:usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil);

(5) RC Noncommissioned Officers, (E1-E8): [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil); (E9): [usarmy.usarc.ocar.mbx.sldo-e9@army.mil](mailto:usarmy.usarc.ocar.mbx.sldo-e9@army.mil).

c. Your nomination will be reviewed by your career branch and Force Alignment and Development Division, Advanced Education and Programs Branch (AEPB) for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

### **15-7. 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. Submit packet, including HRC BOP Application, no later than 13 March 2025, via email to National Guard Bureau, Office of Legislative Liaison at: [ng.ncr.ngb-arng.mbx.ngbjs-ARNG-Congressional-Fellowship@army.mil](mailto:ng.ncr.ngb-arng.mbx.ngbjs-ARNG-Congressional-Fellowship@army.mil).
- c. ARNG Title 10 candidates must have HRC BOP application 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 along with their HRC BOP application.
- d. Candidates must include a copy of all undergraduate and graduate degree transcripts in their packet.
- e. For questions, please contact Mr. Josh Spann, Associate Director, Office of Legislative Liaison, at [joshua.a.spann.civ@army.mil](mailto:joshua.a.spann.civ@army.mil) or (571) 256-7345.

### **15-8. Points of Contact**

- a. AC Officer/Noncommissioned Officers Application Questions: HRC BOP Manager at [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil).
- b. AC Officer Program Questions: MAJ Jason Keller, [jason.s.keller.mil@army.mil](mailto:jason.s.keller.mil@army.mil)
- c. RC Officers (AGR): [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil)
- d. RC Officers (IMA/IRR): [usarmy.knox.hrc.mbx.rpmd-ima-irr-branch@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-ima-irr-branch@army.mil)
- e. RC Officers (TPU): [usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil](mailto:usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil)
- f. RC NCOs: (E1-E8): [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil); (E9): [usarmy.usarc.ocar.mbx.sldo-e9@army.mil](mailto:usarmy.usarc.ocar.mbx.sldo-e9@army.mil)
- g. ARNG Officers: COL Jason E. Rose, at [jason.e.rose3.mil@army.mil](mailto:jason.e.rose3.mil@army.mil)

## **Chapter 16 - General Omar N. Bradley (JCS/OSD/ARSTAF) Fellowship**

### **16-1. Program Description**

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.)

### **16-2. Detailed Program Description**

a. 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/>.

b. 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.

c. 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.

### **16-3. Selection Process**

a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY Bradley Fellowship Selection panel will convene 6-9 May 2025 to select a number of fellows based on current authorization. Applicants will be notified of the results from the HRC Selection panel o/a 13 June 2025.

b. Once selected applicants have been notified, they must submit an online application to Georgetown University for admission, once their application window opens around mid-July. 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, AEPB will coordinate with the officers to initiate assignment into the program.

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.

#### **16-4. 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. Phase III is considered the fellow's utilization assignment.

#### **16-5. Fellowship Tenure/Location**

- a. During Phase I, Fellows will be assigned to Georgetown University, Washington, DC (W30U0W) and be managed by the Student Detachment, Fort Jackson, SC, starting May 2026.
- 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 2027.
- c. During Phase III, Fellows will be assigned to the Bradley Program-ARSTAF, Pentagon with duty position within the Army Staff, May/June 2028.

#### **16-6. 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 2017 through 2020.
- 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. Ensure degree and funding source is present in IPPS-A.
- c. Must have completed the Captain's Career Course.
- d. Have a bachelor's degree grade point average (GPA) 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 16-7a (2) for format.)
- e. Must be able to obtain and keep a Top Secret/Sensitive Compartmented Information Security Clearance throughout fellowship.
- f. At the time of application, must have successfully completed key developmental assignment, IAW DA Pam 600-3.
- g. Meet requirements in chapter 2-2.

#### **16-7. How to Apply**

- a. Submit application packet, no later than 21 March 2025, via email titled: "Request to Compete FY26 General Omar N. Bradley Fellowship Program" to [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil). Include the following documents in your PDF:
  - (1) All documents as outlined in chapter 2-6.
  - (2) 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."

(3) If you are applying for more than one program, provide document, in any format, titled: "Applying for More Than One Broadening Opportunity Program," must include your name, grade, and 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."*

(4) Memorandum for Record, signed, with the following information (any format): grade, name, IPPS-A Employee ID, baccalaureate degree GPA, graduate degree GP (if applicable), and the following statement:

*"I understand that if I am selected for the 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.

**16-8. Point of contact** is HRC BOP Manager at [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil).

## **Chapter 17 - General Wayne A. Downing Scholarship**

### **17-1. 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, to develop the strategic acumen of tomorrow's operational leaders, and to maintain a core of officers well versed in an understanding of terrorism and counterterrorism. 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 is a two-year program. Scholars may attend either one 2-year degree granting program or two 1-year degree granting programs. During the summer between academic years, scholars conduct an immersive experience that includes time overseas, preferably in a country where English is not the first language. This scholarship program is open to active component officers 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.

### **17-2. 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, public policy program or political science programs, applicants are not restricted to these programs and can consider other relevant programs. For example, a master's degree in computer science could be relevant given the evolving technological threat posed by terrorist organizations. All applicants must apply to at least one foreign based school. Applicants with the language capability to attend school in a foreign language are highly encouraged to apply.

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; Georgetown University, National Security Studies Program, Massachusetts Institute of Technology; or University of California-Berkeley.

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.

### **17-3. Selection Process**

a. Phase I: The U.S. Army Human Resources Command (HRC), Fort Knox, KY, Downing Scholarship Selection panel will convene 6-9 May 2025. Applicants will be notified of the HRC Selection panel nomination results o/a 13 June 2025.

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 o/a 31 August 2025. Final selected scholars will submit university applications. Once applicants have been officially accepted to their

university, WPAOG POC will forward all participant's university name, address, program of study, and requested report date, to HRC to initiate assignment orders into the program.

#### **17-4. Obligations Incurred**

- a. IAW 350-100, fellows incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education ADSOs.
- b. Post scholarship assignment will be to an operational/tactical assignment, determined by scholar's career manager.

#### **17-5. Scholarship Tenure/Location**

- a. Scholars will be managed by the United States Military Academy 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. Scholars PCS to their school NLT 15 July 2026 to conduct TDY to West Point during the final two weeks of July for program orientation and leader education in data analysis and the history of terrorism.
- b. Scholars will begin their program summer 2026 and complete approximately 24 months thereafter.
- c. Scholars are required to maintain their TS/SCI security clearance during the program. Your unit will transfer your clearance to the West Point Security Office before you PCS.

#### **17-6. Eligibility Criteria**

- a. Be an Active Component branch qualified captain or major.
- b. Possess 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.
- d. Non-KD complete majors must not have more than 12 months' time-in-grade as of August 2026.
- e. 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 16-7a (6) for statement.
- f. Meet requirements in chapter 2-2.

## 17-7. How to Apply

a. Submit application packet, no later than 21 March 2025, via email titled: "Request to Compete for the FY26 General Wayne A. Downing Scholarship Program" to [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil). Include the following documents in your PDF:

- (1) All documents as outlined in chapter 2-6.
- (2) 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."
- (3) 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."
- (4) Copy of official GRE scores. No waivers or substitution of graduate transcript.
- (5) 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."
- (6) 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."*
- (7) Memorandum for Record, signed, with the following information (any format): grade, name, IPPS-A Employee ID, 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 a 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 civilian 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 Force Alignment and Development Division, Advanced Education and Programs Branch (AEPB) for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission.

**17-8. Points of contact**

a. Program questions: Dr. Richard M. Yon, Director, General Wayne A. Downing Scholars Program at [richard.yon@westpoint.edu](mailto:richard.yon@westpoint.edu).

b. Application/Processing questions: HRC BOP Manager at [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil).

## **Chapter 18 - Harvard Strategist Program**

### **18-1. Program Description**

a. 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 will transfer to FA59 upon graduation. Officers may apply to additional schools as authorized by the FA59 Proponent Manager based on acceptance, funding availability, 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.

b. Selected United States Army Reserve (USAR) officers will, no later than upon graduation from HKS, be assessed into the Active Guard Reserve (AGR) program if not already AGR and 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.

c. 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.

### **18-2. Selection Process**

a. The U.S. Army Human Resources Command (HRC), Force Alignment and Development Division, Advanced Education and Programs Branch (AEPB), 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). FA59 Proponent Manager will administer several assessments that include a writing sample, Graduate Skills Diagnostic, and an Army Research Institute assessment upon receipt of all applicants. 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 2 September 2025. Once selected, officers will be paired with a Harvard Kennedy School graduate 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) 2026-2027 o/a March 2026. Once applicants have been officially accepted, AEPB and ARNG will coordinate with the officers to initiate assignment into the program.

### **18-3. Obligations Incurred**

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

### **18-4. 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 2026 and ends approximately 11 months thereafter.

### **18-5. Eligibility Criteria**

#### **a. All Applicants:**

(1) must be eligible to transfer to FA59 (e.g., AMEDD, JAG and Chaplain Corps officers are typically not eligible for this program per Army policy.)

(2) 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. Failing these assessments will result in the officers being removed from consideration for the program.

(3) CPTs must have successfully completed a key developmental assignment for current grade and branch IAW DA PAM 600-3, prior to the start of the program.

(4) Officers of all components in the rank of MAJ cannot have more than 24 months' time-in-grade as of July 2026.

(5) Applicants must have completed the Captains Career Course (CCC) not later than June 2025.

(6) 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).

(7) 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 December 1, 2025.

(8) 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. Ensure degree and funding source is present in IPPS-A.

(9) Officer must possess, or have the ability to obtain, a Top Secret/Sensitive Compartmented Information (TS/SCI) security clearance.

(10) 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.

(11) Not competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.

(12) Meet requirements in chapter 2-2.

**b. AC Officers:**

(1) Officers must be in a year group between 2014 and 2019.

(2) At the time of application, AC CPTs must have a minimum of 12 months rated time (Officer Evaluation Report) in their Army Military Human Resource Record.

**c. RC Officers:**

(1) USAR officers must hold the rank of CPT or MAJ.

(2) USAR AGR officers must be eligible for continuation in the AGR Program.

(3) 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 be eligible and prepared to start AGR orders anytime from the start of the Harvard Summer Program to no later than graduation in May of 2027. Any intervening program time will be covered with ADOS orders.

d. **ARNG officers** must review the ARNG Broadening Opportunities Program (BOP) catalog and meet all requirements listed.

## **18-6. How to Apply**

a. Submit application packet, no later than 1 June 2025, via email titled: "Request to compete for the FY2026 Harvard Strategist Program." Include the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) 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).

(3) Copy of official GRE scores. No waivers or substitution of graduate transcript.

(4) Memorandum for Record, signed and dated, with the following information:

a. AC/RC-AGR officers: Grade, name, IPPS-A Employee ID, baccalaureate degree GPA, graduate degree GPA (if applicable), GRE scores and the following statement:

*"I understand that if I am selected for the 2026 Harvard Strategist Program, 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 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, IPPS-A Employee ID, baccalaureate degree GPA, graduate degree GPA (if applicable), GRE scores 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 3-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, IPPS-A Employee ID, baccalaureate degree GPA, graduate degree GPA (if applicable), GRE scores and the following statement:

*"I understand that if I am selected for the 2026 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. Applications will be submitted based on Component Category:

(1) AC Officers will submit applications to [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil) and will curtesy copy (CC) the Assistant FA59 Proponent Manager, MAJ Michael Duffy at [michael.p.duffy1.mil@army.mil](mailto:michael.p.duffy1.mil@army.mil).

(2) USAR Officers (IMA/IRR/AGR) submit your application to [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil) and will curtesy copy (CC) the Assistant FA59 Proponent Manager, MAJ Michael Duffy at [michael.p.duffy1.mil@army.mil](mailto:michael.p.duffy1.mil@army.mil).

(3) USAR Officers (TPU) submit your application to [usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil](mailto:usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil) and will curtesy copy (CC) the Assistant FA59 Proponent Manager, MAJ Michael Duffy at [michael.p.duffy1.mil@army.mil](mailto:michael.p.duffy1.mil@army.mil)

(4) ARNG Officers submit your application to [arng\\_harvard\\_strategist\\_applications@army.mil](mailto:arng_harvard_strategist_applications@army.mil).

c. Applications are reviewed by the officer's career manager and AEPB 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 AEPB for inclusion in the Strategic Leadership Division, HQDA G-3/5/7 (DAMO-SSF) selection Panel.

#### **18-7. Points of Contact**

a. AC Candidates: HRC BOP Manager at [usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil), CC MAJ Michael Duffy, Assistant FA59 Proponent Manager, [Michael.p.duffy1.mil@army.mil](mailto:Michael.p.duffy1.mil@army.mil)

b. RC-AGR Candidates: Army Reserve FA 59 Proponent Office, LTC Tim Martin at [timothy.s.martin7.mil@army.mil](mailto:timothy.s.martin7.mil@army.mil).

c. RC Officers (IMA/IRR/AGR): [usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil](mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil).

d. RC Officers (TPU): MAJ Angela Reddick at [usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil](mailto:usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil).

e. ARNG Officers: ARNG Harvard Strategist Program Manager, MAJ Joseph Wilson at [joseph.a.wilson109.mil@army.mil](mailto:joseph.a.wilson109.mil@army.mil) or [arng\\_harvard\\_strategist\\_applications@army.mil](mailto:arng_harvard_strategist_applications@army.mil).

## Appendix A - Combined Points of Contact

Name	Dept/Agency	Email
Coffman, Jacqui M.	Army Futures Command (AFC), Army Artificial Intelligence Integration Center (A12C)	<a href="mailto:jacqueline.m.coffman.civ@army.mil">jacqueline.m.coffman.civ@army.mil</a>
Michell, Mike LTC	Army Futures Command (AFC), Army Artificial Intelligence Integration Center (A12C)	<a href="mailto:Michael.A.Michell2.mil@army.mil">Michael.A.Michell2.mil@army.mil</a>
	Army Futures Command (AFC), Army Artificial Intelligence Integration Center (A12C)	<a href="mailto:usarmy.pittsburgh-pa.afc-ai2c.mbx.workforce-development@army.mil">usarmy.pittsburgh-pa.afc-ai2c.mbx.workforce-development@army.mil</a>
Kent, Matthew COL	Daniel K. Inouye Asia- Pacific Center for Security Studies (DKI-APCSS)	<a href="mailto:matthew.r.kent2.mil@mail.mil">matthew.r.kent2.mil@mail.mil</a>
Choe, Ben LTC	HQDA DCS G-3-5-7	<a href="mailto:ben.h.choe.mil@army.mil">ben.h.choe.mil@army.mil</a>
Keller, Jason MAJ	Army Legislative Liaison Program Manager	<a href="mailto:jason.s.keller.mil@army.mil">jason.s.keller.mil@army.mil</a>
	Army National Guard (ARNG) Office of Legislative Liaison	<a href="mailto:ng.ncr.ngb-arng.mbx.ngbjs-ARNG-Congressional-Fellowship@army.mil">ng.ncr.ngb-arng.mbx.ngbjs-ARNG-Congressional-Fellowship@army.mil</a>
Rose, Jason E. COL	Chief Integration Division, Office of Legislative Liaison	<a href="mailto:jason.e.rose3.mil@army.mil">jason.e.rose3.mil@army.mil</a>
Gray, Charles	Defense Advanced Research Projects Agency (DARPA)	<a href="mailto:charles.gray.ctr@darpa.mil">charles.gray.ctr@darpa.mil</a>
Yon, Richard M. Dr.	Director, General Wayne A. Downing Scholars Program United States Military Academy	<a href="mailto:richard.yon@westpoint.edu">richard.yon@westpoint.edu</a>
Neumeyer, Matt COL	George C. Marshall European Center for Security Studies (GCMC)	<a href="mailto:Matthew.Neumeyer@marshallcenter.org">Matthew.Neumeyer@marshallcenter.org</a>
	Army National Guard (ARNG) Harvard Strategist Program RFI/Applications	<a href="mailto:arng_harvard_strategist_applications@army.mil">arng_harvard_strategist_applications@army.mil</a>
Martin, Tim LTC	Army Reserve FA 59 Proponent Office	<a href="mailto:timothy.s.martin7.mil@army.mil">timothy.s.martin7.mil@army.mil</a>
Wilson, Joseph MAJ	ARNG Harvard Strategist Program Manager	<a href="mailto:joseph.a.wilson109.mil@army.mil">joseph.a.wilson109.mil@army.mil</a>
Duffy, Michael MAJ	Assistant FA59 Proponent Manager	<a href="mailto:Michael.p.duffy1.mil@army.mil">Michael.p.duffy1.mil@army.mil</a>
Barth, Amanda	Associate Dean, W&M Raymond A. Mason School of Business, Admission and Program	<a href="mailto:amanda.barth@mason.wm.edu">amanda.barth@mason.wm.edu</a>

<b>Name</b>	<b>Dept/Agency</b>	<b>Email</b>
White, Ken	Associate Dean, W&M Raymond A. Mason School of Business, Admission and Program	<a href="mailto:Ken.White@mason.wm.edu">Ken.White@mason.wm.edu</a>
McDavid, Walter	TRADOC G-3/5/7 Training & Leader Development Directorate	<a href="mailto:walter.l.mcdavid.civ@army.mil">walter.l.mcdavid.civ@army.mil</a>
Olmsted Foundation		<a href="mailto:scholars@olmstedfoundation.org">scholars@olmstedfoundation.org</a>
Hankins, Dave Col USAF (Ret)	Purdue University Military Research Institute (PMRI)	<a href="mailto:dhankins@purdue.edu">dhankins@purdue.edu</a>
Ashton, Morgan B.	OCAR, Army Reserve Program Analysis and Evaluation Division	<a href="mailto:morgan.b.ashton.civ@army.mil">morgan.b.ashton.civ@army.mil</a>
Thomas, Joseph	Ted Stevens Center for Arctic Security Studies (TSC)	<a href="mailto:joseph.thomas.70@us.af.mil">joseph.thomas.70@us.af.mil</a>
Ted Stevens Center for Arctic Security Studies (TSC)		<a href="mailto:TSCArcticFellows@groups.af.mil">TSCArcticFellows@groups.af.mil</a>
Lavery, Kevin	White House Liaison	<a href="mailto:evin.p.lavery@who.eop.gov">evin.p.lavery@who.eop.gov</a>
White House Liaison		<a href="mailto:whitehousefellows@who.eop.gov">whitehousefellows@who.eop.gov</a>
Army National Guard (ARNG) RFI/Applications		<a href="mailto:ng.ncr.ngb-arng.mbx.tri-tradoc-applications@army.mil">ng.ncr.ngb-arng.mbx.tri-tradoc-applications@army.mil</a>
BOP Program Manager Active Component (AC) Officer/Noncommissioned Officer RFI/Applications, Advanced Education and Programs Branch (AEPB), FADD, HRC		<a href="mailto:usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil">usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil</a>
Reserve Component (RC) (AGR) Officers/Noncommissioned Officers (E1-E8) RFI/Applications, Talent Management Division (TMD), RPMD, HRC		<a href="mailto:usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil">usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil</a>
Reserve Component (RC) (IMA/IRR) Officers RFI/Applications, RPMD, HRC		<a href="mailto:usarmy.knox.hrc.mbx.rpmd-ima-irr-branch@army.mil">usarmy.knox.hrc.mbx.rpmd-ima-irr-branch@army.mil</a>
Reserve Component (RC) (TPU) Officers RFI/Applications, RPMD, HRC		<a href="mailto:usarmy.usarc.arcq.mbx.cmo-aoc-ssc-bop@army.mil">usarmy.usarc.arcq.mbx.cmo-aoc-ssc-bop@army.mil</a>
Reserve Component (RC) E9 RFI/Applications, RPMD, HRC		<a href="mailto:usarmy.usarc.ocar.mbx.sldo-e9@army.mil">usarmy.usarc.ocar.mbx.sldo-e9@army.mil</a>