

Program Authorization: Unless explicitly stated, the provisions outlined in this Program Authorization (PA) will apply to both the Active Component and the Reserve Component.

Active Component (AC): Direct appointment as officers in the Medical Service Corps (MSC) of the United States Navy, designator 2300. BUPERS-315B is the MSC Officer Community Manager (OCM).

Reserve Component (RC): Direct appointment as officers in the MSC of the United States Navy Reserve, designator 2305. BUPERS-318 is the Reserve MSC OCM.

1. Program Authority: Title 10, U.S. Code 531, 532 and 533 (AC). Title 10 U.S. Code 12201 to 12209 (RC).

2. Cancellation: MSC Direct Appointment PA115 of December 2011.

3. Quota: The type of health care professions and number of accession quotas will be determined by the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) in coordination with BUPERS-31 and Navy Bureau of Medicine and Surgery (BUMED).

4. Qualifications:

a. Citizenship: Applicants must be United States citizens. This requirement cannot be waived.

b. Gender: No restrictions.

c. Age:

(1) Entry age eligibility criteria are established to meet three goals:

(a) Attain the Defense Officer Personnel Management Act (DOPMA) objective of an all Regular career force.

(b) Maintain an officer corps young enough and vigorous enough to meet the more arduous duty requirements, such as duty at sea and in arduous locations.

(c) Define a recruiting pool large enough to meet accession requirements.

(2) AC and RC MSC applicants must be commissioned before their 42nd birthday. On a limited case-by-case basis, the Commander, Navy Recruiting Command (COMNAVCRUITCOM) is granted waiver authority for applicants between ages 42 and 57. Waivers cannot be sub-delegated below the flag level and COMNAVCRUITCOM will maintain on file written justification for each waiver granted.

(3) All waiver requests will be coordinated through the MSC OCM (BUPERS-3). When considering an age waiver request, strong emphasis will be placed on undermanned specialties and those with a pattern of missed recruitment goals.

(4) AC and RC MSC applicants age 58 or older, who possess critical skills as designated by the Assistant Secretary of Defense for Health Affairs may be considered for an exception to the age waiver policy if they can complete a full three-year service obligation. DCNO (N1) is the waiver authority for applicants age 58 or older. RC MSC applicants requesting an age waiver are governed by Title 10, United States Code Section 14703 and are restricted to a maximum age of 67. RC MSC applicants desiring retention beyond the age of 62 must formally request to be retained via a personal letter and command endorsement. Endorsements from higher authorities other than the reporting senior will be accepted but are not required. Only the command endorsement is required to process the request.

d. Education: The minimum education and professional requirements for appointment are as follows:

(1) Health Care Administration Section:

(a) Applicants must have a Master's Degree with a major in Health Care, Hospital or Health Service Administration, Health Policy or a Master's in Business Administration with a concentration in Health Care Administration with a grade point average (GPA) of 3.0 or greater. Programs must be accredited by the Commission on Accreditation of Healthcare Management Education (CAHME) (see www.cahme.org), the Association to Advance Collegiate Schools of Business (AACSB) (see www.aacsb.edu), or the Council on Education for Public Health (CEPH) (see www.ceph.org). Masters Degrees of Public Administration with an emphasis in healthcare administration accredited by the National Association of Schools of Public Affairs and Administration (NASPAA) (see www.naspaa.org) are also accepted.

(b) Candidates with masters programs not accredited as mentioned above may be considered on a case-by-case basis. Latitude may be given to access "exceptionally qualified" candidates who have obtained a Master's in Business Administration or Public Health, with a concentration in health management or health administration disciplines. These programs must show specific concentration in health care and candidates must have work experience in a health care related field. Residency completion and employment experience in Health Care Administration (Hospital or outpatient clinic setting, with a Preferred Provider Organization, Health Maintenance Organization, or a Managed Care Organization) is highly desired.

(c) "Exceptionally qualified" applicants having a Baccalaureate Degree with a major in Health Care, Hospital or Health Service Administration, Health Policy or Business Administration with a concentration in Health Care Administration will be considered on a limited case-by-case basis with selections not to exceed 40 percent of the total health care administration direct accession quota. Programs accredited by the Association of University Programs in Health Administration (AUPHA) (see www.aupha.org) are highly desired. Online degrees do not meet this requirement. Candidates with programs not accredited as mentioned

above may be considered on a case-by-case basis. AC candidates having a Baccalaureate Degree must submit a Graduate Record Examination (GRE) or Graduate Management Admission Test (GMAT) score in which the minimum GMAT score is 525 or the minimum GRE score is 1050 (pre-August 2011 exams)/303 (post-August 2011 exams). When possible, AC selectees will be assigned to large teaching medical treatment facilities and will be considered and evaluated for mentoring programs. Upon approval of the OCM, AC selectees may directly matriculate to the Army/Baylor or Uniform Services University of the Health Sciences (USUHS) Master's Degree Program in Health Services Administration prior to first assignment. AC officers recruited under this section, who do not immediately attend the Army/Baylor or USUHS Program should be counseled on duty under instruction to obtain a Master's-level degree by their administrative director and encouraged to apply as soon as possible.

(2) Health Care and Sciences section:

(a) Aerospace Experimental Psychology: Applicants must have completed a Ph.D. in Psychology, with primary emphasis in industrial, experimental, cognitive, organizational, and/or human factors or a Ph.D. in neuroscience, industrial engineering, or an inter-disciplinary program emphasizing human factors or behavioral science. Applicants who have completed a Master's Degree in one of the above areas and have four years of commissioned service will be considered. Applicants must meet aviation physical standards. In addition, RC applicants must be a graduate of the six month Naval Aerospace Psychologist training course conducted at the Naval Aerospace Medical Institute, have successfully completed the prescribed flight training syllabus and have served a utilization tour on active duty as a Naval Aerospace Psychologist.

(b) Aerospace Physiology: Applicants must have either a Master's or Doctoral Degree in Physiology (e.g., cardiovascular, pulmonary, neuro, exercise, or occupational). Applicants with related degrees (biology, biomedical engineering, kinesiology, zoology, or other biological based sciences) will be considered if appropriate physiology and anatomy courses are completed. Organic chemistry, an additional chemistry course, (e.g., biochemistry or inorganic) physics, college mathematics (i.e., algebra, pre-calculus, or above) and statistics are required courses. Some courses may be waived for applicants with a Ph.D. The following courses are highly recommended (undergraduate or graduate level): biochemistry, biomechanics, comparative anatomy, histology, microbiology, and calculus. Applicants with significant military aviation experience who have completed a Bachelors degree in an applicable field of study and with appropriate biological science background will be considered. All applicants must have a GPA of 3.0 or higher on a 4.0 scale for each of their degrees. Experience, as an instructor/teacher, is desirable. Applicants must meet aviation physical standards. In addition, RC applicants must be a graduate of the six month Naval Aerospace Psychologist training course conducted at the Naval Aerospace Medical Institute, have successfully completed the prescribed flight training syllabus and have served a utilization tour on active duty as a Naval Aerospace Psychologist. The time served in initial Aerospace Physiology training is neutral with respect to incurring additional obligation or serving existing obligations.

(c) Audiology: Applicants must have either a Master's or Doctorate Degree in Audiology. Applicants who have substantial professional experience in Audiology are preferred.

Additionally, applicants must possess an active state license to practice and board certification through either the American Board of Audiology (ABA) or the American Speech-Language-Hearing Association (ASHA).

(d) Biochemistry/Toxicology: Applicants must have a Ph.D. in biochemistry, toxicology, or related life or physical sciences with a strong background in research. Applicants must have a GPA of 3.0 or better (4.0 scale) in undergraduate and graduate studies and a 3.3 GPA or better in core (degree area) coursework. Experience in teaching, leadership, primary authorship of peer-reviewed scientific journal articles is also desirable.

(e) Clinical Psychology: Applicants must have completed all requirements for a Doctoral Degree (Ph.D. or Psy. D.) in Clinical or Counseling Psychology from a university or professional school program accredited by the American Psychological Association (APA). In addition, a full-time, one-year pre-doctoral internship or its equivalent is required. Accreditation of the internship by the APA is required. Waivers for the APA accredited internship requirement may be considered for individuals who have completed an APA-accredited post-doctoral residency or fellowship or have attained board certification by the American Board of Professional Psychology (ABPP). Current licensure in one of the 50 states or District of Columbia is required of all applicants.

1. Clinical Psychology Pre-Doctoral Internship Program (AC only): Applicants must be enrolled in a doctoral program (Ph.D. or Psy. D.) in Clinical or Counseling Psychology from a university or professional school program accredited by the APA. Applicants must have successfully passed their comprehensive examinations and, by the commencement of internship, must have completed all didactic and clinical practice required for internship eligibility. Most applicants will not have completed all practice, courses or doctoral dissertation at the time of their application, but they must be deemed eligible to apply for internship by their Training Director. Applicants will be commissioned as a lieutenant and incur a four-year service obligation (including the one year internship). Applicants are expected to obtain licensure within 18 months following completion of the internship. Officers who do not obtain licensure within 18 months of fellowship completion may be subject to separation.

2. Clinical Psychology Doctoral Student Program, USUHS (AC only): Candidates are selected annually for accession into the Navy, Medical Service Corps, and subsequent matriculation in the USUHS Ph.D. program in Clinical Psychology. Applicants must possess a Baccalaureate or Master's Degree from an accredited college or university. Candidates must have attained a minimum GPA of 3.0 on a 4.0 scale. A minimum combined score of 300 or higher on the verbal and quantitative sections of the GRE, and a score of four or greater on the Analytical Writing section are recommended.

3. Clinical Psychology Post-Doctoral Fellowship Program (AC only): Applicants must have completed all requirements for a Doctoral Degree (Ph.D. or Psy. D.) in Clinical or Counseling Psychology from a university or professional school program accredited by the APA, including doctoral dissertation and pre-doctoral internship, prior to the start of the post-doctoral fellowship. For applicants whose internship was not APA accredited, waivers will be considered

on a case-by-case basis, to be determined by the post-doctoral fellowship Training Director. Applicants whose doctoral program was not APA accredited will not be considered. Applicants will be selected to attend the one year post-doctoral fellowship at Naval Medical Center, Portsmouth. Applicants will be commissioned as a Lieutenant and incur a four-year obligation (including the one- year fellowship). Applicants are expected to attain licensure within six months following completion of the post-doctoral fellowship. Officers who do not obtain licensure within six months of fellowship completion may be subject to separation.

(f) Dietetics: Applicants must have a Masters Degree in dietetics, nutrition, exercise and sports nutrition, food service administration, public health, or closely related program. In addition, applicants must have completed a dietetic internship or pre-professional practice program, or other qualifying profession experience approved by the Academy of Nutrition and Dietetics (AND). Applicants must possess the credential of "Registered Dietitian (RD)" or "Registered Dietitian Nutritionist (RDN)" in accordance with the AND, and have a minimum of one-year experience working in the field of dietetics. Applicants without a graduate degree may be considered on a case-by-case basis with greater than two years' experience or national board certification that would off-set the requirement.

(g) Entomology: Applicants must have a Master's Degree or Doctoral Degree in Entomology or closely related degree in which the course work taken had an emphasis in entomology. Applicants should have a 3.2 GPA on a 4.0 scale in graduate study and a 3.5 GPA or better in entomology course work. Course work taken should include 30 or more hours (graduate and undergraduate) in entomology including courses in the areas of medical entomology, pest management, insect taxonomy, insect morphology, immature insects, mosquito biology, medical-veterinary entomology, insect ecology, insect toxicology, and insect physiology. Completion of a minimum of 3-5 hours in each of the following areas is highly desirable: acarology, parasitology, insect virology, invertebrate zoology, computer science, statistics, epidemiology, and environmental health. Experience in surveillance and control of disease vectors or medically important insects is also highly desired.

(h) Environmental Health: Applicants must have either a Baccalaureate or Master's Degree in Environmental Health from a National Environmental Health Science and Accreditation Council (EHAC) accredited program or a Master of Public Health degree with a concentration in environmental health from a College of Public Health accredited by the CEPH. Degrees should include coursework in environmental health, epidemiology, food safety, water quality, air quality, solid waste and wastewater management, communicable diseases, public health sanitation, vector control, toxicology, risk assessment, risk communication, biostatistics, and microbiology. Master's applicants should have an undergraduate degree in environmental health, biology, chemistry or physics. Field experience in environmental health and certification as a Registered Environmental Health Specialist (REHS) or Registered Sanitarian (RS) through the National Environmental Health Association or a state agency are also highly desirable.

(i) Industrial Hygiene: To meet the minimum educational requirement, applicants must have a Bachelor's of Science in Industrial Hygiene, Occupational Health, or engineering degree aligned with industrial hygiene. Preferred applicants include those who have completed a

Master of Science or Master of Science in Public Health Degree in Industrial Hygiene (particularly from an institution accredited by the Accreditation Board for Engineering and Technology (ABET)), engineering or a related field, such as toxicology, chemistry, biology or environmental sciences degree from an institution with an industrial hygiene or occupational health program. Applicants without such a degree must have relevant work experience, and the following academic coursework at a minimum: two academic years of Chemistry to include inorganic and organic with laboratory, one year of Biology, one semester of Calculus and Physics, and a total of at least 40 semester hours of pure science courses. GPA must be 3.0 or higher (emphasis in major courses). Field experience in industrial hygiene, certification by the American Board of Industrial Hygiene (ABIH), as well as a doctoral degree in industrial hygiene or one of the above scientific disciplines are highly desirable for prospective candidates. Knowledge and/or experience in consequence management, Emergency Management System, and Safety and Occupational Health assessments are also highly desirable.

(j) Medical Technology/Medical Laboratory Scientist: Applicants must have a Baccalaureate or Master's of Science Degree from an accredited college or university, certification of completion of a one year course of study in Medical Technology or Clinical Laboratory Science by a school or program accredited by the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS), and three years of experience in a clinical laboratory. The NAACLS program completion requirement may be waived if the applicant has at least four years of documented clinical laboratory training and/or experience. All applicants must have successfully passed a national Medical Technology or Medical Laboratory Science certification examination (American Society of Clinical Pathologists). Supervisory and leadership experience is highly desired and Blood Bank experience is a plus.

(k) Microbiology: Applicants must have a Doctoral Degree (Ph.D., D.Ph., and DSc) from a U.S. accredited institution in microbiology or a closely related field, i.e., bacteriology, immunology, virology, mycology, parasitology, infectious disease epidemiology and molecular biology, food microbiology or veterinary microbiology. Applicants must have a GPA of 3.3 or better (4.0 scale) in graduate studies and a 3.5 GPA or better in microbiology coursework. If a epidemiology or molecular biology major several upper (300/400) microbiology courses (16+ hours) including laboratory must be part of the candidate's curriculum. One or two-years postdoctoral experience in infectious diseases research and successful publication record in peer-reviewed journals are preferred.

(l) Occupational Therapy: Applicants must have a Master's Degree in Occupational Therapy from a university or college accredited by the American Council for Occupational Therapy Education (ACOTE) of the American Occupational Therapy Association (AOTA), and have successfully passed the national registration exam and been certified by the National Board of Certification in Occupational Therapy (NBCOT). Applicants shall possess licensure in one of the 50 states or District of Columbia. Applicants with a Baccalaureate Degree will be considered on a case-by-case basis.

(m) Optometry: Applicants must have a Doctor of Optometry Degree from a college or university accredited by the Council on Optometric Education of the American Optometric Association, and licensed to practice in one of the 50 states or the District of Columbia.

(n) Pharmacy: Applicants must have a Doctor of Pharmacy Degree from an accredited college or university, and have a current license in one of the 50 states or District of Columbia. Applicants may also have a Foreign Pharmacy Graduate Examination Committee (FPGEC) Certificate and have a current license in one of the 50 states or the District of Columbia. AC Health Services Collegiate Program (HSCP) graduates must take licensure exam prior to Officer Development School and must receive licensure within one year of entry onto active duty. All others must be licensed prior to commissioning. Applicants who have had two or more years of hospital experience, or a residency in Pharmacy Practice, are preferred.

(o) Physical Therapy: Applicants must have an entry level Doctoral Degree (DPT) or Transitional Doctoral Degree (tDPT) in Physical Therapy from an institution accredited by the Commission on Accreditation in Physical Therapy Education (CAPTE). For those with the tDPT, their original qualifying degree (e.g. MPT) must have been obtained from the CAPTE accredited institution. Applicants should possess current licensure or registration as a physical therapist in one of the 50 states or District of Columbia.

1. Physical Therapy Student Program (AC only): A limited number of candidates without degrees in physical therapy may be selected annually for accession in the Navy MSC, and subsequent matriculation in the Army/Baylor University Program in physical therapy. Applicants must possess a Baccalaureate Degree or be in the final semester prior to receiving a degree, with no more than two prerequisite courses remaining to complete at the time of the selection board. Prerequisite course requirements include: three semester hours of Anatomy with a lab, three semester hours of Physiology, three semester hours of Biology with a lab, eight semester hours of Physics with a lab, eight semester hours of Chemistry with a lab, six semester hours of Psychology, three semester hours of Social Sciences, and three semester hours of Statistics. Waivers are required for applicants with prerequisites and overall GPAs of less than 3.10. Applicants must have completed the GRE including the analytical writing portion. Waivers are required for those with cumulative scores of less than 1000 and verbal scores of less than 450.

(p) Physician Assistant: Applicants must have a Master's Degree in Physician Assistant Studies from a university or college that is fully accredited by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) (www.arc-pa.org), have successfully passed the Physician Assistant National Certification or Examination (PANCE) and be currently certified by the National Commission on Certification of Physician Assistants (NCCPA) (www.nccpa.net). Exceptionally qualified and PANCE/NCCPA certified applicants with a baccalaureate degree in Physician Assistant Studies will be considered on a case-by-case basis. Applicants who have had two or more years of family practice/primary care experience are preferred.

(q) Physiology: Applicants must have a Doctoral Degree in Physiology with a strong background in research. Consideration will be given to those with doctoral degrees in related fields such as pharmacology or biomedical engineering if systems physiology has been emphasized in research or graduate work. Major emphasis is on, but not limited to, research in cardiovascular, respiratory, hyperbaric, and neurophysiology with some research in exercise physiology. Undergraduate emphasis on physical sciences or mathematics is desirable. Applicants should show the ability to work independently and have a successful publication record in peer-reviewed journals.

(r) Podiatry: Applicants must be a graduate of a college of podiatric medicine accredited by the Council on Podiatric Medical Education (CPME) or the American Podiatric Medical Association (APMA). Current licensure in one of the 50 states or the District of Columbia is required upon entry onto active duty and completion of a two year Podiatric Medicine and Surgery Residency (PMSR) approved by CPME, or documented PMSR equivalent. A three-year PMSR/ Rearfoot Reconstruction and Ankle (RRA) program and board qualified/certified status recognized by the APMA is highly desired.

(s) Radiation Health: Applicants must have a Baccalaureate Degree with a major in radiation health, radiobiology, physics, chemistry, mathematics, engineering, nuclear engineering or biology (which must include acceptable course work in physics or calculus). Radiation Specialist programs and course work will be reviewed on a case-by-case basis.

(t) Research Psychology: Applicants must have a Ph.D. in psychology with a concentration in cognitive, experimental, social, industrial/organizational, human factors engineering, personnel, neuroscience, physiological, or a related area of psychology. Applicants who have completed the degree requirements and have passed their dissertation final defense will be considered. Related degrees will be considered if the applicant has completed course work with an emphasis on psychology, research methodology, and statistics. Applicants who have completed a Psy. D. in cognitive, experimental, social, industrial/organizational, human factors engineering, personnel, neuroscience, physiological, or a related area of psychology with a strong background in quantitative and research methods will be considered. For the RC, applicants who have completed a Master's Degree in one of these areas and four years of commissioned service as a Research Psychologist may be considered.

(u) Social Worker, Licensed Clinical: Applicants must have a Master's Degree in Social Work (MSW) from a graduate school of social work accredited by the Council of Social Work Education. Applicants must have a minimum of two years full-time post-master's degree supervised clinical social work experience, and must have the highest current licensure/certification as a clinical social worker offered by the jurisdiction where practicing; that license/certification must allow the social worker to practice independently. Mental health and Family Advocacy (child and spouse abuse) experience is highly desired, as is supervisory and/or program management experience.

1. Social Work Student Program (AC only): A limited number of candidates without degrees in social work may be selected annually for accession in the Navy MSC, and

subsequent matriculation in the Army-Fayetteville MSW Program. Applicants must possess a liberal arts focused undergraduate degree (Biology, English, Humanities, Behavioral Science, or Basic Science) with a minimum GPA of 3.0. Applicants must have completed the GRE within the past five years, with minimum score of 290 or higher that was achieved within five years of the program start date.

e. Physical: In accordance with the Manual of the Medical Department, Chapter 15 and as detailed in DoD Directive 6130.3.

f. Duty Preference: Not Applicable.

g. Marital Status: Not Applicable.

h. Program Specific Requirements: Not Applicable.

5. Accession Source:

a. Civilian men and women.

b. Enlisted personnel of any branch of the armed forces (active or reserve) provided an appropriate conditional release is authorized. Prior Navy enlisted service personnel are required to submit a copy of their enlisted Performance Summary Record in addition to the most recent three years of evaluations.

c. Commissioned personnel of any branch of the armed forces (active or reserve) who are not otherwise eligible for interservice transfer or superseding appointment, provided conditional release (other services only) or contingent release (USN/USNR only) is approved by the member's service component.

6. Indoctrination:

a. AC: Selectees will receive five weeks of military orientation training at the Naval Officer Development School (ODS), Newport, RI. Aerospace physiologists and aerospace experimental psychologists will be ordered to the Naval Aerospace Medical Institute (NAMI) for six months duty under instruction in aerospace physiology/psychology, after completion of ODS.

b. RC: Selectees must attend/complete the two week DCO Indoctrination Course (CIN: Q-9B-0024) at Newport, RI, within one year of commissioning.

7. Enlistment: Not Applicable.

8. Appointment: Medical Service Corps, United States Navy, designator 2300 or 2305 (as applicable). Entry grade credit for educational accomplishment may be awarded in accordance with OPNAVINST 1120.8 series. Specialists for which work experience credit will be granted will be identified annually in the officer recruiting goaling letter and changes thereafter.

9. Service Obligation:

a. AC: Three years of active duty from the date of appointment. The balance of service, sufficient to complete eight years total, may be served in a ready reserve status.

b. RC: Three years of Selected Reserve (SELRES) obligation from the date of appointment. Eight-years total ready reserve obligation.

10. Pay and Allowances: Not Applicable.

Approved: 

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