



Immediate Graduate Education Opportunities

CLASS OF 2020

Mission

“To develop Midshipmen morally, mentally and physically and to imbue them with the highest ideals of duty, honor and loyalty in order **to graduate leaders who are dedicated to a career of naval service** and have potential for future development in mind and character to assume the highest responsibilities of **command, citizenship and government.**”

References

- OPNAV Instruction
 - OPNAVINST 1520.23C - Graduate Education
 - OPNAVINST 1520 24D - Officer Scholarship Program
 - OPNAVINST 1520.41A - Navy Students Enrolled in Overseas Education Programs
 - MCO 1500.41A Ch 2 - Scholarship Program for Members of the Marine Corps
 - USNAINST 1520.2AA - Graduate Education Programs for Midshipmen
- Graduate Education Webpage:
 - Note the timeline
 - <https://intranet.usna.edu/GraduateEducation/index.php>
- POCs
 - CAPT Carr (OSP)
 - CDR Flynn (UKISP)

Eligibility Requirements

- Minimum CQPR
 - **3.2** for NPS-related opportunities
 - **3.65** for Civilian-Funded Scholarships
- Minimum Aptitude and Conduct Grades
 - “B” for 2/C & 1/C years
 - + Must be maintained to USNA graduation
 - Commandant may grant waiver for exceptional cases

Officer Scholarship Program (OSP) Civilian-Funded Scholarships

- Up to 2-year masters program at Civilian Institution
- Degree program **must be consistent with service needs**
 - See Subspecialty codes (Navy)
- Receive active duty pay and benefits.

OSP Application

- Application process begins in the fall of 1/C year
- Google Form link will be sent to eligible candidates
- Be sure to indicate interest in multiple programs as this will increase your chance of being selected for OSP

OSP - Graduate Record Exam (GRE)

- Take it ASAP.
- NOT required for NPS programs
- Scores valid for five years
- Go to <http://www.ets.org/gre/>
- See Grad Ed website for information on how to get a one-time fee waiver for DOD

OSP - Subspecialty Codes

- Required for all Navy Applicants
- **Not a requirement for Marines** (plan to obtain an SSC in order to safeguard your application i.e. service selection, injury, disqualification)
- Subspecialty codes can be found here:
<https://www.public.navy.mil/bupers-npc/career/education/subspecialty/Pages/default.aspx>

OSP Scholarship Constraints

- Navy
 - Must come up with at least 50% funding from an eligible donor
 - Eligible donor: i.e., 501.c.3, educational mission, openly competed funding
- USMC
 - Eligible donor, min. funding not specified
 - 1 year programs are preferable, 2 year programs are permissible
 - **Existing scholarship/fellowships will have preference**
- **NO PERSONAL FUNDRAISING**

OSP General Guidance

- **Fall 1/C YR:**
 - Apply to schools and obtain admission offers
 - Complete internal USNA application
 - Begin SSC process (max 4 programs)
- **Spring 1/C YR:**
 - Complete the USNA application
 - **GEC SELECTION**
 - Submit Permission to Accept package
 - Attend Ethics Requirements Training
 - (if applicable) complete overseas screening; read foreign clearance guide; complete APACS; obtain visas
- **May 1/C YR:**
 - Graduation; transfer to civilian institution

OSP

UK & International Scholarships

- **External World-wide Competition:**
 - International: Rhodes, Marshall, Gates, Churchill, Mitchell, Fulbright, Schwarzman, Rotary
 - Domestic: Hertz, Knight-Hennessy
- **Internal USNA competition (UKISP only):**
 - Beyer, Fitzgerald, Pownall, Nolan, Turner

Domestic Opportunities

- **McMullen Fellowship (Univ. of Pennsylvania):**
 - 1-year program, up to 2 selected
 - Electrical, Mechanical, and Systems Engineering, Robotics, Computer Science, Information Tech
- **McMullen Fellowship (Boston College):**
 - 2-year program, Carroll School of Mgmt, 1 selected
 - Business Administration or Finance
- **Carnegie-Mellon:**
 - Masters in Information Technology and Strategy (MITS)
- **Other:** Draper (MIT et al.), Lincoln Lab (MIT), Preventive Defense Project (Stanford), Purdue (STEM), Michigan

OSP - Ethics and Receiving Gifts

- Scholarship-related
 - 10 U.S.C. 2603
 - DoDI 1322.06 (15 Nov 07)
 - OPNAVINST 1520.24D (8 Jan 15)
- **Anything** of monetary value is considered a gift
- **Do not** solicit or accept gifts from persons or parties that do business with or seek official action from DoD (unless permitted by an exception).
- Applicable law and regulations limit the benefits which may be accepted under a fellowship, scholarship, grant, or stipend to an amount not exceeding the cost of attending the same school at Government expense
- Not authorized to accept excess benefits (in cash or in kind) for benefits which would not be authorized if attending the same school at Government expense
- No “labor dollars”
- Gifts of Travel

Quotas for OSP

- Officer Scholarship Program (CIVINS): **Navy 20, USMC 5** (depends on how many select MC and how many enter TBS)
- **These are maxima, not production goals**

Graduate Education Committee

- Six O-6s, four civilian full professors
 - Division Directors
 - + Eng & Weps, Math & Science, HUMSS, ProDev, LEAD
 - Deputy Commandant
 - Division Senior Professors
- Big questions being addressed:
 - Is this good for the officer in their chosen career path?
 - Is this good for the service?
 - Is this good for the Naval Academy?

Service Obligations - Grad ED

- 3 times the program length added to the initial USNA service obligation.
- **Total obligated service not to exceed 8 years**
- **8 year clock starts the day of commissioning**

Service Obligations - USNA

For reference, the existing obligations for each community are listed below:

- **Navy Pilot**: 8 years beginning on the day you are winged
- **USMC Pilot**: 8 years beginning on the day you are winged
- **Naval Flight Officer**: 6 years beginning on the day you are winged
- **Explosive Ordnance Disposal**: 4 years beginning on the day you earn the Basic EOD Tech Badge
- **Submarines/Surface Warfare / SWO (N) / SEAL / USMC**: 5 years beginning on the day of graduation
- **Restricted Line Billets**: 5 years beginning on the day of graduation
- **Medical Corps**: Not eligible to participate in OSP.

Risks

- Delayed Career Path Milestones
“Gates”
- Missing key professional development
(USMC Billets / Flight time)
- Ranked against Senior “Time in Rate”
Officers
- Shorter programs (1 Year Masters) can be
taken to your benefit

Think About it!

Make a wise choice

Look for where

"Master's Degree"

or

"Graduate Education"

shows up in the following
slides



FY-18 Active-Duty Line Community Brief Disclaimer

This community brief has been generated by the community leaders, including detailers and community managers. It has been vetted by the Navy Personnel Command and OJAG for statutory compliance and approved by SECNAV.

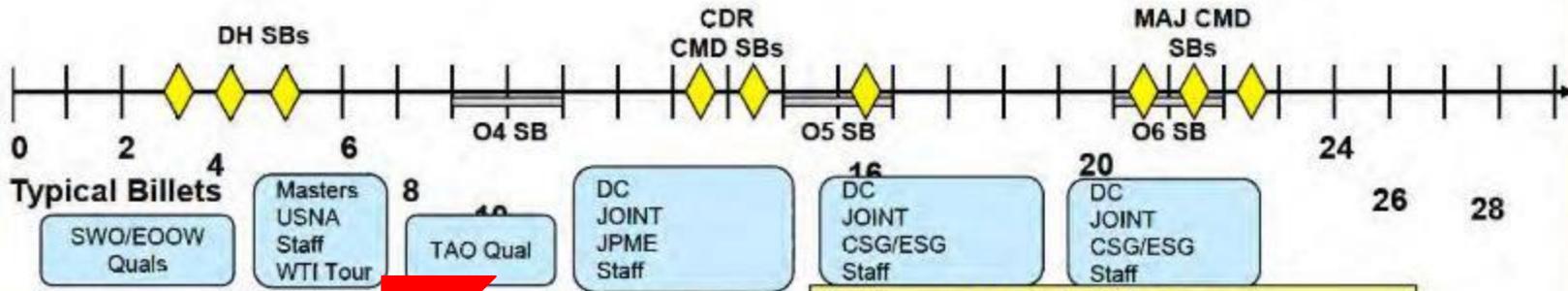
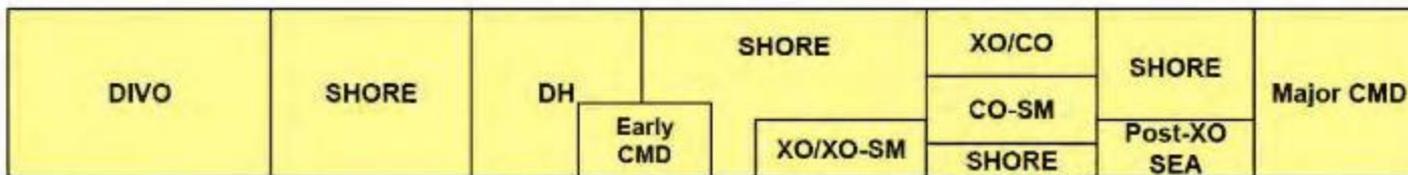
Community leaders have provided these slides to community members for career planning purposes; however, strict adherence to the career progressions depicted in the slides is not a prerequisite for promotion.

ONLY MATERIAL APPROVED BY THE SECRETARY OF THE NAVY WILL BE PRESENTED TO STATUTORY SELECTION BOARDS. THIS BRIEF HAS BEEN APPROVED BY SECNAV FOR USE BY THE FY-18 STATUTORY SELECTION BOARDS.

Surface Warfare Officer Career Progression



Career Path

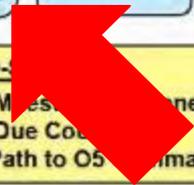


CO-SM billets	XO-SM billets
- Milestone Screened	- Milestone Screened
- Due Course	- Due Course
- Path to MAJCOM / O6	- Path to O5 Command

ADMINISTRATIVE BOARD RATES:

DH Board (Jun 16):	58%
CDR CMD (Dec15):	42%**
MAJ CMD (Nov 15):	60-67%

** 42% CO Afloat screen rate across 3 looks. Total milestone screen rate (CO Afloat, XO Afloat, CO-SM, and XO-SM) 68.1%. Major Command Screening includes CRUDES, Amphib, and Shore Major Screening.



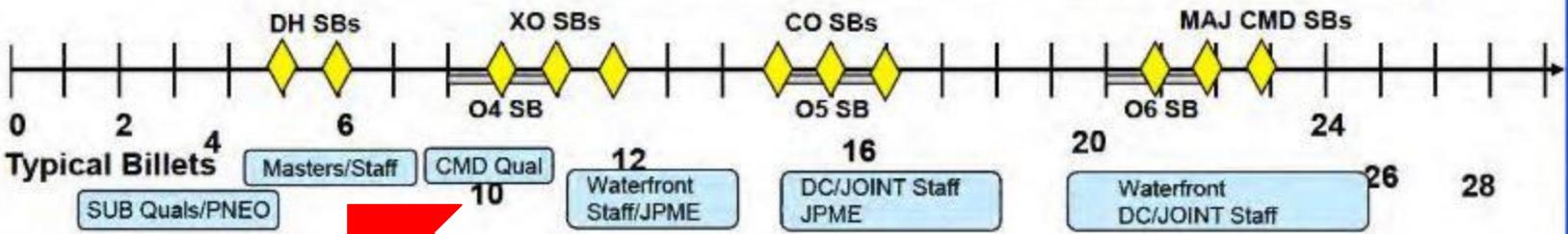
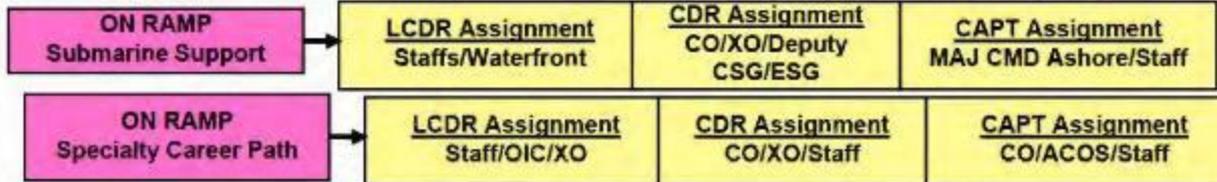
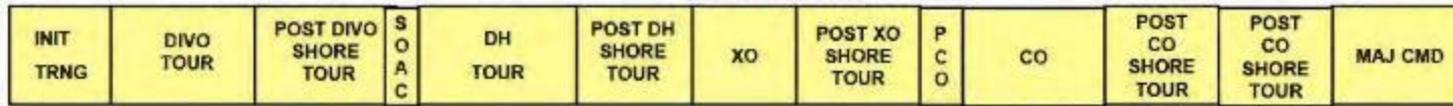
Surface Warfare Officer Community Values

- 
- Valued achievements prior to LIEUTENANT COMMANDER
 - Service at Sea – Successful DIVO sea tours
 - Screened for or serving as Department Head Afloat (on a ship, squadron or LCS Crew)
 - Valued achievements prior to COMMANDER
 - Service at Sea - Successful performance as Department Head Afloat
 - Screened for administrative milestones (XO/CO Fleet-up, XO Afloat / XO-SM)
 - Valued achievements prior to CAPTAIN
 - Service at Sea - Successful performance as CO
 - Officers successfully serving in community, operational, or challenging joint assignments following sea or shore CO assignment
 - Demonstrated leadership in shore and/or joint assignments
 - Special Mission (SM) assignments
 - SWOs filling CO-SM positions are leading Sailors in front-line, operational missions and have a path to Major Command
 - SWOs screened for or serving in XO-SM tours are leading sailors in critical operational assignments. These officers have a path for Commander Command.

****Not a requirement for SWO but can
only help with advancement**

Submarine Warfare Officer Career Progression

Career Path



- | | |
|------------------------------------|---|
| SUBMARINE SUPPORT (COSS/XO) | |
| - Squadron Deputy | - Strategic Weapons |
| - New Construction XO | - Remain fully qualified to serve as XO/CO at sea |
| - Training Commands | - Decommissioning Unit XO |
| SPECIALTY CAREER PATHS | |
| - Mine Warfare | - Anti-Terrorism/Force Protection |
| - Anti-Submarine Warfare | - Shore Installation Management |
| - Financial Management | - Operational Analysis |
| - NOPC/Joint Planner | - Education & Training Management |

ADMINISTRATIVE BOARDS RATES:	
DH SCREENING (May 16):	84%
XO SCREENING (May 16):	60% *
CO SCREENING (May 16):	62% *
MAJ CMD (Nov 15):	77%
*Combined XO/CO selection rates result in 37% opportunity for DHs to serve as CO	

Submarine Warfare Officer

Community Values

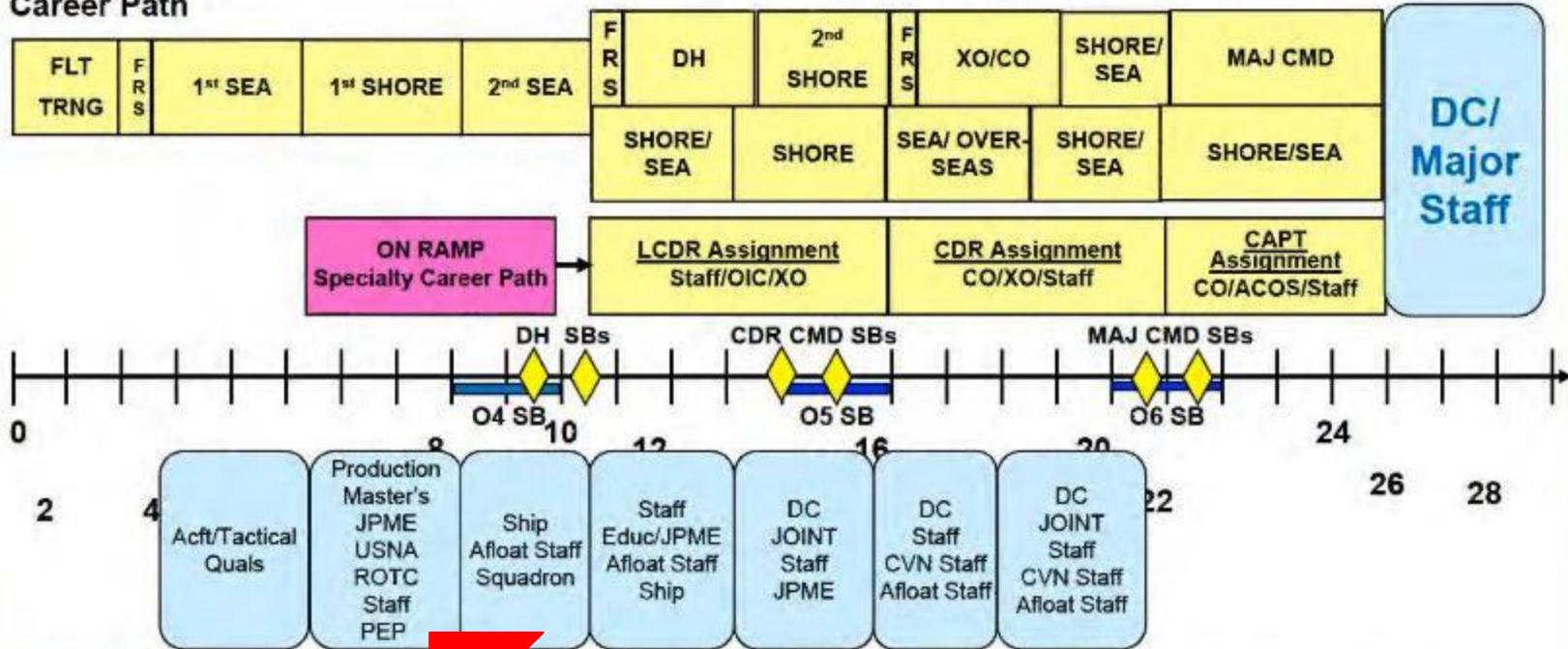


- Sustained superior performance at sea is the foundation of the Submarine Community
- Valued achievements prior to LIEUTENANT COMMANDER
 - Screened for or serving as DH At Sea
- Valued achievements prior to COMMANDER
 - XO or XO-equivalent assignments at sea or ashore
 - CO/OIC as LCDR (e.g., NAUTILUS, overseas submarine support activity)
 - Critical Nuclear Propulsion Program billets (e.g., nuclear training command department director)
 - IA/GSA/OCO leadership assignment as LCDR
- Valued achievements prior to CAPTAIN
 - CO or CO-equivalent assignments at sea or ashore
 - Naval Submarine Support Center (NSSC) COs, Training Facility COs, the Undersea Rescue / Unmanned Underwater Vehicle CO, the Naval Ocean Processing Facility (NOPF) CO, and OIC as CDR (e.g., San Diego Submarine Training Facility Detachment) are the most competitive Submarine Force CO shore candidates.
 - IA/GSA/OCO leadership assignment as CDR
- Submarine Support career path
 - Squadron Deputy Commander, Shore CO/XO, Mine Construction XO, Submarine Staffs, Training Commands, CSG/ESG, or Strategic Weapons
- Graduate Education in any subspecialty is valued regardless of source or method of achievement (e.g., civilian institution, Naval Postgraduate School, Distance Learning)
 - Undersea Warfare, Financial Management, Operations Analysis, National Security Studies, and Naval Strategy are key competencies.



Aviation Officer Career Progression

Career Path



SPECIALTY CAREER PATHS

- Mine Warfare
- Anti-Submarine Warfare
- Missile Defense
- Financial Management
- NOPC/Joint Planner
- Anti-Terrorism Protection
- Shore Installation Management
- Strategic Sealift
- Operational Analysis
- Education & Training

ADMINISTRATIVE BOARD SCREEN RATES:

DH:	60-70%
SPECIALTY CAREER PATH:	30%
CDR CMD:	40-45%
MAJ CMD:	40-45%

Aviation Officer Community Values



- Aviation officers have a long training pipeline, resulting in NOB FITREPS for the officer's first 3-4 years
 - NAE values graduate education for select officers upon commissioning
 - Min Service Requirement retains most aviators through first O-4 board promotion opportunity
 - Aviation requires reinvestment of Aviation skills at flight training units and centers of excellence that could limit options for tour assignment diversity, when compared to other officer communities
- Valued achievements prior to LIEUTENANT COMMANDER
 - Aviation LIEUTENANTS screen for DH Tour following selection to LIEUTENANT COMMANDER
 - Competitive breakout in first sea and shore tours, attainment of initial warfare qualifications
 - NAE values outstanding performance in an array of first shore tour billets...diversity of first shore tour assignments throughout each cohort is vital to aviation community future success
 - Due to compressed career path after winging, Graduate Education frequently not possible prior to LCDR
- Valued achievements prior to COMMANDER
 - Competitive breakout performance as a DH
 - Attainment of advanced warfare qualifications
 - Aviators serving as OP-T DHs develop essential training product sets valued by Aviation
- Valued achievements prior to CAPTAIN
 - Successful performance as a CO
 - OP/T CO's are leading mission essential training squadrons and afloat tactical air control units
 - SM CO's are providing critical leadership vital to operational missions
 - Proven leadership in post command, Aviation specific community (sea duty) and/or Joint assignments
- Specialty Career Path
 - Selected by Flag-led administrative board process
 - Officers may serve in leadership positions in critical specialty areas to provide unique subject area expertise



Questions?