

Program Authorization for: The Health Services Collegiate Program (HSCP). HSCP is a scholarship program designed to provide financial incentives for students in designated health care professions to complete degree/certification requirements and obtain a commission in the Medical Corps (MC), Dental Corps (DC), or Medical Service Corps (MSC). The Surgeon General of the Navy (N093) is the Resource Sponsor.

1. Program Authority: Title 10 United States Code (USC) 531, 532, and 533.

2. Cancellation: HSCP Program Authorization (PA 132) of December 2009.

3. Quota: The type of health care professions and accession goals will be determined by the Deputy, Chief of Naval Operations (Manpower, Personnel, Training, and Education) (MPTE) (N1) in coordination with BUPERS-31 and BUMED. Officers commissioned from this program are accounted for as Student Option Accessions.

4. Qualifications:

a. Citizenship: Must be a citizen of the United States. Waivers will not be granted.

b. Entry age: Applicants must be at least 18 years of age and be able to commission by age 42 and/or be able to serve 20 years of commissioned active service by age 62. No age waivers will be granted.

c. Gender: Open to men and women.

d. Education:

(1) Applicants must be enrolled in, or accepted for enrollment/transfer to, an accredited college, university, or school of study for a designated health profession. On-line/distant learning degree programs do not meet this requirement.

(a) In the case of medical school, the school must be accredited through Liaison Committee for Medical Education (see www.lcme.org) or the American Osteopathic Association Commission on Osteopathic College Accreditation (see www.osteopathic.org).

(b) In the case of dental school, the school must be accredited by the American Dental Association (see www.ada.org).

(c) In the case of Medical Service Corps education programs, the school must be accredited in accordance with the subspecialty requirements set forth in Program Authorization 115 (Direct appointment as officers in the MSC).

(2) Degree or certification requirements must be fulfilled within 12, 24, 36, or 48 months after enlistment. Selectees must have an approved degree or course of study completion plan prior to enlistment in order to determine the projected graduation or completion date.

(3) Applicants must have a cumulative grade point average (GPA) of at least 3.0 on a 4.0 scale. With the recommendation of the Bureau of Medicine and Surgery's Professional Review Board, the respective Officer Community Manager (OCM) may grant GPA waivers on a case-by-case basis.

(4) Selectees must complete their studies or training as full-time students attending all normal school sessions. Full-time students are required to take a minimum of 12 credits per semester. Students must attend summer classes between spring and fall semesters (at least five credit hours). Students must maintain a GPA of at least 2.5 after selection.

(5) Official transcripts must be submitted to Naval Recruiting Command (NRC) upon completion of each school term. Failure to maintain the prescribed 2.5 GPA, failure to disclose complete academic transcripts, or any evidence of tampering or academic fraud may result in a selectee's disenrollment from HSCP. For those schools on a pass/fail system, students must remain in good academic standing to complete school as stipulated by their degree completion plan at the beginning of their start in HSCP. NRC will provide the respective OCM notification of any selectee's failure to meet requirements, as well as a recommendation for waiver or disenrollment. Waivers will be considered on a case-by-case basis for failure to maintain prescribed GPA requirements and will be dependent upon the student's current academic standing with their school and overall performance as a member of the Navy HSCP. Waivers shall be requested from the respective OCM, via NRC.

(6) Participation in a non-mandatory co-op or work-study program will not be authorized if such participation will cause a delay in the projected graduation date.

(7) Selectees will not be permitted to extend their projected graduation date, cease attending classes, change majors, enter exchange programs, or transfer schools without specific approval of the OCM, via NRC. Failure to obtain prior permission may result in disenrollment.

(8) For MC only: Applicants must take and pass the United States Medical Licensing Examination (USMLE) Parts I, II, and IIB or the Comprehensive Osteopathic Medical Licensing Examination (COMLEX) Levels I, II CE and II PE prior to graduating and accessing to active duty. USMLE or COMLEX Part I of the examination must be completed before the beginning of the third-year of the academic curriculum of medical school and results provided to NRC by 15 September of the third-year of the academic curriculum. Failure to pass these examinations after three attempts will result in separation from the U.S. Navy or extension on active duty according to the terms and provisions of the service agreement and applicable Navy regulations. Inability to obtain a valid state license following completion of internship may result in administrative separation and recoupment of all pay received during participation in HSCP.

(9) For DC only: Applicants must take and pass Part I of the National Dental Board Exam (NDBE) prior to the beginning of the third-year academic curriculum and the results provided to NRC by 15 September of the third-year academic curriculum. Failure to take the examination or provide the score to NRC may result in administrative actions, which could include discharge. Applicants must take Part II of the NDBE in December during the fourth-year academic curriculum and provide the results to NRC by 15 February (second attempts must occur by the following March and results provided by 15 April). A second time failure of any part of the NDBE may result in discharge from this program and a requirement to complete obligated service for training in an active duty enlisted status. This option requires that the disenrolled candidate attend recruit training. If curricula requirements are not completed in time for their respective examinations, dental program participants must submit a written waiver request to the DC OCM via NRC, supported by a letter from the Dean of Student Affairs. Personnel will not be commissioned as a Dental Corps Officer upon graduation from dental school without passing Parts I and II of the NDBE and may be subject to recoupment of all pay received during participation in HSCP.

(10) The Medical Service Corps (MSC) uses this program specific to specialty. The MSC Community Manager, in conjunction with BUMED M1 and the MSC Corps Chief's office, reviews and designates which specialties in the MSC are eligible for this program. Paragraphs (a) through (j) provide specific guidance to the Healthcare Administration, Environmental Health, Industrial Hygiene, Audiology (Externship), Social Work (Internship), Pharmacy, Occupational Therapy, Podiatric Residency, Entomology, and Physician Assistant specialties.

(a) For Healthcare Administration, applicants must be enrolled in, or accepted for enrollment/transfer to an accredited college, university, or school of study for a Master's Degree in Health Care, Hospital or Health Service Administration, Health Policy or a Master's in Business Administration with a concentration in Health Care Administration. Applicants must be enrolled in a program accredited by the Commission on Accreditation of Healthcare Management Education (see www.cahme.org) or the Association to Advance Collegiate Schools of Business (see www.aacsb.edu) or Council on Education for Public Health (see www.ceph.org). Applicants must submit a GRE or 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).

(b) For Environmental Health, applicants must be enrolled in, or accepted for enrollment/transfer to an accredited college or university for a Baccalaureate or Master's Degree in Environmental Health from a National Environmental Health Science and Accreditation Council (see www.ehacoffice.org) accredited program or a Master of Public Health degree with a concentration in environmental health from a College of Public Health accredited by the Council on Education for Public Health (see www.ceph.org). Degree plans 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, physics or other science.

(c) For Industrial Hygiene, applicants must be enrolled in, or accepted for enrollment/transfer to an accredited college, university, or school of study for a Master's of Science or Public Health degree, with a concentration in industrial hygiene or a related field, such as

toxicology, chemistry, biology or environmental sciences. The ideal candidate shall have a degree plan for Master of Science or Master of Public Health Degree in Industrial Hygiene from an institution accredited by the Accreditation Board for Engineering and Technology (see www.abet.org) or a degree from an institution with a strong program of industrial hygiene or occupational health.

(d) For Audiology (Externship), applicants must have completed either a Master's or Doctorate Degree in Audiology.

(e) For Social Work (Internship), applicants must have completed a Master's Degree in Social Work (MSW or equivalent) from a graduate school of social work accredited by the Council of Social Work Education (see www.cswe.org). Applicants will be selected through a professional review board and the internship program shall not exceed 24 months. Interns assigned to a program in a state that requires licensure of graduate-level Social Workers (LGSW) must obtain this license prior to enlisting. Interns must pass the unrestricted social work licensure exam following completion of their internship and be commissioned in the Medical Service Corps within three months following completion of their internship. Failure to become licensed and commissioned within three months may result in disenrollment from the program and possible recoupment of Navy expenditures according to the terms and provisions of the service agreement and applicable Navy regulations.

(f) For Pharmacy, applicants must be enrolled in, or accepted for enrollment/transfer to an accredited college, university, or school of study for a Doctor of Pharmacy Degree. The program must be accredited by the Accreditation Council for Pharmacy Education (see www.acpe-accredit.org). Graduates shall take licensure exam prior to Officer Development School and must receive licensure within one year of entry onto active duty from the state or jurisdiction in which they are seeking licensure. Failure to pass the licensure exam within one year of commissioning may result in administrative separation from the U.S Navy and possible recoupment of Navy expenditures according to the terms and provisions of the service agreement and applicable Navy regulations.

(g) For Occupational Therapy, applicants must be enrolled in, or accepted for enrollment/transfer to an accredited college, university, or school of study for a Master's Degree in Occupational Therapy from a university or college accredited by the American Council for Occupational

Therapy Education (of the American Occupational Therapy Association (see www.aota.org). All internships must be focused in one of the following specialty areas: rehabilitation sciences (upper extremity/hand therapy, occupational/human performance); behavioral/mental health (PTSD focus); neuroscience/TBI (mild to moderate populations preferred); or pediatrics (early intervention and school based services focus). Applicants must pass the National Board for Certification in Occupational Therapy (see www.nbcot.org) at the completion of their program. Failure to pass the NBCOT examination within one year of commissioning may result in administrative separation from the U.S. Navy and possible recoupment of Navy expenditures according to the terms and provisions of the service agreement and applicable Navy regulations.

(h) For Podiatric Residencies, applicants must be a graduate from a Podiatric Medical School accredited by the Council on Podiatric Medical Education (see www.apma.org/Members/Education/CPMEAccreditation.aspx). Applicants must be accepted to a three year surgical residency approved by the American Podiatry Medical Association (see www.apma.org). Applicants must take and pass the National Boards of Podiatry Medical Examiners (NBPME) Parts I, II before entering program (see www.nbpme.info). NBPME Part III of the examination must be completed before entering Active Duty. Failure to pass these examinations after three attempts will result in separation from the U.S. Navy or extension on active duty according to the terms and provisions of the service agreement and applicable Navy regulations. Inability to obtain a valid state license following completion of residency may result in administrative separation from the program and recoupment of all pay received during participation in HSCP.

(i) For Entomology, applicants must be enrolled in, or accepted for enrollment/transfer to an accredited college, university, or school of study for a Master's Degree (thesis program) or Doctoral Degree in Entomology. Degree plans should include at least 30 hours of entomology courses including the areas of medical entomology, pest management, insect taxonomy, insect morphology, mosquito biology, medical-veterinary entomology, insect ecology, insect toxicology, and insect physiology.

(j) For Physician Assistants, applicants must be enrolled in, or accepted for enrollment/transfer to an accredited college or university for a Master's Degree in Physician Assistant studies. The program must be accredited by

the Accreditation Review Commission on Education for the Physician Assistant (see www.arc-pa.org). Degree requirements must be completed within 12 to 24 months after enrollment to accommodate the standard two year program. The benefit can be extended up to 30 months to accommodate those academic programs requiring 30 months to complete. Determination of a 30 month contract will be made prior to the applicant's entry into the program by the professional review board. Prior to commissioning, applicants must pass the Physician Assistant National Certification Exam (PANCE) (see www.nccpa.net). Failure to pass the PANCE examination within 180 days of graduation may result in administrative separation from the U.S. Navy and possible recoupment of Navy expenditures according to the terms and provisions of the service agreement and applicable Navy regulations.

e. Physical Requirements: Must meet the physical standards for service on active duty as recommended by the Chief, Bureau of Medicine and Surgery (BUMED) and approved by CNO. Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (CNO N1), upon recommendation of BUMED, may waive physical defects that will not interfere with the performance of active duty within the guidelines of NAVMED P-117.

f. Marital status: No restrictions.

5. Source:

a. Civilians.

b. Enlisted applicants are required to submit a conditional release from active duty, a copy of their enlisted Performance Summary Record (PSR), and their most recent three years of evaluations. Officer applicants are required to submit a conditional resignation from active duty, a copy of their Officer Summary Record (OSR), and their most recent three years of Fitness Reports. HSCP is primarily intended as a civilian direct procurement program. Consequently, student seats for individuals serving on Active Duty or in a FTS status are subject to limitation.

6. Enlistment:

a. Civilian. Once selected for the program, civilians will be enlisted by their recruiting district. They will be ordered to the Navy Recruiting District (NRD) nearest their college and

will be placed in an active duty status as an E-6, Officer Candidate First Class (OC1) in the Navy.

b. Military.

(1) Officers. Officers must request a contingent resignation and are enlisted as an E-7, Officer Candidate Chief Petty Officer (OCCPO) in the Navy.

(2) Enlisted. Enlisted personnel equal to or below the rank of E-6 will be reenlisted as E-6, Officer Candidate First Class (OC1) in the Navy. Enlisted personnel equal to or above the rank of E-7 will be reenlisted as E-7, Officer Candidate Chief Petty Officer (OCCPO) in the Navy.

(3) Permanent Change of Station orders are not authorized under this program.

7. Requirements of Enlistment:

a. As an active duty enlisted member in the Navy, HSCP students will be required to maintain contact with the local NRD they are assigned to. The NRD will ensure students maintain minimum physical fitness standards and assist students with attaining an adequate level of military awareness. The recruiting NRD will report all PFA failures and/or failure of students to maintain contact with designated OCM, via NRC.

b. Conduct. Applicants selected for this program are required to maintain professional conduct throughout the program. Misconduct (civilian or military conviction) during enlistment may result in immediate disenrollment subject to guidelines set in (paragraph 12 subparagraph e(2) and (3)) below.

c. Advancement. Program participants are ineligible for advancement examinations. The maximum pay grade that will be allowed in this program is E-7 and this must be approved by N13, via NRC. Advancement to E-7 can be accomplished by the following: HSCP students who make referrals which result in a new accession to any medical department officer accession program will be eligible for a one-time advancement to OCCPO.

8. Funding: Participants will receive full pay and allowances (except clothing) of their designated rank, but must pay for tuition, books and other school related expenses.

9. Appointments: Upon completion of degree/certification requirements, candidates will be commissioned in the appropriate health care designator, U.S. Navy, under the guidance of OPNAVINST 1120.4 Series (MC), OPNAVINST 1120.5 Series (DC), or OPNAVINST 1120.8 Series (MSC).

10. Indoctrination: Upon receiving a commission, members will receive military orientation training at the Naval Officer Development School (ODS), Newport, Rhode Island.

11. Licensure/Certification/Registration:

a. Health care professionals must obtain and maintain an appropriate license, certifications, and/or registration as required by the applicable initial appointing directive (OPNAVINST 1120.4 Series, OPNAVINST 1120.5 Series, or OPNAVINST 1120.8 Series) and as designated by BUMEDINST 6320.66E.

b. Obtaining and maintaining a license, certification, and/or registration is an expense and responsibility incurred by the individual. Failure to obtain licensure, certification, and/or registration within prescribed timeframes will result in the HSCP candidate/graduate being required to fulfill enlisted obligation service requirement identified in original contract/agreement and possible recoupment of all pay received during participation in HSCP.

12. Service Obligation:

a. Total commissioned obligation is eight years for all designators, a portion which shall be an active duty obligation:

(1) Active duty commissioned obligation is a minimum of three years from the date of commissioning or as specified by the requirements set forth in the member's service agreement and outlined below.

(2) Obligated commissioned service not spent on active duty will be served in the selected reserve (SELRES) or the Individual Ready Reserve (IRR) as determined by the CNO (N13).

b. MC selectees must obligate to serve year for year with a minimum obligation of three years active duty. Medical internship is considered a neutral year and will not be counted as one of the obligated years for HSCP active duty payback.

c. DC selectees must obligate to serve year for year with a minimum obligation of three years active duty. An Advanced Educational and General Dentistry (AEGD)/General Practice Residency (GPR) is considered a neutral year and may not be counted as one of the obligated years for HSCP active duty payback.

d. MSC selectees must obligate to serve a minimum of three years active duty from the date of commissioning for any one, two or three year program. Selectees enrolled in a four-year program will have an active duty obligation of four years from the date of commissioning.

e. Disposition of HSCP students who disenroll or attrite from this program prior to commissioning for any reason other than non-temporary physical disqualification will be determined by the respective OCM, via NRC.

(1) Students who become not physically qualified for commissioning but physically qualified for enlistment may be made available for recruit training or discharged.

(2) Candidates (civilian at entry) who attrite or disenroll and who are required to serve the obligated three years enlisted active duty from the date of disenrollment will be administratively reduced to pay grade E-3 (Seaman) prior to entry into recruit training. Enlisted active duty will normally commence within 60 days of disenrollment.

(3) Candidates (military at entry) who attrite or disenroll and who are required to return to active duty will maintain their previously held rank and rate before entry into this program, and will fulfill the remainder of their enlistment contract or 36 months, whichever is greater. Return to active duty will normally commence immediately upon disenrollment.

(4) No specialized Navy training will be authorized following recruit training unless the member agrees to extend active duty obligation to meet the service obligation of the training program requested.

Approved: _____


A. M. KURTA, RADM, USN
Director, Military Personnel, Plans and
Policy Division (N13)

Date: _____

10/28/2011