Program Authorization for: Seaman to Admiral-21 (STA-21) Special Warfare (Designator 1180) Option Commissioning Program. The STA-21 Special Warfare option provides an upward mobility opportunity for active duty enlisted members of the SEAL community by providing them an opportunity to obtain a commission and a SEAL Officer designation 1180. BUPERS-311D is the Special Warfare Officer Community Manager (OCM).

1. **Program Authority:** 10 USC 531, 532 and 12209.

2. **Cancellation:** Program Authorization 150Q of September 2011.

3. **Quotas:** As prescribed by the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (N1) in the annual officer accession plan.

4. **Qualifications:**

   a. **Citizenship:** Applicants must be citizens of the United States of America. Citizenship cannot be waived.

   b. **Gender:** No restrictions.

   c. **Age:** Applicants must be at least 19 years old, able to complete degree requirements, and not have passed their 29th birthday before commissioning. Month-for-month waivers for active duty beyond 24 months will be considered only for enlisted personnel who possess particularly exceptional qualifications, provided they can be commissioned prior to their 42nd birthday. Waivers will be considered by BUPERS-311D.

   d. **Education:**

      (1) Applicants must provide SAT or ACT Scores. The minimum combined Math/Verbal SAT score is 1000 (not less than 500 Math or 500 Verbal) or minimum combined Math/English ACT score is 41 (not less than 21 Math or 20 English).

      (2) There are no specific degree requirements, however, participants are strongly encouraged to pursue technical degrees or degrees relevant to a Naval Special Warfare (NSW) career (i.e., National Securities Studies, Special Operations/Low Intensity Conflict, Financial Management, Operations Research Analysis, or Information Systems and Operations, etc.). Participants are also encouraged to pursue foreign language education.

         (a) Participants must take a minimum of two semesters/three quarters of calculus and calculus-based physics receiving a passing grade of “C” or better. Calculus and physics taken at other than the host institution must be transferrable to the host institution to satisfy the STA-21 requirement.

         (b) Participants must complete requirements for a baccalaureate degree in 36 months. No waivers over 36 months will be approved.
(3) Participants must maintain a cumulative grade point average (GPA) of 2.5 or higher on a 4.0 scale.

(4) Participants will attend NROTC affiliated colleges or universities and be full-time students throughout the year (including summer sessions). Participants must remain at the university in which they initially enrolled and will not be permitted to transfer to another university.

(5) Waivers of these educational requirements may be granted by N13 with recommendation provided by Commander, Naval Service Training Command (Officer Development) (NSTC OD) on a case-by-case basis.

(6) In addition to disenrollment for academic reasons, participants may be disenrolled because of disciplinary problems (i.e., drug usage, civil convictions, etc.) by NSTC OD.

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

(1) In addition to the previous medical requirements, Bureau of Medicine and Surgery (BUMED) M3/5FP must review Report of Medical Exam (DD Form 2808) and Report of Medical History (DD Form 2807). During this review, BUMED M3/5FP will determine whether the individual is medically eligible. If eligible, a letter to BUPERS will be generated stating that the individual is Physically Qualified (PQ) for “Special Operations” duty. If the individual is noted to have a disqualifying condition, a recommendation for or against a waiver of the physical standards will be generated by BUMED M3B3 and forwarded to BUPERS-3 for final adjudication.

f. Duty Preference: Not applicable.

g. Marital Status: No restrictions.

h. Program Specific Requirements:

(1) Selection: Applicants that desire to become SEAL Officers via the STA-21 Program and do not carry the 5326 NEC must be selected by the SEAL Officer Selection Panel prior to service assignment. These applicants must complete and submit the following to the SEAL OCM prior to the deadline posted on the SEAL OCM website:

(a) Commanding Officer’s Endorsement.

(b) NSW Applicant Questionnaire. Applicants must complete the NSW Applicant Questionnaire, which is provided on the SEAL OCM website or by contacting the OCM directly.

(c) Full length 5x7 or 8x10 photograph in professional business attire or service working uniform.
(d) Physical Screening Test. Applicants must be able to pass a Physical Screening Test (PST) in accordance with MILPERSMAN 1220-410.

(e) Performance evaluations.

(f) Resume. There is no specific format for the resume. It should include at a minimum education, employment history, sports involvement, volunteer activities, and qualifications.

(g) Official college transcript.

(h) No more than two letters of recommendation.

5. Accession Source:

a. Applicants must be serving on active duty in the U.S. Navy or Navy Reserve including Full Time Support (FTS), or Selected Reserve (SELRES) and Navy Reservists on active duty except for those on active duty for training (ADT) to include annual training (AT) and initial active duty for training (I-ADT).

b. Applicants must have no record of courts-martial convictions or civilian felony convictions, disciplinary action under Article 15 of the Uniform Code of Military Justice (UCMJ), or conviction by civil court for misdemeanors (except minor traffic violations) during the three years preceding the date of application to STA-21. Any substantiated drug abuse while in an enlisted status is disqualifying.

6. Indoctrination: Before beginning full-time collegiate study, participants must attend the eight week Naval Science Institution (NSI) at OTC Newport, RI to complete all required Officer professional core competencies. While attending their selected NROTC affiliated college or university, participants will become members of the NROTC unit and drill, but are only required to take two Naval Science leadership courses since coverage of most of the material is provided during NSI. Upon completion of their baccalaureate degree program, participants will be commissioned as Officers in the U.S. Navy.

7. Enlistment: Participants in paygrades E4 and below will be designated Officer Candidates and advanced to paygrade E5. Participants in paygrades E5 and above will be designated Officer Candidates in their present paygrades. Participants will remain eligible for promotion while participating in the STA-21 program.

8. Appointment: Officer Candidates will be commissioned in the Unrestricted Line of the Navy as an Ensign, U.S. Navy, designator 1180.

9. Service Obligation:

a. Participants must volunteer to enlist for six years from date of enrollment.
b. Participants will incur a five year active duty obligation upon commissioning. Additional obligated service may be incurred as a result of special training received following commissioning.

c. Participants that drop on request (DOR) prior to commissioning will be obligated for five years of enlisted service from the date of program disenrollment or the remainder of their current enlistment, whichever is longer.

d. Participants who complete degree requirements, but fail to be commissioned will be obligated for five years of enlisted service from the date of program disenrollment.

e. STA-21 SEAL Officer Candidates who fail to meet program requirements, but desire consideration for other than Unrestricted Line Officer opportunities may contact the NSTC OD for information regarding conversion to the STA-21 Core Program subject to the requirements of the SEAL Option Program.

f. Additional obligated service may be incurred as a result of special training or graduate education received following commissioning.

10. Pay and Allowances:

a. Participants will continue to receive their full enlisted pay and allowances, and remain eligible for promotion while participating based on paygrade outlined in paragraph 7.

b. Participants will receive an annual $10,000 education voucher, provided to benefit each participant and paid to the educational institution attended. This voucher will be used to pay tuition, fees, and book costs only. Excess funding for vouchers will be remitted by the educational institution to NSTC as program manager.

c. Participants may use veteran’s benefits in accordance with VA rules. Participants may not use Tuition Assistance (TA).

d. Special Warfare Option participants should contact the SEAL OCM regarding eligibility for special pays. Maintenance of certain skills and special qualifications enhances safety and is more cost effective than periodic retraining that is required when such skills lapse.

Approved

JOHN. B. NOWELL, JR., RADM, USN
Director, Military Personnel
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