

# SWO(N) Ready Reference – Graduate Education

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This Ready Reference discusses graduate education opportunities through various programs available in the Navy, including information about degrees conferred, Joint Professional Military Education (JPME), application processes, and obligated service/contract requirements.

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References:

OPNAVINST 1520.23C Graduate Education

(<https://doni.documentservices.dla.mil/Directives/01000%20Military%20Personnel%20Support/01-500%20Military%20Training%20and%20Education%20Services/1520.23C%20w%20CH-1.pdf>)

NPSINST 1520.1K Standard Procedures for Administration and Management of Navy Fully-Funded Graduate Education Programs at Civilian Institutions and the Law Education Program

([http://my.nps.edu/documents/103400012/108027973/NPSINST\\_15201K.pdf/ac1546f1-379a-4236-a60f-7b7b5fd670cb](http://my.nps.edu/documents/103400012/108027973/NPSINST_15201K.pdf/ac1546f1-379a-4236-a60f-7b7b5fd670cb))

OPNAVINST 1520.37B Graduate Education Voucher (GEV)

(<https://doni.documentservices.dla.mil/Directives/01000%20Military%20Personnel%20Support/01-500%20Military%20Training%20and%20Education%20Services/1520.37B.pdf>)

Navy College Program website

(<https://www.navycollege.navy.mil/information-for-sailors/paying-for-school/programs-for-officers.htm>)

NAVADMIN 245/17 Naval Postgraduate School Distance Learning Graduate Education Programs Available for Academic Year 2018

(<http://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINS/NAV2017/NAV17245.txt>)

## **Resident Course Descriptions**

1. Talent Management Programs: The following programs are covered under the Talent Management Program, which means your application to participate is due before the PERS-412 Talent Management Board convenes. **More information on Talent Management Administration is covered on the NPC webpage under Officer Detailing → 412 Divos. Scroll down to Shore Tour discussion.** DHRB is not required for application to, but is for execution of, an Talent Management Program. Note: If you think you may want to apply to a Talent Management Program for shore duty, understand the lead time required to apply to both the Talent Management Board and the associated programs. For example, the board held in May 2017 considered YGs 12-14. As most civilian programs start in August, the application windows began the fall prior. The GRE is often required as well and should factor into your planning.

-Fleet Scholar Education Program (FSEP) – Up to 24 months at school of choice; defined list of over 100 schools with 9 billets given to SWOs. Communities control their own selection process and criteria. Once selected, the FSEP student is managed by the NPS Civilian Institutions (CIVINS) office, <http://my.nps.edu/web/civins/fsep>. NPS CIVINS office must have an Education Service Agreement (ESA) with the school to attend. A current list of schools with existing ESAs can be found by clicking on the map on the CIVINS FSEP webpage (<http://my.nps.edu/web/civins/fsep>). It can take up to 6 months to develop a new ESA. If desired school is not listed on the website, the potential student must inform CIVINS immediately (during the school application phase). FSEP has its own instruction, OPNAVINST 1500.78. (<https://doni.documentservices.dla.mil/Directives/01000%20Military%20Personnel%20Support/01-500%20Military%20Training%20and%20Education%20Services/1500.78.pdf>)

-Leadership, Education and Development (LEAD)\* – 5-7 billets annually; apply to a National Capital Region University in Leadership and Organization plus 2 years as a Company Officer at USNA. Typically, you will need 36 months of shore duty available but SWO(N)s have been able to negotiate shorter tours to make it to DH School on time. The USNA LEAD Master's Program provides a graduate education opportunity for new Company Officers in Leadership Education & Development (LEAD). The program began at the Naval Postgraduate School in 1996, moved to the University of Maryland in 2006, and began its inaugural year at the George Washington (GW) University in 2014. The competitive program solicits applications from across all warfare communities of the Navy and USMC. The cohort of 15 officers study full-time at GW's Foggy Bottom campus in DC for one year. The 33-credit Master's of Arts degree in Leadership Education and Development blends coursework from GW's Columbian College of Arts and Sciences and military leadership courses taught by USNA faculty. The program prepares incoming Company Officers for their critical role in the Naval Academy's mission of developing midshipmen into future leaders. The program attracts highly-qualified warfighters from the fleet to serve as role models and mentors for midshipmen, provides them with quality credentials for teaching in the classroom, and is a valuable opportunity for the individual officer to enhance personal and professional goals.

-Graduate Education plus Teaching (GE+T)\* – 12 months education at NPS Monterey or at a USNA-approved civilian institution in the National Capital Region (concentration areas needed will be promulgated in the annual NAVADMIN) plus two years teaching that subject area at USNA. (<https://doni.documentservices.dla.mil/Directives/01000%20Military%20Personnel%20Support/01-500%20Military%20Training%20and%20Education%20Services/1524.2.pdf>)

-Purdue Military Research Initiative (PMRI)\*- Nominally a 36-month program, but SWO(N)s are eligible to apply as academic timelines can be adjusted to support SWO career timing. Undergrads with technical expertise are highly encouraged but not required.

-MIT-Wood's Hole Oceanographic Institution (MIT-WHOI)\* – Pursue a degree related to Oceanography (specific concentration areas needed will be promulgated in the annual NAVADMIN ) that integrates into the Distributed Lethality Task Force (DLTF) and Naval Surface and Mine Warfighting Development Center (SMWDC) efforts. To be eligible, you must have received a strong technical undergraduate degree with an above average GPA (3.8 or better is recommended to be competitive for selection but not required). Once selected, students are managed by the NPS CIVINS office as CIVINS Program 375, <http://my.nps.edu/web/civins>. (<https://doni.documentservices.dla.mil/Directives/01000%20Military%20Personnel%20Support/01-500%20Military%20Training%20and%20Education%20Services/1520.31D.pdf>)

-Naval Reserve Officer Training Corps (NROTC), various locations – Pursue graduate education while simultaneously serving as an NROTC instructor. A list of all NROTC locations on pages 7-8.

\* The Talent Management Board selects the nominees but the selection process is maintained by the institution. For LEAD and GE+T, USNA has its own selection process. A NAVADMIN will be released detailing timelines and other application criteria. For PMRI, Purdue has its own application process; Purdue Navy mentors will assist nominees.

## 2. Legacy Programs.

- Naval Postgraduate School (NPS), Monterey, CA – Most NPS quotas are available via a rolling application process with program priorities promulgated each year by OPNAV N12. For programs with limited quota availability, applicants must compete for acceptance. If Department Head Retention Bonus (DHRB) is required for the program desired, submit the request in conjunction with Talent Management Board. JPME Phase I is included with the NPS curriculum.

- Naval War College (NWC) – Junior Course, Newport, RI – Operated on a trimester system with programs that generally last from 9-12 months. Programs in excess of 12 months include Maritime Advanced Warfighter School (MAWS) - 13 months; Advanced Strategist Program (ASP) - 13 months; Advanced Research Program (ARP) - 15 months. Graduates receive a Master's of Arts Degree in National Security and Strategic Studies and JPME Phase I. Attendees have generally completed their department head tours; however, officers may attend following division officer tours if quotas permit (MILPERSMAN 1301-904 governs both Intermediate and Senior Service College eligibility).

- Naval War College (NWC) – Senior Course, Newport, RI – Operated on a trimester system with programs that last from 9-12 months. Graduates receive a Master's of Arts Degree in National Security and Strategic Studies and JPME II. Students must have completed JPME Phase I and must be at least selected for promotion to CDR to attend (MILPERSMAN 1301-904 governs both Intermediate and Senior Service College eligibility).

- Army Command and General Staff College, Ft. Leavenworth, KS – A 1-year graduate level program that results in JPME Phase I and a Master's of Military Art and Science (MMAS) degree (when degree requirements are met). LTs are accepted into this course on a case-by-case basis without a waiver. There is another degree option here that takes on a cohort approach with Kansas State University, University of Kansas, Central Michigan University or Webster University. By exercising this option, students can pursue graduate degrees in the following concentrations: MSA, Adult Education, Security Studies, Supply Chain Management, HR Management, International Relations, Procurement and Acquisitions, General Administration, Leadership or Public Administration. The cohort option typically requires some weekend or weeknight commitments and students can use TA, GI Bill or GEV (must apply for quota) to cover the out-of-pocket expenses.

- Air Command and Staff College, Maxwell Air Base, Montgomery, AL – A 10-month graduate-level program designed for mid-level officers (LCDR or LCDR select) resulting in JPME Phase I credit and a Master's of Military Operational Art and Sciences from Air University (when degree requirements met).

- Air War College, Maxwell Air Base, Montgomery, AL – A 1-year program designed for senior level officers (CDR/CAPT) that results in a Master's of Strategic Studies degree and completion of JPME Phase II.

- Marine Corps University Command and Staff College, Quantico, VA – A 10-month program designed for LCDR and LCDR select officers that fulfills JPME Phase I and includes an option of completing a Master's of Military Studies (MMS) degree.

- Marine Corps War College (Senior Course), Quantico, VA – An 11-month program designed for CDR or above (CDR selects can attend and will be frocked) that fulfills JPME Phase II and awards a Master’s of Arts in Foreign Affairs. Service obligation incurred is 2 years. No joint outplacement is required.
- Joint Advanced Warfighting School (JAWS), Norfolk VA - An 11-month program designed for CDR or above (CDR selects can attend and will be frocked) that fulfills JPME Phase II and awards a Master’s of Arts in National Security Studies and Foreign Affairs. Service obligation incurred is 2 years. 100% joint outplacement is required.
- Eisenhower School (National Defense University), Fort McNair, DC: An 11-month program for CDR or above (CDR selects can attend and will be frocked) that fulfills JPME Phase II and awards a Master’s of Arts in Foreign Affairs. Service obligation incurred is 2 years. 50% +1 joint outplacement required.
- National War College (National Defense University), Fort McNair, DC: An 11-month program for CDR or above (CDR selects can attend and will be frocked) that fulfills JPME Phase II and awards a Master’s of Arts in Foreign Affairs. Service obligation incurred is 2 years. 50% +1 joint outplacement required.
- 24/12 with GEV: Officers who select assignments at SMWDC, SWOS, ATG, CSCS, CSG4, ATRC and NPTU, can request the “24/12 Option” if they have signed DHRB. The 24/12 Option includes a 24-month tour immediately followed by a 12-month, uninterrupted academic sabbatical to pursue full-time graduate education studies. For 24 months of the tour, officers will work in a billet at one of the above commands. For the 12-month academic sabbatical, officers will receive priority for SWO Graduate Education Voucher (GEV) quotas. As a reminder the 12-month sabbatical is dependent on career timing and the need for Junior Officers to be at DH School on time within their peer group. Often times, SWO(N)s executed closer to a 18/12 option.
- Olmsted Scholar Program: The Olmsted Scholar Program provides two years of graduate study using a foreign language while providing overseas cultural and travel opportunities. Officers do not necessarily receive a Master’s Degree. Olmsted Scholar eligibility is limited to active duty regular or full-time support commissioned officers with at least 3 years, but not more than 11 years, of total active Federal service as prescribed by the Olmsted Foundation. Reference: OPNAVINST 1520.24D.  
(<http://www.navycollege.navy.mil/resources/olmsted.htm>)

## **Distance Education**

- Old Dominion University (ODU) – As a graduate of the Navy Nuclear Power Training program, you are eligible to receive 12 credit hours of advanced standing based upon your experience, leaving only 19 credit hours to be completed through ODU. Your program will culminate in a one-credit capstone course. Course materials are delivered via portable media (CD-ROM), to allow you to work independently to complete coursework. The Master’s of Engineering Management (MEM) by Portable Media Course tuition is the responsibility of the student, but cost may be defrayed or covered by Tuition Assistance or GI Bill, as eligible. More information can be found at <https://online.odu.edu/programs/engineering-management-by-portable-media>.
- NPS Distance Learning Master’s Programs – 24-month programs include Master’s of Systems Analysis Degree (MSA, Curriculum 363), Executive Master’s of Business Administration (EMBA, Curriculum 805) and Master’s of Science Engineering Science (Mechanical Engineering) (MSES, Curriculum 572). Officers will incur a 2-3 year OBLISERV following graduation and must sign DHRB if assigned to SMWDC, SWOS, ATG, CSCS, CSG4,

ATRC and NPTU (the same commands that support 24/12). Tuition is included but the student must cover material and book costs.

- MSA: The Master's of Systems Analysis is a professional Master's Degree awarded for completing a curriculum focused on practice of the Operations Research / Systems Analysis profession. Students who successfully complete the program earn the MSA degree plus the Certificate in Systems Analysis. Navy officer graduates receive a 3210P subspecialty code, Operations Research Analysis. This enables graduates to fill subspecialty-coded billets to conduct and supervise analysis to support major Chief of Naval Operations decisions needed to turn strategy and guidance into the fleet that delivers the right capabilities within the resources available to the Navy with a balance of risk across capability areas. The skill set also applies to analytical thinking and decision making in operational assignments. Visit the MSA webpage to apply at [https://my.nps.edu/web/dl/degProgs\\_MSA](https://my.nps.edu/web/dl/degProgs_MSA). Select 'Eligibility and Application Process', select 'Admissions Package Completion' and then select 'Student Application Form'.

- EMBA: Students acquire the latest knowledge and skills in financial management, acquisition, program management, policymaking, and decision-making. The team-based curriculum is tailored to include the latest in defense-relevant studies. Students that complete the degree program also earn DAU Level II equivalencies for all program management functional training. Graduates earn the Navy 3100P subspecialty code. Open to LCDR and above (LT's admitted by waiver). Visit the EMBA website at [www.nps.edu/emba](http://www.nps.edu/emba) for more information.

The MSA requires VTC participation roughly once a week, so officers need to work with their current or gaining shore command to ensure VTC activities will be supported (VTC no longer required for EMBA). All other course requirements will be completed during off-duty hours. Distance learning programs kick off each Spring and Fall with specific application time lines for each class up.

- MSES: **Distance Learning specifically for nuclear-trained officers.** The Master's of Science in Engineering Science (Mechanical Engineering) MSES (ME) provides students with scientific and technical knowledge of mechanical engineering. Students will gain an understanding of the role that engineering and technology have in the military operations environment. Emphasis is on naval engineering and its applications to surface vessels, submarines, and spacecraft. The MSES (ME) program is a nominal 24-month, off-duty program. Students generally take one course at a time, and should complete each within six months. Five courses (plus a research paper) are required. To be eligible, you must be a Navy Nuclear Power School graduate and have a BS in Engineering (or closely related field).

The primary mode of course delivery for MSES is "asynchronous". CD/DVD lectures and course materials are provided to the student who proceeds at his/her own pace, communicating with the course professor in Monterey via email/telephone. This method affords maximum flexibility for the nuclear trained officer on sea, shore or overseas assignment. Students may begin coursework immediately upon acceptance (normally 2-3 weeks after application). For more information, go to <http://my.nps.edu/web/mae/nnps>.

## **Funding Options**

CIVINS at the Naval Postgraduate School provides the funding for the FSEP and MIT/WHOI programs. Under both programs, tuition and mandatory fees are covered. Costs such as books, course materials, transit, parking, travel, etc. are the student's responsibility.

Graduate Education Voucher (GEV) – Included in the Talent Management Program; provides an opportunity for URL officers to attain Navy-relevant graduate education in certain areas of study during off-duty hours (designed for off-duty educational opportunities in conjunction with shore duty). It covers graduate costs, including tuition, books, and registration, up to \$40,000 per degree, with a maximum of \$20,000 per fiscal year, and participants are allotted a maximum of 24 months to complete a degree program. OPNAVINST 1520.37B refers. 10 SWO quotas for GEV were available through the Talent Management Board in 2017.

Tuition Assistance (TA): Tuition Assistance (TA) is the Navy's educational financial assistance program. It provides active duty personnel funding for tuition costs for courses taken in an off-duty status at a college, university or vocational/technical institution, whose regional or national accreditation is recognized by the U.S. Department of Education. Beginning June 1, 2018, there is no longer a semester hour limit for Tuition Assistance (TA) and Sailors can use TA up to the Department of Defense's (DOD) fiscal year funding cap of \$4,500. TA will continue to be paid up to the current DOD limits of \$250 per semester hour, \$166.67 per quarter hour, or \$16.67 per clock hour. Discuss your education goals and how to maximize your TA benefits with education counselors at the Navy College Virtual Education Center (NAVE) on the Navy College Program Website at <http://www.navycollege.navy.mil/> and at Navy College Offices if overseas. For complete information, please see NAV ADMIN 127/18 at [www.npc.navy.mil](http://www.npc.navy.mil).

## **Obligated Service (OBLISERV)**

OPNAVINST 1520.23C covers obligated service from funded graduate education. Unless otherwise noted, a full-time master's program 12 months or longer will obligate 3 years of service, served concurrently with other obligations. See Enclosure 7 of OPNAVINST 1520.23 for more detailed information, broken down by program.

<b>NROTC Unit Locations</b>		
<b>School Name</b>	<b>City</b>	<b>State</b>
Auburn University	Auburn	Alabama
University of California at Berkeley	Berkeley	California
University of California at Los Angeles	Los Angeles	California
The Citadel	Charleston	South Carolina
University of Colorado	Boulder	Colorado
Cornell University	Ithaca	New York
Duke University	Durham	North Carolina
University of Florida	Gainesville	Florida
Florida A&M University	Tallahassee	Florida
Georgia Institute of Technology	Atlanta	Georgia
The College of the Holy Cross	Worcester	Massachusetts
University of Idaho	Moscow	Idaho
Illinois Institute of Technology	Chicago	Illinois
University of Illinois	Champaign	Illinois
Iowa State University	Ames	Iowa
Jacksonville University	Jacksonville	Florida
University of Kansas	Lawrence	Kansas
Hampton University	Hampton	Virginia
Maine Maritime Academy	Castine	Maine
Marquette University	Milwaukee	Wisconsin
Massachusetts Institute of Technology	Cambridge	Massachusetts
Miami University	Oxford	Ohio
University of Michigan	Ann Arbor	Michigan
University of Minnesota	Minneapolis	Minnesota
University of Mississippi	University	Mississippi
University of Missouri	Columbia	Missouri
University of Nebraska	Lincoln	Nebraska
University of New Mexico	Albuquerque	New Mexico
North Carolina State University	Raleigh	North Carolina
University of North Carolina	Chapel Hill	North Carolina
Northwestern University	Evanston	Illinois
University of Notre Dame	Notre Dame	Indiana
Ohio State University	Columbus	Ohio
University of Oklahoma	Norman	Oklahoma
Oregon State University	Corvallis	Oregon
Pennsylvania State University	University Park	Pennsylvania
University of Pennsylvania	Philadelphia	Pennsylvania
Prairie View A&M University	Prairie View	Texas
Purdue University	West Lafayette	Indiana
Rensselaer Polytechnic Institute	Troy	New York
Rice University	Houston	Texas
University of Rochester	Rochester	New York
Savannah State University	Savannah	Georgia
University of South Carolina	Columbia	South Carolina
University of Southern California	Los Angeles	California

Southern University And A&M College	Baton Rouge	Louisiana
Texas A&M University	College Station	Texas
University of Texas	Austin	Texas
Tulane University	New Orleans	Louisiana
University of Utah	Salt Lake City	Utah
Vanderbilt University	Nashville	Tennessee
Villanova University	Villanova	Pennsylvania
University of Virginia	Charlottesville	Virginia
University of Washington	Seattle	Washington
University of Wisconsin	Madison	Wisconsin
State University of New York Maritime College	Bronx	New York
Virginia Military Institute	Lexington	Virginia
Old Dominion University	Norfolk	Virginia
University of San Diego	San Diego	California
San Diego State University	San Diego	California
Virginia Polytechnic Institute and State Univ.	Blacksburg	Virginia
Boston University	Boston	Massachusetts
University of Arizona	Tucson	Arizona
George Washington University	District Of Columbia	District Of Columbia
University of Memphis	Memphis	Tennessee
Norwich University	Northfield	Vermont
Carnegie Mellon University	Pittsburgh	Pennsylvania
Morehouse College	Atlanta	Georgia
Norfolk State University	Norfolk	Virginia
University of South Florida	Tampa	Florida
Embry Riddle Aeronautical University	Daytona Beach	Florida
Arizona State University	Tempe	Arizona
Tuskegee University	Tuskegee	Alabama
Yale University	New Haven	Connecticut
Rutgers University	New Brunswick	New Jersey

## Quick Reference

Grad Ed Program	Resident/ Distance Learning	Full Time/ Part Time	Cost	Location	M.A. / M. S.	Disciplines	JPME Offered	DHRB Required	OBLISERV
FSEP	Resident	Full Time	Books, Course Materials, Parking. Travel	Multiple	Any	Any	No	Yes	3x length of program, NTE 3 years
GE+T	Either	Full Time		Annapolis, MD	Any	Any	No	Yes	3 years
LEAD	Resident	Full Time		Annapolis, MD (Note 1)	Masters of Professional Studies	Leadership and Organization	No, but is	Yes	3x length of program, NTE 3 years
MIT-WHOI (CIVINS 375)	Resident	Full Time	Books, Course Materials, Parking. Travel	Boston, MA	MS	Oceanography	No	Yes	3 years
NPS (Note 2)	Resident	Full Time	Books only	Monterey, CA	Any offered	Any offered	Yes (JPME I)	Yes	3 years
NPS (Note 2)	DL	Part Time	Books only	N/A	Several	Several	No	No	3 years
NWC – Junior	Resident	Full Time	None	Newport, RI	MA	National Security and Strategic Studies	Yes (JPME I)	Maybe	3 years
NWC – Senior	Resident	Full Time	None	Newport, RI	MA	National Security and Strategic Studies	Yes (JPME II)	N/A	3 years
Army Command and Staff College	Resident	Full Time	None (Note 3)	Fort Leavenworth, KS	MA	Military Art and Science	Yes (JPME I)	Maybe	3 years
Army Senior War College	Resident	Full Time	None	Carlisle, PA	MA	Military Art and Science	Yes (JPME II)	N/A	3 years
Air Force Junior War College	Resident	Full Time	None	Montgomery, AL	MA	Military Operational Arts and Sciences	Yes (JPME I)	No	3x length of program
Air War College	Resident	Full Time	None	Montgomery, AL	MA	Strategic Studies	Yes (JPME II)	N/A	3 years
Marine Corps University Command and Staff College	Resident	Full Time	None	Quantico, VA	MA	Military Studies	Yes (JPME Phase I)	N/A	3x length of program
Marine Corps War College	Resident	Full Time	None	Quantico, VA	MA	Foreign Affairs	Yes (JPME II)	N/A	2 Years

National War College	Resident	Full Time	None	Washington, DC	MA	Foreign Affairs & National Security Studies	Yes (JPME II)	N/A	2 Years
Eisenhower School	Resident	Full Time	None	Washington, DC	MA	Foreign Affairs	Yes (JPME II)	N/A	2 Years
24/12 with GEV	Both	Part Time	Maybe (Note 4)	Multiple	Yes	Align w/GEV Quotas	No	Maybe	3x length of program, Min 2 Years and NTE 3 years
Olmsted Scholar	Resident	Full Time	None	Multiple	Maybe	Various	No	Maybe	3x length of program in overseas location

Note 1: USNA LEAD program current school of record for classes is George Washington University, Washington DC until May 2021

Note 2: GMAT / GRE not required for NPS courses (resident or distance learning)

Note 3: Cohort option typically requires some weekend or weeknight commitments and students can use TA, GI Bill or GEV (must apply for quota) to cover the out-of-pocket expenses

Note 4: There may be costs if the officer exceeds the 20k per fiscal year limit and/or the \$40k program