

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

AC: Direct appointment as officers in the medical service corps (MSC) of the U.S. Navy, designator 2300. Medical Department and Nurse Corps Officer Community Manager (BUPERS-315) is the officer community manager (OCM) for MSC.

RC: Direct commissioning as officers in the MSC of the U.S. Navy Reserve, designator 2305. Medical Corps Officer Community Manager Reserve Component (BUPERS-351F) is the Reserve MSC OCM.

1. Program Authority:

- a. AC: Title 10 U.S. Code sections 531, 532, 533 and 1251.
- b. RC: Title 10, U.S. Code sections 12201 through 12209.

2. Cancellation: Program Authorization 115, February 2017.

3. Quota: As prescribed by the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (DCNO N1).

4. Qualifications:

- a. Citizenship: Applicants must be United States citizens.
- b. Age:

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

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

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

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

(2) MSC applicants must be commissioned before their 42nd birthday. Waivers will be considered on a case by case basis.

c. 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 degree in business administration with a concentration in health care administration with a grade point average (GPA) of 3.0 or greater on a 4.0 scale. Programs must be accredited by the Commission on Accreditation of Healthcare Management Education (see [www.cahme.org](http://www.cahme.org)), the Association to Advance Collegiate Schools of Business (see [www.aacsb.edu](http://www.aacsb.edu)), or the Council on Education for Public Health (CEPH) (see [www.ceph.org](http://www.ceph.org)). Master's degrees of public administration with an emphasis in healthcare administration accredited by the National Association of Schools of Public Affairs and Administration (see [www.naspaa.org](http://www.naspaa.org)) are also accepted.

(b) Candidates with master's 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 (see [www.aupha.org](http://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 scores are 300 (GRE) and 525 (GMAT). When possible, AC selectees will be assigned to large teaching medical treatment facilities and will be considered and evaluated for mentoring programs. 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 their 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 experimental, cognitive, industrial/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 4 years of commissioned service will be considered. Applicants must meet aviation physical standards. In addition, RC applicants must be a graduate

of the 6-month Naval Aerospace Experimental 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 experimental psychologist.

(b) Aerospace and Operational 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 required courses are complete. Human anatomy, biology, 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 baccalaureate 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 6-month Naval Aerospace Physiology training course conducted at the Naval Aerospace Medical Institute, have successfully completed the prescribed flight training syllabus, successfully completed the Naval Aerospace and Operational Physiology Program Internship and have served a utilization tour on active duty as a naval aerospace and operational physiologist. The time served in naval aerospace and operational physiology training, which includes the internship, 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 or the American Speech-Language-Hearing Association.

(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 on a 4.0 scale in undergraduate and graduate studies and a 3.3 GPA or better in core (degree area) coursework. Experience in teaching, leadership and 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, 1-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. 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 4-year service obligation (including the 1-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 MSC, 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 1-year post-doctoral fellowship at Naval Medical Center, Portsmouth. Applicants will be commissioned as a lieutenant and incur a 4 year obligation (including the 1-year fellowship). Applicants are expected to attain licensure within 6 months following completion of the post-doctoral fellowship. Officers who do not obtain licensure within 6 months of fellowship completion may be subject to separation.

(f) Dietetics: Applicants must have a master's 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 line with the AND, and have a minimum of 1-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 2 years of experience or national board certification that would offset 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 to 5 hours in each of the following areas is highly desirable: acarology, parasitology, insect virology, invertebrate zoology, 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 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 or Registered Sanitarian 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 of science degree 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), 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, 1 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, 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 masters of science degree from an accredited college or university, a GPA of 3.0 or higher on 4.0 scale (including a 3.0 GPA for core science coursework), a certificate of completion for a 1 year course of study in medical technology or clinical laboratory science at a school or program accredited by the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS), successfully passed a national Medical Technology or Medical Laboratory Scientist professional certification examination administered only by the American Society of Clinical Pathologists and 3 years of experience in a clinical laboratory. The NAACLS program

completion requirement may be waived if the applicant has at least 4 years of documented clinical laboratory training and/or experience (an active duty applicant must have 4 years of laboratory experience after graduating a military service school to qualify for this waiver). On a case by case basis, the specialty leader may grant a GPA waiver for exceptional candidates with significant work experience or currently underrepresented skills that will enhance the community's mission. 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 (e.g., 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 an 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 2 years of 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 or doctoral degree in occupational therapy from a university or college accredited by the American Council for Occupational Therapy Education of the American Occupational Therapy Association, and have successfully passed the national registration exam and been certified by the National Board of Certification in Occupational Therapy. Applicants must 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 (O.D.) degree from a college or university accredited by the Accreditation Council on Optometric Education and be 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 Certificate and have a current license in one of the 50 states or the District of Colombia prior to commissioning. Applicants who have had 2 or more years of hospital experience, or a residency in pharmacy practice, are preferred.

(o) Physical Therapy:

1. Physical Therapy: Applicants must have an entry level doctoral degree 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.

2. 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: 3 semester hours of Anatomy with a lab, 3 semester hours of physiology, 3 semester hours of biology with a lab, 8 semester hours of physics with a lab, 8 semester hours of chemistry with a lab, 6 semester hours of psychology, 3 semester hours of social sciences and 3 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 300.

(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 (see [www.arc-pa.org](http://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](http://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 with 2 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 biomedical fields such as pharmacology, neuroscience and molecular biology. Major research emphasis of applicants should focus on domains relevant to the Navy and Marine Corps including, but not limited to, cardiovascular, pulmonary, musculoskeletal, hyper/hypobaric, neuroendocrine or neurophysiology. Undergraduate or graduate coursework in physical sciences or mathematics/statistics is desirable. Applicants with a Ph.D. in biomedical engineering may also be considered if doctoral research and graduate coursework contains a robust physiology component. Applicants should have experience managing animal and/or human research protocols, possess familiarity with regulatory processes, maintain a successful publication record in peer-reviewed journals and demonstrate interest/skill in performing basic and applied biomedical research. Applicants should demonstrate the potential to work independently to design and conduct research studies, lead multidisciplinary research teams and produce research products that support the mission of Navy Research Commands, the Operational Fleet and the Joint Force.

(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 2 year Podiatric Medicine and Surgery Residency (PMSR) approved by CPME or documented PMSR equivalent. A 3 year PMSR/ Rearfoot Reconstruction and Ankle 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, health physics, radiobiology, radiological science, physics, chemistry, mathematics, engineering, nuclear engineering or biology (coursework must include two semesters of physics and two semesters of calculus). Preferred candidates include those who have completed a master of science in health physics or a master of science in medical physics (particularly from an institution accredited by the Commission on Accreditation of Medical Physics Education Programs, Inc.). GPA must be 3.0 or higher on a 4.0 scale with emphasis in major courses. Field experience in health or medical physics, certification by the American Board of Health Physicist or American Board of Radiology is highly desirable for prospective candidates. 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 and must demonstrate a strong background in research methodology and statistics. 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.

(u) Social Worker, Licensed Clinical: Applicants must have a master's degree in social work from a graduate school of social work accredited by the Council of Social Work Education. Applicants must have a minimum of 2 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. Applicants who are board certified by the American Board of Examiners for Social Work or Diplomate of Clinical Social Work (DCSW) are preferred. Experience in evidenced based mental health psychotherapy is required. Applicants must demonstrate clinical proficiencies in assessment and treatment planning for outpatient, inpatient and acute settings. Applicants who have secondary experience in substance abuse, military-case management, veterans programming and/or family advocacy (child and spouse abuse) are valued, as is research, program development and/or supervisory experience. When requirements are met, board certification is expected following commissioning.

d. Physical: In line with the Manual of the Medical Department, Chapter 15 and as detailed in DoD Instruction 6130.03 6 May 2018, Medical Standards for Appointment, Enlistment, Or Induction in the Military Services.

e. Duty Preference: Not applicable.

f. Program Specific Requirements: As stated in subparagraph 4c.

5. Waivers: In cases where the applicant exceeds the stated age for commissioning, but otherwise has an exceptional record or proven skillset required by the Navy, a waiver may be authorized in limited numbers. When considering an age waiver request, strong emphasis will be

place on undermanned specialties and those with a pattern of missed recruitment goals. If a waiver is requested then follow the steps below prior to the convening of the selection board.

a. Applicants between the ages of 42 and 57:

(1) Application Contents: The member should formally request a waiver via personal letter and provide justification.

(2) Routing: Age waiver requests will be routed to Commander, Navy Recruiting Command (CNRC). Waivers cannot be sub-delegated below the flag officer level and CNRC will maintain on file written justification for each waiver granted. Additionally, CNRC will coordinate with the appropriate AC or RC MSC OCM on each request received.

(3) Approval Authority: CNRC.

(4) Notifying the Applicant: CNRC will notify the applicant of waiver status.

b. Applicants age 58 or older who possess critical skills as designated by the Assistant Secretary of Defense for Health Affairs (ASD (HA)) may be considered for an exception to the age waiver policy if they can complete a full 3 year service obligation.

(1) Application Contents: The member should formally request a waiver via personal letter and provide justification.

(2) Routing: Age waiver requests will be routed to CNRC. Waivers cannot be sub-delegated below the flag officer level and CNRC will maintain on file written justification for each waiver granted. Additionally, CNRC will coordinate with the appropriate AC or RC MSC OCM on each request received.

(3) Approval Authority: DCNO N1.

(4) Notifying the Applicant: CNRC will notify the applicant of waiver status.

6. Accession Source:

a. Civilians.

b. Enlisted personnel of any branch of the armed forces (Active or Reserve) provided an appropriate conditional release is authorized. Prior Navy enlisted personnel are required to submit a copy of their enlisted performance summary record in addition to the most recent 3 years of evaluations.

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

7. Indoctrination:

a. AC: Selectees will attend military orientation training at Officer Development School (ODS) in Newport, RI. Aerospace and operational physiologists and aerospace experimental psychologists will be ordered to the Naval Aerospace Medical Institute for 6 months duty under instruction after completion of ODS.

b. RC: Selectees will attend/complete an indoctrination course within 1 year of commissioning.

8. Enlistment: Not applicable.

9. Constructive Entry Credit: Entry-grade credit will be awarded per DoD Instruction 6000.13 of 30 December 2015 (Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOS)) and OPNAVINST 1120.8A (Appointment of Regular and Reserve Officers in the Medical Service Corps of the Navy) prior to commissioning.

10. Appointment: Candidates will be commissioned in the staff corps of the U. S. Navy, designator 2300 (AC) or designator 2305 (RC). Appointments shall be made subject to the guidance governing entry grade, date of rank, precedence and application processes.

11. Service Obligation:

a. AC obligation: Three year active-duty obligation from date of appointment. The balance of service, sufficient to complete 8 years total, may be served in a ready reserve status. Receipt of special pay and bonus, education obligation and minimum activity tour requirement from being accessed into the Navy as an active duty officer may extend the aforementioned obligation period.

b. RC obligation: Selectees will incur an 8 year ready reserve obligation, of which the first 3 years must be as a Selected Reserve. The obligation commences upon commissioning. Receipt of special pay, bonus or education obligation may extend the aforementioned obligation period.

12. Pay and Allowances: Selectees will receive pay and allowances based upon their assigned rank at time of appointment.

Approved:



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J. T. JABLON  
Rear Admiral, U.S. Navy  
Director, Military Personnel Plans  
and Policy (OPNAV N13)

Date:

3 Jul 19  
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