

Program Authorization: Nurse Candidate Program (NCP) is a financial assistance program for students enrolled in a baccalaureate nursing program. Upon completion of degree requirements, the students must accept, if offered, a commission as a Nurse Corps officer, United States Navy, designator 2900, on the active duty list. This program is effective through 30 September 2006. Annual authorization for this program is provided in the National Defense Authorization Act (NDAA). PERS-4415 CMNC - Nurse Corps Officer Community Manager.

1. Program Authority: 10 U.S.C. 591, and 2130a.
2. Quota: As prescribed by the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education), (MPT&E), CNO N1.
3. Qualifications:
 - a. Citizenship: Must be a citizen of the United States.
 - b. Sex: Open to male and female.
 - c. Age: Must be at least 18 years of age and able to complete 20 years of active commissioned service by age 62.
 - d. Marital Status: No restrictions.
 - e. Education:

(1) Applicants must be enrolled full-time in or accepted for transfer to a college or university and its nursing school that confers a Baccalaureate Degree in Nursing that is accredited by the National League for Nursing Accrediting Commission (NLNAC) or Commission on Collegiate Nursing Education (CCNE) that does not have a Navy Reserve Officer's Training Corps (NROTC) program or that has a NROTC Program for which the student is ineligible.

(2) Must have completed the second year of the baccalaureate degree in nursing program and have more than six (6) months of academic work remaining before graduation.

(3) Must have a cumulative grade point average (GPA) of 3.0 on a 4.0 scale.

(4) Selectees complete college as full-time students attending all normal school sessions two semesters or three quarters).

(5) Official transcripts must be submitted to the Commanding Officer, Naval Medical Education and Training Command (NMETC), 8901 Wisconsin Avenue, Bethesda, Maryland 20889-5611, upon completion of each school term. A selectee's failure to disclose complete academic transcripts or evidence of tampering in any way will result in disenrollment from NCP.

(6) Educational progress will be monitored by the CO, NMETC for satisfactory program completion. Candidates may be disenrolled from NCP by the Chief of Naval Personnel if they fail to maintain school standards.

(7) Baccalaureate degree requirements must be fulfilled within 24 months after enlistment. Selectees must be enrolled in or accepted for transfer to an upper division college or university (Nursing Department) and have an approved degree completion plan prior to enlistment in order to determine the projected graduation date.

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

(9) 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 CO, NMETC. Failure to obtain prior approval may result in disenrollment.

f. 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.

4. Source:

a. Civilians.

b. Enlisted personnel of the Navy Reserve not on active duty provided appropriate conditional release is authorized.

c. Enlisted personnel of the reserve components of the other armed services, not on active duty, provided appropriate conditional release is authorized.

5. Selection:

a. Must meet the qualifications for appointment in OPNAVINST 1120.7 Series

b. Using approved processing protocols; applications containing all required documents will be forwarded by Commander, Navy Recruiting Command (COMNAVRUITCOM) to the Nurse Corps Professional Review Board for evaluation. The Director, Navy Nurse Corps will recommend to COMNAVCRUITCOM those applicants eligible for selection into this program. COMNAVCRUITCOM retains final selection authority.

6. Funding: Upon execution of a written agreement selectees will receive:

a. An accession bonus of \$10,000.00

(1) \$5,000 will be paid upon acceptance into the program and enlistment into the Navy Reserve.

(2) \$5,000 will be paid on the six-month anniversary of enlistment.

b. Continuation bonus of \$1,000 per month for each month enrolled as a full-time student for a maximum of 24 months of payment. Entitlement for the continuation bonus terminates when enrollment in the baccalaureate degree in nursing program ends.

7. Enlistment: Selectees will be enlisted into the U.S. Navy Reserve, inactive, as an Officer Candidate Under Instruction Second Class (OCUI2).

8. Appointment: Must agree to accept a permanent appointment as an Ensign, Nurse Corps, United States Navy (Designator 2900), upon completion of the Baccalaureate Degree in Nursing under the guidance of OPNAVINST 1120.7 Series. Applicants with prior service as a commissioned officer will receive credit for commissioned service IAW DoD Directive 1312.2.

9. License: Nurse Corps Officers must obtain and maintain a license to practice as a Professional Registered Nurse from a state, territory, or the District of Columbia based on the National Council Licensing Examination-Registered Nurse (NCLEX-RN), provided by the National Council of State Boards of Nursing.

a. Appointment as a Nurse Corps officer may occur prior to licensure; however, the NCLEX-RN examination but must be taken

at the first opportunity following graduation and prior to reporting for active duty.

b. An officer who twice fails the licensure examination is a training attrite and may be re-appointed through the training attrite process to a different officer community (designator) to complete any incurred active duty obligation. The Assistant Secretary of the Navy (Manpower and Reserve Affairs (M&RA)) may relieve an officer of incurred active duty obligation, considering the comments and recommendations of the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education), (MPT&E), CNO N1 when such action would be in the best interest of the naval service. Officers whose active duty obligation has been waived shall either submit a voluntary resignation or be processed for administrative separation per SECNAVINST 1920.6 series.

c. Before appointment, candidates will be required to acknowledge in writing that they are aware of license requirements. The expense of obtaining and maintaining a license to practice as a professional nurse is the responsibility of the individual.

10. Indoctrination: As directed by Deputy Chief of Naval Operations (Manpower, Personnel, Training, and Education) (MPT&E) (CNO N1), officers will attend Officer Indoctrination School (OIS), Newport, Rhode Island prior to reporting to first assignment. Participants in the Navy Reserve Officers' Training Corps (NROTC) program will be ordered directly to first duty stations and will not attend OIS.

11. Service Obligation:

a. Candidates who enter the program during the fourth (4th) year of their nursing program will agree to serve on active duty as a Nurse Corps officer for four (4) years.

b. Candidates who enter the program during the third (3rd) year of their nursing program will agree to serve on active duty as a Nurse Corps officer for five (5) years.

c. Total service obligation is eight years. Service obligation does not commence until candidate graduates, is commissioned, and begins active duty. Time not served on active duty will be served in the inactive reserve component.

d. Selectees will be required to sign a written agreement that stipulates that they will:

(1) Accept an appointment, if tendered, as Ensign, Nurse Corps, USN, on the active-duty list upon graduation from a college or university that confers a baccalaureate degree in nursing. Selectees with prior commissioned service will receive entry grade credit IAW DOD Directive 1312.2 series.

(a) Failure to accept an appointment, if tendered, in the Nurse Corps, USN, on the active-duty list will result in administrative separation from the Naval service by reason of misconduct. If a separation is approved, the characterization of service may be other than honorable. Candidates must acknowledge that such characterization of service as "Other Than Honorable" may restrict their ability to seek employment with the U.S. or state governments.

(2) Agree to serve on active duty for a period of four (4) years if enrolled into the NCP during the fourth (4th) year of their baccalaureate degree program, or five (5) years if enrolled during the third (3rd) year of their program.

(3) If an appointment is not tendered, refund full amounts of any bonus or stipends except as provided in paragraph 11.d.(5).

(4) Refund full amount of any bonus or stipend received if they are disenrolled from NCP for any reason other than medical disqualification (subject to paragraph 6 below). This includes:

(a) Failure to complete the baccalaureate degree in nursing or disenrollment from NCP;

(b) Failure to complete the obligated service required; or

(c) Failure to become or remain licensed as a professional registered nurse in accordance with current Navy instructions.

(5) Under the following circumstances, recoupment of payments already made will not be required; however, no additional payments will be given:

(a) Separation from military service by operation of laws or regulations of the Department of Defense or Navy regulations, other than separation for cause;

(b) Death or disability which is not the result of misconduct or willful negligence, and not incurred during a period of unauthorized absence; or,

(c) In other cases, when the Assistant Secretary of Defense (Health Affairs) determines recoupment is not in the best interest of the government.

(6) If a medical disqualification is incurred as the result of misconduct or willful negligence or during a period of unauthorized absence, refunding the full amount of any bonus or stipend is required.

(7) Fleet/Shore/Overseas Assignment: Candidates will have an opportunity, prior to reporting for OIS, to express their preferences for assignment. Final assignments will be made by the Navy Personnel Command (PERS-4415) based upon the needs of the Navy and the desires of the candidate.

Approved:



M. A. LEFEVER
Rear Admiral, U.S. Navy
Director, Manpower, Personnel, Training and Education
Division (N13)

Date:

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