

Program Authorization for: Seaman to Admiral-21 (STA-21) Human Resource (HR) Option commissioning program. STA-21 HR Option provides an upward mobility opportunity for active duty enlisted members of all career fields by providing them an opportunity to obtain a commission and 1200 designation. BUPERS-314 is the HR Officer Community Manager. Program manager: Naval Service Training Command (NSTC) (OD), DSN 922-9437.

1. Program Authority. 10 USC 532, 2013, 6323 and 12201 to 12209.

2. Quota. As prescribed by the Director, Manpower, Personnel, Training and Education Policy Division (N13).

3. Qualifications

a. Citizenship. Applicants must be citizens of the United States. Waivers will not be granted.

b. Gender. Open to men and women.

c. Education and qualifications

(1) Must be a high school graduate. High school diploma or equivalency certificates based upon military education experience and General Equivalency Diploma (GED) test results are acceptable to meet the educational requirements if issued by the Department of Education of a state, commonwealth, or territory of the United States of America or the District of Columbia.

(2) The Human Resource community is specifically looking for academic majors in human resource management, personnel management, financial management, manpower systems analysis, operations analysis, business administration, education/training management or a related field.

(a) STA-21 HR Option selectees must take a minimum of two semesters each 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 transferable to the host institution to satisfy the STA-21 requirement.

(b) All STA-21 HR Option 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) Applicants must provide SAT or ACT assessment scores. Minimum SAT score is 1000 SAT (500 Math and 500 Critical Reading) or 41 ACT combined Math/English (not less than 21 Math or 20 English).

(5) Enrollees will attend NROTC affiliated colleges or universities and be full-time students throughout the year (including summer sessions). Enrollees must remain at the university in which they initially enrolled and will not be permitted to transfer to another university while participating in STA-21.

(6) Waivers of these educational requirements may be granted by N13 with recommendations provided by NSTC on a case-by-case basis.

(7) In addition to disenrollment for academic reasons, candidates may be disenrolled because of disciplinary problems (drug usage, civil convictions, etc.) by the Director, Manpower, Personnel, Training and Education Policy Division (N13) as recommended by NSTC.

d. Age. Applicants must be at least 18 years old, able to complete degree requirements and be commissioned prior to their 29th birthday.

e. Physical. Applicants must meet physical standards for appointment as prescribed in the Manual of the Medical Department, Chapter 15.

f. Marital status. No restrictions.

g. Time in service. No restrictions.

#### 4. Source

a. Applicants must be serving on active duty in the U.S. Navy or Naval Reserve including Full Time Support of Reserves (FTS), Selected Reservist (SELRES), or Navy Reservist on active duty except those serving on active duty for training

(ACDUTRA) to include annual training (AT) and initial active duty for training (I-ACDUTRA).

b. Disciplinary Actions. Applicants must have no record of courts-martial convictions or civilian felony convictions, disciplinary action under Article 15 (Uniform Code of Military Justice), 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.

5. Funding. Selectees will continue to receive their full enlisted pay and allowances, and remain eligible for promotion while participating. An annual education voucher will be 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. Students may not use Veterans Educational Assistance Program (VEAP), Tuition Assistance (TA), or Montgomery GI Bill (MGIB).

6. Indoctrination. Before beginning full-time college studies, STA-21 participants must attend the eight-week Naval Science Institute (NSI) at OTC Newport, RI to complete all required officer professional core competencies. While attending their selected NROTC affiliated college or university, STA-21 officer candidates will become members of the NROTC and drill with the unit, but are only required to take two Naval Science leadership courses since most material is provided during NSI. Upon completion of their baccalaureate degree program, STA-21 participants will be commissioned as officers in the U.S. Navy.

7. Appointment. Ensign, USN, Restricted Line, Designator 1200.

8. Active duty obligation

a. Selectees must volunteer to enlist for six years from the date of execution of orders to STA-21 training.

b. Selectees will incur a five-year active duty obligation upon commissioning.

c. Those STA-21 disenrollees who drop on request prior to commissioning will be obligated for five years of enlisted

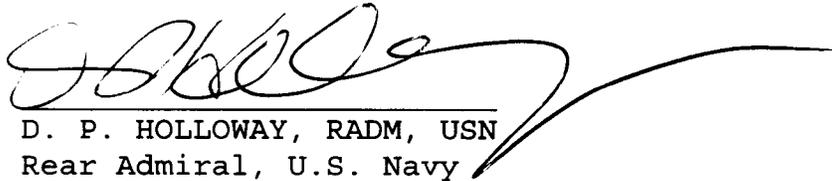
service from the date of program disenrollment, or the remainder of their current enlistment, whichever is longer.

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

e. STA-21 HR officer candidates who fail to meet program requirements, but desire consideration for Unrestricted Line officer opportunities, may contact the HR Officer Community Manager for information regarding conversion to the STA-21 Core program, subject to the requirements of the HR Option Program.

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

Approved:

  
D. P. HOLLOWAY, RADM, USN  
Rear Admiral, U.S. Navy  
Director, Manpower, Personnel, Training  
and Education Policy Division (N13)

Date:

3-23-09