Chapter 8
SEAMAN TO ADMIRAL-21 (STA-21) PROGRAM

1. Purpose. To provide administrative guidance for the STA-21 program for enlisted personnel of the Regular Navy and the Naval Reserve including Training and Administration of the Reserve (TAR) and Selected Reserve (SELRES) who apply for this program.

2. Applicability. This program is open to enlisted personnel of all pay grades and ratings who meet eligibility requirements in paragraph 6 below. Since STA-21 replaces several previously available commissioning paths, including the Enlisted Commissioning Program (ECP), Seaman to Admiral (STA), Broadened Opportunity for Officer Selection and Training (BOOST), and enlisted applications to the NROTC Scholarship Program, this chapter should be reviewed in its entirety.

3. References

(a) OPNAVINST 1160.6A
(b) OPNAVINST 1560.9
(c) BUPERSINST 1780.1
(d) NAVMED P-117
(e) OPNAVINST 6110.1F
(f) OPNAVINST 5350.4C
(g) MILPERSMAN 1131-010
(h) SECNAVINST 1120.6

4. Sections

1. Abbreviated List of Technical/Non-Technical Majors
2. List of STA-21 Option Programs
3. Sample STA-21 Application Cover Letter
4. STA-21 Application Data Form
5. Sample Commanding Officer's Endorsement for STA-21 Application
6. Commanding Officer Recommendation Form
7. Nomination Review Board Chairperson Recommendation Form
8. Interview Verification Form
9. Interviewer's Appraisal Sheet (NAVCRUIT 1100/13)
10. Statement of Understanding - Nuclear Option

5. Background

a. STA-21 is a commissioning program that provides an excellent opportunity for highly motivated active duty enlisted

personnel in the Navy or Naval Reserve, including Training and Administration of the Reserves (TAR), Selected Reserve (SELRES), and Navy Reservists on active duty. Excluded are those on active duty for training (ACDUTRA) to include annual training (AT), initial active duty for training (I-ACDUTRA), or Active Duty for Special Work (ADSW) to complete requirements for a baccalaureate degree and earn a commission in the Unrestricted Line (URL), Nurse Corps (NC), Supply Corps (SC), Civil Engineer Corps (CEC), or Special Duty Officer (Intelligence, Cryptology). Although the applicant's history of fleet performance will receive consideration during the selection process, emphasis will also be placed on the identification of those applicants who possess both the academic and leadership potential necessary to become outstanding naval officers. STA-21 has three components:

(1) BOOST: A 3- or 6-month college preparation program located at Naval Education and Training Center (NETC), Newport, RI. A limited number of selected STA-21 participants will be chosen by Chief of Naval Education and Training (CNET) to attend BOOST to improve academic skills before attending the Naval Science Institute (NSI).

(2) NSI: A 9-week course of intensive officer preparation and indoctrination at NETC attended by all selectees en route to their university assignment.

(3) Full-time, year-round study for up to 36 months at an NROTC-affiliated university. All selectees will be ordered to an NROTC unit on a permanent change of station (PCS) basis, and may choose to enroll in either the NROTC host institution or one of its affiliated cross-town universities as listed in Appendix B. STA-21 officer candidates will participate in drills with their NROTC unit, attend the two Naval Science leadership courses, and are strongly recommended to hold leadership positions within the unit. STA-21 officer candidates do not participate in the NROTC midshipman cruises. They remain on campus to attend classes during summer academic sessions.

b. STA-21 students receive full pay and allowances for their enlisted pay grades and are eligible for advancement while participating in the program. To ensure study materials are available, all requirements for the next advancement exam should be completed prior to detaching from the present command. Entitlement to the Selective Reenlistment Bonus (SRB) is as specified in reference (a).

(1) All special duty assignment pays (SDAP) cease upon transfer to NSI. If designated for attendance at BOOST school prior to reporting to NSI, SDAP will cease upon transfer to BOOST.

(2) Some special pays may continue for those individuals selected for and participating in the STA-21 Special Warfare or Special Operations Option programs, if specific program qualifications are maintained as directed by the officer community managers (N131H and N131X respectively). Maintenance of certain naval special warfare and special operations skills enhances safety and is more cost effective than periodic retraining that is required when such skills lapse.

c. STA-21 students receive up to $10,000 per year, paid to the university by CNET to supplement costs of tuition, books, and fees (i.e., if tuition, fees, and book costs total $7,000, only $7,000 will be paid out by the STA-21 program; if tuition, fees and book costs total $13,000, the selectee must pay $3,000). The $10,000 is disbursed in increments by school term. Therefore students receive $4,000 for the Fall and Spring term and $2,000 for Summer term. Students attending quarter schools receive $2,500 per quarter. STA-21 students are not eligible for tuition assistance under the Navy's Tuition Assistance Program as specified in reference (b), nor are they eligible to use their Montgomery GI Bill (MGIB) educational benefits as specified in reference (c), nor are they eligible to use Veterans' Educational Assistance Program (VEAP) benefits.

d. Education. Section 1 provides an example of technical and non-technical degrees. Specific degree requirements for option programs are listed in section 2. Unless otherwise specified in section 2, selectees are strongly encouraged to pursue technical degree programs and are required to complete degree requirements in not more than 36 calendar months, attending school on a full-time, year-round basis. All STA-21 participants, except for Nurse Corps (NC) Option selectees, must complete two semester courses each of engineering-level calculus and calculus-based physics equivalent to 6 semester hours of each subject prior to graduation.

e. Following completion of NSI, all participants will enroll in college studies. Enrollment may begin as early as the summer semester following selection notification or later depending upon assigned reporting date and program option. Based upon college-level credits already earned by STA-21 participants, advanced academic standing may be granted at the

discretion of the individual university. Students so advanced will be expected to complete degree requirements in a proportionately reduced period of time.

f. Under the STA-21 Core Option, community selection occurs during the final year of academic study. Following graduation, participants enter the Unrestricted Line (URL), which includes communities of Aviation Warfare (Pilot or Naval Flight Officer (NFO)), Submarine Warfare, Surface Warfare, Special Operations, and Special Warfare. In addition to the Core Option, there are options available for entry into specific target communities upon selection to STA-21. Options include Nuclear (surface and submarine), Surface Warfare Officer (SWO), Pilot, NFO, Special Warfare, Special Operations, Civil Engineer Corps, Nurse Corps, Special Duty Officers (Intelligence or Cryptology), and Supply Corps. Sailors may submit applications for the STA-21 Core Option, one of the target group options, or the Core Option plus one target group option. Applicants may not apply for more than the STA-21 Core Option plus one target group option. Those desiring selection to a target group option are advised to also apply to the Core Option, if eligible, as an alternative that offers selection to other officer communities or even to the community of choice at a later time. Section 2 provides detailed information regarding STA-21 option programs.

g. STA-21 is available at the NROTC-affiliated universities listed in Appendix B. Applicants selected for the Nuclear or Nurse Corps (NC) Options will attend only those universities offering the Nuclear and/or NC Options as shown in Appendix B. CEC Option participants must complete an Accreditation Board for Engineering and Technology (ABET) engineering degree or National Architectural Accrediting Board (NAAB) architecture degree.

6. Eligibility Requirements

a. Be a citizen of the United States. No waivers.

b. Be recommended by the commanding officer as having good moral character, officer potential, and unquestionable loyalty to the United States.

c. Be serving on active duty in the U.S. Navy or Naval Reserve including TAR, or SELRES, and Navy Reservists on active duty except for those on ACDUTRA to include AT, ADSW, and I-ACDUTRA. Individual option programs may have additional requirements and specific restrictions. Refer to section 2 for community-specific information.

d. 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.

e. Be able to complete requirements for a baccalaureate degree in 36 months. Applicants are encouraged to accrue as many fully transferable semester hours of earned credit as possible before beginning STA-21. Credits obtained through regionally accredited colleges or universities or the Navy College Program for Afloat College Education (NCPACE) program are considered fully transferable. Many universities do not accept all transferable credits because of their individual policies governing transfer of credits. Non-traditional credits (military service and service school credits, College Level Examination Program (CLEP) courses, vocational/technical school credits, correspondence courses other than NCPACE, etc.) should be used to obtain advanced academic standing to the maximum extent permitted by the university in which enrolled. Normally, credits obtained from foreign institutions are accepted; however, again, not all are considered fully transferable. Navy College Office counselors should be contacted for educational counseling to include determination of which credits will transfer to specific universities.

f. Be able to complete degree requirements and be commissioned prior to 31st birthday. Waivers of this requirement may be considered understanding that specific age requirements for certain STA-21 option programs differ. These are addressed in section 2.

g. Maintain a cumulative grade point average (GPA) of 2.5 or better on a 4.0 scale while enrolled in STA-21. Certain STA-21 option programs may have different requirements and are addressed in section 2.

h. Have a certified copy of Scholastic Assessment Test (SAT) or ACT Assessment (ACT) test scores no older than 3 years from application due date. A minimum score of 1000 SAT (with minimum scores of 500 math and 500 verbal) or 41 ACT combined math/English (with minimum scores of 21 math and 20 English) is required. No waivers will be considered. Certain STA-21 option programs have more stringent requirements and are addressed in section 2.

i. Meet physical commissioning standards for appointment in the URL, CEC, SC, Special Duty Officer (Intelligence, Cryptology), or NC as prescribed in reference (d) and the physical fitness standards as prescribed in reference (e). Applicants must keep CNET (N79A5/STA-21) advised of any significant changes to physical status, e.g., broken bones, pregnancy, surgery, etc., which occur after the physical examination is completed.

j. Have no record of court-martial convictions or civilian felony convictions. Have no record of driving while intoxicated (DWI) or driving under the influence (DUI) within the 3 years preceding application due date. Have no record of disciplinary action under Article 15, Uniform Code of Military Justice (UCMJ), or conviction by civil court for misdemeanors (except minor offenses that impose a fine of $300 or less, exclusive of court charges) during the 3 years preceding application due date. Substantiated alcohol-or drug-related incidents while in an enlisted status are considered an aspect of an individual's performance and judgment and will be considered when assessing future leadership potential. Applicants who are alcohol dependent must have successfully completed the appropriate regimen of treatment and education per reference (f) and have remained alcohol free for the period of 3 years preceding application due date.

k. Maintain eligibility requirements of paragraph 6 during the application period and during participation in the program.

l. Have passed a Physical Fitness Assessment (PFA) Test taken within the year of application. Command should administer special PFA if needed to meet this requirement. A failing PFA is disqualifying for this program.

m. Have submitted all documentation listed in paragraph 7 (Application Procedures). Omission of documentation may be disqualifying for this program.

n. Students presently enrolled in other officer accession programs are not eligible.

o. Individuals who have already obtained their baccalaureate degree are not eligible for STA-21 and should apply directly for Officer Candidate School (OCS). OCS application procedures can be found in Chapter 4.

7. Application Procedures

a. The STA-21 application has two parts. The first part is completed on-line at www.sta-21.navy.mil. The second part is mailed to CNET (N79A5/STA-21) and is illustrated in section 3. Application information and blank forms, including the Commanding Officer's Recommendation Form, Nomination Review Board Chairperson Recommendation Form, Interview Verification Form, and Interviewer's Appraisal Sheets, are available for download on the web at www.sta-21.navy.mil. If web access is not available, sections 3 through 9 provide printed copies of application materials. Application must be submitted via the applicant's commanding officer and be postmarked no later than 1 July of the application year to ensure complete screening and processing prior to convening of the selection board. Applications postmarked after 1 July will not be considered unless the commanding officer's endorsement provides a compelling reason. Deployment, in and of itself, is not justification for late submission of an application.

b. Applications contain information crucial to the selection process. Each document required in the application presents information that is carefully weighed by the selection board to arrive at a final board score. Incomplete or missing documents will reduce an applicant's competitiveness and in some cases may be disqualifying. Carefully read each of the following subparagraphs and section 3 to ensure submission of correct and complete documents. The CO's endorsement, recommendation forms, and interview appraisal sheets should be placed on top of the applicant's cover letter and the entire package secured with a binder clip in the upper left corner. Clam clips, paper clips, and staples should not be used. Documents printed in landscape should have the top of the page facing right. Do not place applications in document protectors, notebooks, spiral binding or report covers. All transcripts should be removed from their envelopes and marked as enclosures to the application. **Nuclear Option applicants must submit an original and one (1) copy of their application.** Applications must include the following in the order indicated:

(1) STA-21 Application Cover Letter for consideration (section 3).

(2) STA-21 Application Data Form (section 4) or submitted through website: www.sta-21.navy.mil. *(Do not submit the STA-21 Data Form if an application is submitted via the website.)*

(3) A personally composed and signed one-page typed statement presenting reasons for desiring STA-21 participation and the applicant's professional/vocational intentions in a specific designator of the URL of the U.S. Navy. Comprehension of and motivation for a selected designator(s) of the URL are of significance to the selection board. (Exceptions: STA-21 CEC Option, STA-21 Supply Corps Option, STA-21 Special Duty Officer (Intelligence, Cryptology), and STA-21 Nurse Corps Option applicants should address specific desires for their selected target group option.) Include name, rate/rank, and SSN on the statement. Ensure the statement is signed and dated.

(4) Certified copies of the last five "observed" enlisted evaluations, if available. "Not-Observed" evaluations should be included for continuity purposes. Special evaluations are not required.

(5) Certified copies of SAT or ACT assessment scores from a test taken within 3 years of application due date. As it usually takes at least 4 to 6 weeks to obtain test results, early registration and testing are essential. It is the applicant's responsibility to ensure that a certified copy of test results is included in the application package. Test results can be released directly from the testing agency by marking Release Code 0493 on the test registration form. For any previous testing, scores may be released from the testing agency by using an additional score release request form and indicating Release Code 0493. The applicant is responsible for ensuring CNET (N79A5/STA-21) receives the scores.

(6) Pilot and NFO Options only: Certified copy of Aviation Selection Test Battery (ASTB) scores.

(7) Certified copies of academic transcripts from each secondary (high) school, technical school, and college attended. A transcript combining credits from several schools is not sufficient. Transcripts must be legible and not altered in any way. Failure to disclose all academic records will result in disqualification. Final grade reports for courses in which the applicant is enrolled at the time of application will be accepted by mail or electronic facsimile (FAX) transmission until 30 July, if the application package was postmarked by 1 July. The CNET FAX number for STA-21 is commercial (850) 452-2486/DSN 922-2486. *Note: If service record includes copies of these documents, the applicant's administrative office may certify them to be true copies. Applicant should include his/her transcripts with the application and forward directly to*

CNET (N79A5/STA-21). No requirement exists for submission of official transcripts directly from the educational institution to CNET. Transcripts received by the applicant should be removed from their envelopes and labeled as enclosures to the application.

(8) Certified copy of GED test results issued by the Department of Education of a State, Commonwealth, or territory of the United States of America or the District of Columbia (if applicable).

(9) Certified copy of Sailor/Marine American Council on Education Registry Transcript (SMART). Note: Applicants should have their Administration office certify as true copies the SMART transcripts obtained from service record or downloaded from the Internet.

(10) Nuclear Option only. Applicant's current photograph (color or black and white) taken within the year of application. Use Officer Submission Sheet, NAVPERS 1070/10, S/N 0106-LF-015-6500. Photograph will be approximately 4" wide x 5" high, full-length, three-quarter view, uncovered with left shoulder forward, against a contrasting background. Uniform will be dungarees or utility (short or long sleeves) for E-6 and below and khaki for E-7 and above. The applicant's name and the date the photograph was taken must appear in the photograph.

(11) Additional documents such as award citations, qualifications, and letters of recommendation or appreciation. Copies of Page 4 and Page 7 of the member's service record may be included as additional documentation. Applicants are encouraged to include other documents that demonstrate leadership qualities while involved in extracurricular activities/volunteer work. Sailors who are junior in the Navy may want to include awards and certificates earned in high school.

(12) Certified copy of PFA results from a test taken within the year of application.

(13) Nuclear Option only. Signed and dated Statement of Understanding, page 13 Administrative Remarks (section (10)). A copy should also be filed in candidate's service record.

c. The commanding officer's recommendation, composed of sections 5 and 6, is the single most important element of the application package. Due to the high value accorded the

endorsement, the following subparagraphs should be read in their entirety by the commanding officer. Upon receipt of an application, the commanding officer will:

(1) Appoint a board of three URL Navy officers (Lieutenant (0-3) or above) to interview and evaluate each applicant. All board members must read this Chapter prior to conducting the interview. Each board member must complete section 9, Interviewer's Appraisal Sheet (NAVCRUIT 1100/13), including the interviewer's opinion concerning the applicant's motivation and potential for a career as a naval officer, aptitude for advanced academic study, and personal maturity. As applicants for STA-21 will likely be top performers, the interviewers' opinions will have significant influence on the selection board. Although not stated on the form, board members shall annotate their rank, designator, and job title on their respective appraisal sheets. (Exception: CEC, NC, Special Duty Officer (Intelligence, Cryptology), and SC applicants should have at least one officer from their prospective community on the board. It is acceptable for all three board members to represent the applicant's prospective officer community, but this is not required. Limited Duty Officers (LDOs) in the appropriate restricted line community may also serve as board members for applicants to the target group option community.)

(2) Personally interview each applicant.

(3) Although no physical exam is to accompany the STA-21 application, commanding officers should determine from the individual's medical record and interview whether the applicant appears to be physically qualified, as a preliminary screening. Most common disqualifying conditions for URL include: defective color vision, eyesight uncorrectable to 20/20, excessive refractive error, or applicant is out of height/weight body fat standards. Any color vision deficiency is disqualifying for a commission in the URL, but is not disqualifying for selection to the CEC, SC, Special Duty Officer (Intelligence, Cryptology), or NC Options. Applicants considering Pilot or NFO as their primary option are encouraged to complete a Student Naval Aviator physical prior to application to ensure they are physically qualified for aviation duty. Upon selection to the STA-21 Program, Bureau of Medicine and Surgery (BUMED) physical examination instructions will be sent to the selectees and alternates.

(4) Provide an endorsement section 5 to the applicant's letter that is preferably no more than one page in length.

Complete the Recommendation Form, Section 6, and the Interview Verification Form, Section 8. In the endorsement, the commanding officer should:

(a) Make a recommendation. The commanding officer must recommend only those members who possess leadership potential, motivation for sustained outstanding performance as an officer, and the academic ability to complete a demanding college curriculum. Specifically cite accomplishments, contributions, and demonstrated leadership in bullet phrases. In the event multiple applications for the same option program or Core Program are submitted from a single command, they must be rank ordered (e.g., #1 of 3) by the commanding officer. In the event of multiple applications for different options or Core Program, rank separately within the option (e.g., #3 of 12 SWO candidates). If the applicant is not recommended, state so and the reason therefore.

(b) Provide, as enclosures, the board's completed, typed, and signed Interviewer's Appraisal Sheets. An appraisal sheet is not complete unless it has rank, designator, and job title of the appraiser. NOTE: Designator is NOT a job title.

(c) Provide in the endorsement a compelling reason if the application will not be postmarked by the 1 July deadline. Without a compelling reason, applications postmarked after the 1 July deadline will not be considered.

(d) Once the command receives the application from the applicant and provides an endorsement letter that includes the required sections, the application package should be forwarded to the Nomination Review Board. It should not be returned to the applicant.

(5) Establish a Nomination Review Board to review the applicant's entire package including commanding officer's endorsement and Interviewer's Appraisal Sheets from the first board. This second board should consist of three URL Navy officers (Lieutenant (0-3) and above) not from the applicant's command, including one chairperson currently serving as a commanding officer and not subordinate to the applicant's commanding officer. This second board must read this chapter prior to conducting the interview and evaluation. Each board member must complete section 9, Interviewer's Appraisal Sheet (NAVCRUIT 1100/13), including the interviewer's opinion concerning the applicant's motivation and potential for a career as a naval officer, aptitude for advanced academic study, and

personal maturity. As applicants for STA-21 will likely be top performers, the interviewers' opinions will have significant influence on the selection board. Although not stated on the form, board members shall annotate their rank, designator, and job title on their respective appraisal sheets. (Exception: CEC, NC, Special Duty Officer (Intelligence, Cryptology), and SC applicants should have at least one officer from their prospective community on the board. It is acceptable for all three board members to represent the applicant's prospective officer community, but this is not required. LDOs in the appropriate restricted line community may also serve as board members for applicants to the target group option community.) After completion of this board, the Chairperson shall complete the Recommendation Form, section 7, sign the Interview Verification Form, section 8, and forward the package back to the applicant's commanding officer for mailing to CNET.

(6) Upon receipt of the completed package from the Nomination Review Board Chairperson, commands shall forward all STA-21 applications to:

CHIEF OF NAVAL EDUCATION AND TRAINING
CNET (N79A5/STA-21)
250 DALLAS ST
PENSACOLA FL 32508-5220

Applications should not be returned to the applicant for mailing.

(7) Commanding officers who are unable to comply with paragraphs 7c(1) and 7c(5) shall provide in their endorsement an explanation of why the directed process could not be followed (i.e., isolated unit or deployment where other board members are not available or circumstances in which second board members were drawn from within the applicant's command). Applicants whose commands cannot comply with the Nomination Review Board requirement will not be penalized in the selection process.

9. General Information

a. Applicants are responsible for submitting complete applications and must adhere strictly to the application procedures. Appendix G is provided to assist in the submission of a complete application. The most common errors found are:

(1) Applications are mailed after the application deadline without a compelling explanation for the late submission from the commanding officer in his/her endorsement.

(2) Sections to the application letter, section 3, left blank or unsigned.

(3) Applicant took SAT or ACT test too late for the scores to arrive at CNET in time for the selection board or submitted scores that are too old. This is a disqualifier.

(4) SAT/ACT test scores are below minimum program requirements. There are no waivers.

(5) Interview Sheets do not indicate designator and/or job title of the interviewer. (Type or print job title in margin or above name. It is not printed on form.) LDO or Chief Warrant Officer (CWO) erroneously used as interviewers for the URL Program or without explanation.

(6) Personally composed statement does not include professional, vocational, or designator intentions of member (his/her goals as an URL officer), or states a Staff Corps or Restricted Line category other than CEC, SC, Special Duty Officer (Intelligence, Cryptology), or NC.

(7) Missing CO recommendation. A statement of "forwarded" or "forwarded for consideration" is not a recommendation.

b. A selection board will be convened annually in September by CNET to pick the primary group of program participants and a group of alternates as potential replacements should primary participants become ineligible for the program or fail to gain entrance to the university portion of the program. Additionally, selectees' applications will be reviewed to determine those designated to attend BOOST before entering college. STA-21 (Nuclear Option) selectees will not be considered for BOOST.

c. Each applicant must keep CNET (N79A5/STA-21) advised by mail, e-mail, web page response, 1-800-NAVROTC (1-800-628-7682), or FAX (commercial (850) 452-2486/DSN 922-2486) of any change in address or telephone number from those provided in the application package, and of any change in physical status at any time.

d. Upon notification of selection, selectees will be required to submit to CNET (N79A5) their college acceptance letter(s), degree plan(s), and pre-commissioning physical. Delay in CNET receipt of this information may jeopardize the selectees' chances of being placed at their first choice university/college or may result in call-up of an alternate.

e. College placement will be done following the selection board to allocate selectees to specific NROTC units. Assignment to a university will be based primarily upon the participant's desires, academic performance, and NROTC unit capacity. Assignment to other than the first choice university may be made if considered in the best interest of the Navy or the selectee. Selectees and alternates are responsible for submitting applications and gaining admission to their desired university. Applicants must meet application deadlines at their choices of universities. Acceptance by an NROTC university does not guarantee assignment to that university. Special Warfare and Special Operations Option applicants should consider colleges or universities located in regions where special qualifications can be maintained. Nuclear Option applicants may only apply to schools designated in Appendix B.

f. Application materials will be retained as part of the STA-21 selectees' academic file. Non-selectees' applications will not be returned to the applicants. Applicants should ensure they retain a complete copy of their package and that original documents are not submitted if not required by this chapter.

g. Commissioning age restrictions apply for certain officer communities as specified in reference (g) and section 2. These restrictions are subject to change. They are applicable to specific STA-21 option programs and when applying for a designator (also known as community selection) just prior to commissioning.

h. All STA-21 participants must successfully complete the NSI prior to university entrance. Successful completion of BOOST, if assigned, is required to continue in the STA-21 Program.

i. All STA-21 participants will maintain physical fitness standards and will be required to meet officer accession standards as prescribed by CNETINST 1533.12G and reference (e).

j. If disenrolled from STA-21 at any time, students will be issued PCS orders to new assignments to complete 5 years of enlisted service from the date of program disenrollment or the remainder of their current enlistment, whichever is longer.

10. Transfer Policy. Candidates for STA-21 who receive PCS orders on or after the STA-21 application deadline shall not be transferred until officially notified of selection or nonselection to STA-21. If a transfer directive is received, the commanding officer shall notify the orders originating authority that the individual has applied for STA-21 and that orders (cite TC number) are being held in abeyance until notification of selection or non-selection is received. If the applicant is selected, the commanding officer shall notify the orders-originating authority that the individual has been selected and that the orders are considered canceled. If the applicant is not selected for STA-21, the command should transfer the individual and notify the orders-originating authority that the orders have been executed, referencing the previous correspondence that held the orders in abeyance. Nuclear Field applicants selected for STA-21 while serving, as students at Naval Nuclear Power Training Command (NAVNUPWRTRACOM) or Naval Nuclear Power Training Unit (NAVNUPWRTRAU) will be transferred per local instructions for enlisted personnel selected for a commissioning program.

11. Service Obligation

a. Upon receipt of PCS orders to STA-21, each selectee will be required to acquire a 6-year active service obligation by extending or reenlisting. Selectees are authorized by reference (g) to reenlist more than 1 year early if they are unable to satisfy the 6-year obligated service requirement with an extension of 48 months or less. Upon execution of an extension, the following entry shall be made on Page 1A of the service record:

> "Reason for Extension: Education (STA-21). I understand that, upon admission to a university under this program, this extension becomes binding and may not thereafter be canceled except as provided in the MILPERSMAN."

b. STA-21 disenrollees will be issued PCS orders and are required to complete 5 years of enlisted service from the date of program disenrollment or the remainder of their current enlistment, whichever is longer.

c. Upon commissioning, 5 years of active commissioned service are required of all STA-21 officer candidates except Pilot and NFO Option participants (see section 2 for information regarding obligated service requirements).

d. Those who complete degree requirements, but fail to be commissioned, will be obligated for 5 years of enlisted service from the date of program disenrollment.

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

12. Forms

a. The following forms are available at http://web1.whs.osd.mil/icdhome/DDEFORMs.htm:

DD Form 2808, Report of Medical Examination
DD Form 2807-1, Report of Medical History

b. The following forms are available from the STA-21 web site (www.sta-21.navy.mil):

STA-21 Application Data Form
Commanding Officer's Recommendation Form
Nomination Review Board Chairperson Recommendation Form
Interview Verification Form
Interviewer's Appraisal Sheet, NAVCRUIT 1100/13 (Rev. 3-81)
STA-21 Application Checklist

SECTION 1
LIST OF TECHNICAL /NON-TECHNICAL MAJORS

TECHNICAL MAJORS

SUBJECT

Aeronautical Engineering
Aeronautics
Aerospace Engineering
Agricultural Engineering
Architecture; Architectural Engineering; Landscape Engineering; Architecture; Computer Science Engineering; Engineering and Architecture Topics
Civil Engineering, General
Communications; Radio Engineering; Command Communications; Applied Communications; Communications Engineering
Electrical Engineering, General
Electrical Power Engineering
Engineering, Industrial/Management/Commercial Chemical Engineering
Materials Engineering
Mechanical Engineering, General
Metallurgical Engineering
Mining Engineering
Naval Architecture; Marine Engineering
Nuclear Engineering
Ocean Engineering
Ordnance Engineering, General; General and Industrial; Weapons Systems, General; Ordnance System Engineering, General
Petrochemical Engineering
Petroleum Engineering
Safety Engineering; Fire Protection Engineering
Systems Engineering
Textile Engineering; Textile Technology

MATH-SCIENCE TECHNICAL MAJORS

SUBJECT

Biochemistry
Ceramics Engineering
Chemistry (other than Biochemistry)
Mathematics; Computer Science (Math oriented)
Metallurgy
Meteorology; Climatology; Aerology
Operations Research/Systems Analysis; Operations Analysis
Physics; Astronomy
Statistics

NON-TECHNICAL MAJORS

SUBJECT

Accounting
Anthropology
Archeology
Banking; Finance
Biological Sciences, General; Marine Biology
Biology
Business Administration; Advertising; Commerce; Foreign Trade; Marketing; Management; Computer-Related Business Administration; Computer Science
Business Economics; Commercial Education
Classical Languages; English Literature
Education
Economics
English Language; English Literature
Geography
Geology; Paleontology; Petrology; Geological Engineering
History; American Studies
Industrial Arts
Industrial Design
International Relations; International Law; Foreign Affairs; Foreign Area Studies
Journalism
Law
Liberal Arts
Merchandising; Retailing
Modern Languages and Literature
Nautical Science; Naval Science; Maritime Academy Curricula
Personnel Administration
Philosophy
Political Science
Physical Education
Psychology
Public Administration; Police Administration; Municipal Government
Sciences, General/Natural/Composite/Basic; Environmental Science
Social Sciences (Sociology; Criminology; Pre-Law)
Social Work; Social Welfare Administration

SECTION 2
STA-21 OPTION PROGRAMS

1. Nuclear Option (STA-21 Nuclear)

a. STA-21 Nuclear is available for submarine and surface nuclear-trained officer billets. Due to the high priority of nuclear officer recruiting, a specific number of STA-21 seats are reserved for enlisted personnel who have successfully completed or are enrolled in the nuclear power training pipeline. The only applicants eligible to apply for this option are those who are currently:

(1) enrolled in Nuclear Field "A" School (NUFLDASCOL), Naval Nuclear Power School (NAVNUPWRSCOL) or Naval Nuclear Power Training Unit (NAVNUPWRTRAU);

(2) assigned to NAVNUPWRTRAU as staff pickup instructors or sea returnee instructors; or

(3) assigned to Naval Nuclear Power Training Command as sea returnee instructors.

b. STA-21 Nuclear Option students will attend NSI during March-April time frame, and then begin college during May-June session. The STA-21 Nuclear Option is available only at those specially identified universities, not including cross-town universities, listed in Appendix B. Participants must meet stringent academic requirements. Applicants must provide SAT or ACT scores. Minimum SAT/ACT score is 1140 SAT (combined, minimum 500 math and 500 verbal) or 50 ACT (combined, minimum 21 math and 20 English). Additionally, selectees must major in a technical curriculum and maintain a GPA of at least 3.0 on a 4.0 scale.

c. Age

(1) STA-21 Nuclear Option candidates must be able to complete degree requirements and be commissioned prior to age 26 years for students and staff pickup instructors. Sea returnee staff instructors must be commissioned prior to their 31st birthday.

(2) STA-21 Core Program candidates desiring selection to the nuclear officer community upon graduation must be commissioned prior to their 27th birthday. A waiver for such

candidates is available on a case-by-case basis up to the 31st birthday.

d. Medical Standards. All STA-21 Nuclear Option candidates must meet the physical qualification requirements for submarines and/or nuclear field duty of reference (d).

e. Service Obligation. STA-21 Nuclear Option selectees incur a 5-year active duty obligation upon commissioning. Those STA-21 Nuclear Option disenrollees that drop on request prior to commissioning will be obligated for 5 years of enlisted service from the date of program disenrollment, or the remainder of their current enlistment, whichever is longer.

f. Interviews. STA-21 Nuclear Option officer candidates will be interviewed by the Director, Naval Nuclear Propulsion for acceptance into the Naval Nuclear Propulsion Program as officers during their college schooling. This interview will be similar to those given for NROTC personnel. Officer candidates not accepted for nuclear training will be allowed to complete their degree but will not be commissioned as officers in the Naval Nuclear Propulsion Program. They may be considered for commissioning in other naval officer programs.

g. Program Acknowledgement. Each candidate recommended for the STA-21 Nuclear Option by his commanding officer will acknowledge his or her understanding of program requirements by signing an Administrative Remarks (page 13) Statement of Understanding, (section 10). This statement will be filed in each candidate's service record and a copy forwarded with the candidate's application.

2. CEC Option (STA-21 CEC)

a. This option is available only for active duty enlisted personnel of occupational field 13 (Seabees). In addition to standard STA-21 eligibility criteria, STA-21 CEC Option selectees must have at least 4 years of active duty (of which at least 3 years were in an other than formal training environment). Applications for the STA-21 CEC Option must also have sufficient college credits to complete requirements for a first professional ABET engineering degree or NAAB architecture degree within 36 months of starting STA-21 studies.

b. Educational Requirements. Selectees will major in a NAAB-accredited architecture program or ABET-accredited engineering curricula and maintain a 3.0 minimum GPA on a 4.0

scale. Preferred engineering degrees are civil, mechanical, and electrical engineering.

c. Age. STA-21 CEC Option applicants must be able to complete degree requirements and be commissioned prior to their 35th birthday.

d. Medical Standards. Same as general STA-21 Program except color blindness is not a disqualifying condition.

e. Service Obligation. STA-21 CEC Option selectees incur a 5-year active duty obligation upon commissioning.

3. Pilot Option (STA-21 Pilot)

a. While STA-21 will continue to provide the opportunity for pilot designation as well as other URL designators, graduates of STA-21 Pilot Option will be designated solely as Student Naval Aviators (SNAs) (designator 1395). All eligibility and application requirements listed in paragraphs 4 and 5 of this chapter must be fulfilled. In addition, STA-21 Pilot Option applicants must complete the following:

(1) Achieve a score of at least the following: Academic Qualification Rating (AQR) 3/PFR 4 on the Pilot Flight Aptitude Rating (PFAR) portions of the ASTB. The report of ASTB scores will be enclosed in the application at section (4) along with the SAT or ACT scores. The ASTB can be taken at NROTC units, Navy Recruiting Districts, Navy Recruiting Processing Stations, or Navy Officer Recruiting Stations. In addition, command security officers may obtain exams from the Naval Operational Medicine Institute (Code 41), Pensacola, Florida. The request can be by telephone, FAX, letter, or message. Telephone: DSN 922-2187 (FAX DSN 922-2144) or commercial (850) 452-2187 (FAX (850) 452-2144). Message PLA address: NAVOPMEDINST PENSACOLA FL//41//. The e-mail address is: code413@nomi.med.navy.mil.

(2) If selected for STA-21 Pilot Option, eligibility must be maintained at the university in which enrolled. To ensure that requirements to become a SNA are understood, a Page 13 entry, signed and dated by the applicant and witnessed by a commissioned officer, will be executed after notification of selection and prior to receipt of PCS orders to STA-21 Pilot Option as follows:

"I understand that I have been selected for the Seaman to Admiral-21 Pilot Option Program (STA-21 Pilot), and that, upon

graduation from my assigned university, I will be commissioned as a Student Naval Aviator (SNA) and be ordered to the Aviation Pre-Flight Indoctrination (API) Course, Naval Aviation Schools Command, Pensacola, Florida, provided the following is accomplished at the university to which assigned:

(a) I maintain NROTC professional, physical, and academic standards for midshipmen and officer candidates;

(b) I complete two semester courses of calculus and two semester courses of calculus-based physics;

(c) I achieve a score of "3" or better on the Academic Qualification Rating (AQR) portion of the Aviation Selection Test Battery (ASTB) prior to beginning my senior year; and

(d) I am certified physically qualified for commissioning as a SNA by the Naval Operational Medicine Institute within 18 months of commissioning."

b. Age. STA-21 Pilot Option candidates must be able to complete degree requirements and be commissioned prior to their 27th birthday. Maximum age limit may be adjusted upward to the 31st birthday with active duty or prior active duty service computed on a month-for-month basis.

c. Medical Standards. Applicants must complete and submit results of a SNA flight physical examination with cycloplegic eye refraction.

d. Service Obligation. STA-21 Pilot Option officer candidates will incur an 8-year active duty obligation upon date of designation as a Naval Aviator or 6 years from date of disenrollment from flight training unless released by the Deputy Chief of Naval Operations (Manpower and Personnel).

4. NFO Option (STA-21 NFO)

a. While STA-21 will continue to provide the opportunity for NFO designation as well as other URL designators, graduates of STA-21 NFO Option will be designated solely as Student Naval Flight Officers (SNFOs) (designator 1375). All eligibility and application requirements listed in paragraphs 4 and 5 of this chapter must be fulfilled. In addition, STA-21 NFO applicants must complete the following:

(1) Achieve a score of at least the following: AQR 3/FOFAR 4 on the NFOFAR of the ASTB. The report of ASTB scores will be enclosed in the application at section 4 along with the SAT or ACT scores. The ASTB can be taken at NROTC units, Navy Recruiting Districts, Navy Recruiting Processing Stations, or Navy Officer Recruiting Stations. In addition, command security officers may obtain exams from the Naval Operational Medicine Institute (Code 41), Pensacola, Florida. The request can be by telephone, FAX, letter, or message. Telephone: DSN 922-2187 (FAX DSN 922-2144) or commercial (850) 452-2187 (FAX (850) 452-2144). Message PLA address: NAVOPMEDINST PENSACOLA FL//41//. The e-mail address is: code413@nomi.med.navy.mil.

(2) If selected for STA-21 NFO Option, eligibility must be maintained at the university in which enrolled. To ensure that requirements to become a SNFO are understood, a Page 13 entry, signed and dated by the applicant and witnessed by a commissioned officer, will be executed after notification of selection and prior to receipt of PCS orders to STA-21 NFO Option as follows:

"I understand that I have been selected for the Seaman to Admiral-21 Naval Flight Officer Option Program (STA-21 NFO), and that, upon graduation from my assigned university, I will be commissioned as a Student Naval Flight Officer (SNFO) and be ordered to the Aviation Pre-Flight Indoctrination (API) Course, Naval Aviation Schools Command, Pensacola, Florida, provided the following is accomplished at the university to which assigned:

(a) I maintain NROTC professional, physical, and academic standards for midshipmen and officer candidates;

(b) I complete two semester courses of calculus and two semester courses of calculus-based physics;

(c) I achieve a score of "3" or better on the Academic Qualification Rating (AQR) portion of the Aviation Selection Test Battery (ASTB) prior to beginning my senior year; and

(d) I am certified physically qualified for commissioning as a SNFO by the Naval Operational Medicine Institute within 18 months of commissioning."

b. Age. STA-21 NFO Option selectees must be able to complete degree requirements and be commissioned prior to their 30th birthday. Maximum age limit may be adjusted upward to the

32nd birthday with active duty or prior active duty service computed on a month-for-month basis.

c. Medical Standards. Applicants must complete and submit results of a SNFO flight physical examination with cycloplegic eye refraction.

d. Service Obligation. STA-21 NFO Option officer candidates will incur a 6-year active duty obligation upon date of designation as a NFO or 6 years from date of disenrollment from flight training unless released by the Deputy Chief of Naval Operations (Manpower and Personnel).

5. Special Operation (SPECOPS) Option (STA-21 SPECOPS)

a. Age. STA-21 SPECOPS Option selectees must be able to complete degree requirements and be commissioned by their 29th birthday. Maximum age limit may be adjusted upward for active service on a month-for-month basis up to 24 months. Waivers beyond 24 months will be considered for enlisted personnel who possess particularly exceptional qualifications, provided they can be commissioned prior to their 35th birthday.

b. Medical Standards. Applicants must pass physical qualification per Chapter 15 of reference (d). BUMED 21 must review Report of Medical Exam (Form DD 2808). During this review, BUMED will indicate in block 77 qualification for diving duty and/or combat swimmer, and stamp the package that the individual is Physically Qualified (PQ) for diving and/or combat swimmer.

c. Service Obligation. STA-21 SPECOPS Option selectees will incur a 5-year active duty obligation upon commissioning.

6. Special Warfare (SPECWAR) Option (STA-21 SPECWAR)

a. Age. STA-21 SPECWAR Option selectees must be able to complete degree requirements and be commissioned by their 29th birthday. Maximum age limit may be adjusted upward for active service on a month-for-month basis up to 24 months. Waivers beyond 24 months will be considered for enlisted personnel who possess particularly exceptional qualifications, provided they can be commissioned prior to their 35th birthday.

b. Enlisted Source. STA-21 SPECWAR Option applicants must have one of the following NECs: 5323, 5326, 8492, or 8491.

c. Medical Standards. Applicants must pass physical qualification per Chapter 15 of reference (d). BUMED 21 must review Report of Medical Exam (Form DD 2808). During this review, BUMED will indicate in block 77, qualification for diving duty and/or combat swimmer, and stamp the package that the individual is PQ for diving and/or combat swimmer.

d. Service Obligation. STA-21 SPECWAR Option selectees will incur a 5-year active duty obligation upon commissioning.

7. NC Option (STA-21 Nurse). The STA-21 NC Option is available only at those specially identified universities listed in Appendix B.

a. Age. Applicants must be at least 18 years old and able to complete degree requirements and be commissioned prior to age 35.

b. Medical Standards. Minor physical defects, non-organic in nature, may be waived by Deputy Chief of Naval Operations (Manpower and Personnel) (N131M5) with the recommendation of BUMED. A person, who is drug or alcohol dependent, abuses drugs or alcohol, or whose pre-service abuse of drugs or alcohol indicates a proclivity to continue abuse in the service or who has a record of any drug trafficking offenses is ineligible.

c. Licensure Requirements. Upon completion of the Bachelor of Science Nursing degree, member must successfully pass the National Council Licensing Examination-Registered Nurse (NCLEX-RN), provided by the National Council of State Board of Nursing and administered by one of its member boards of nursing as required by SECNAVINST 1120.6 series. Professional licensing is required to practice nursing.

d. Service Obligation. STA-21 NC Option selectees will incur a 5-year active duty obligation upon commissioning.

8. SWO Option (STA-21 SWO)

a. Age. STA-21 SWO Option selectees must be able to complete degree requirements and be commissioned prior to age 31. Maximum age limit may be adjusted upward for active service on a month-for-month basis up to 24 months. Waivers beyond 24 months will be considered for enlisted personnel who possess particularly exceptional qualifications provided they can be commissioned prior to their 35th birthday.

b. Medical Standards. STA-21 SWO Option applicants must pass medical standards per Chapter 15 of reference (d).

c. Service Obligation. STA-21 SWO Option selectees will incur a 5-year active duty obligation upon commissioning.

9. SC Option (STA-21 Supply)

a. Age. STA-21 SC Option selectees must be able to complete degree requirements and be commissioned prior to age 35.

b. Medical Standards. STA-21 SC Option applicants must pass medical standards per Chapter 15 of reference (d).

c. Educational Requirements. STA-21 SC Option applicants must earn a baccalaureate degree in a business, engineering, or math-related field. Waivers will be considered at time of application.

d. Service Obligation. STA-21 SC Option selectees will incur a 5-year active duty obligation upon commissioning.

10. Special Duty Officer (Intelligence) (STA-21 Intel). This option is available only for active duty enlisted personnel of occupational field 21 (Intelligence Specialist).

a. Age. STA-21 Intelligence Option applicants must be at least 19 years old and be able to complete degree requirements and be commissioned prior to their 35th birthday.

b. Medical Standards. STA-21 Intelligence Option applicants must meet physical standards for appointment prescribed in reference (d) and the physical fitness standards prescribed in reference (e).

c. Educational Requirements. Although applicants are strongly encouraged to pursue technical degrees, the intelligence community is not looking for a particular academic major, but rather for officers who possess strong analytical ability and communication skills (both oral and written).

d. Service Obligation. STA-21 Intelligence Option selectees will incur a 5-year active duty obligation upon commissioning.

11. Special Duty Officer (Cryptology) (STA-21 Crypto). Applicants must be Cryptologic Technicians serving in the U.S.

Navy or Naval Reserve, 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).

a. Age. STA-21 Cryptologic Option applicants must be at least 18 years old and able to complete degree requirements and be commissioned prior to their 35th birthday.

b. Medical Standards. STA-21 Cryptologic Option applicants must meet physical standards for appointment prescribed in the Manual of the Medical Department, Chapter 15.

c. Educational Requirements. Although applicants are encouraged to pursue technical degrees, the cryptologic community is not looking far a particular academic major, but rather for officers who possess a strong analytical ability and communication skills (both oral and written).

d. Service Obligation. STA-21 Cryptology Option selectees will incur a 5-year active duty obligation upon commissioning.

SECTION 3
STA-21 APPLICATION COVER LETTER
(Sample)

From: ET2(AW) Mary P. Jones, USN, SSN
To: Chief of Naval Education and Training (N79A5/STA-21)
Via: Commanding Officer, (command name goes here)

Subj: APPLICATION FOR CONSIDERATION UNDER THE FYXX SEAMAN TO ADMIRAL-21 COMMISSIONING PROGRAM

Ref: (a) OPNAVINST 1420.1A
(b) NAVADMIN XXX/XX

Encl: (1) STA-21 Data Form (if not submitted via web page)
(2) Applicant's Personal Statement of Desire for a Commission
(3) Certified Copies of Evaluations
(4) Certified Copies of SAT/ACT Results
(5) Certified Copy of ASTB scores (Pilot/NFO Option only)
(6) Certified Copies of High School Transcripts (or explanation if missing) or GED Certificate (if applicable)
(7) Certified Copies of College Transcripts (if applicable)
(8) Certified Copy of SMART Transcript
(9) Photograph (Nuclear Option only)
(10) Certified Copies of Special Qualification Documents
(11) Certified Copy of PFA Results
(12) Statement of Program Understanding (Nuclear Option only)

1. I hereby apply for consideration under the subject program and certify that I meet all requirements stipulated in reference (a).

2. Initial application data was submitted via web page on (date).

3. Enclosures 1 through (##) are forwarded to complete my application to the FYXX STA-21 Commissioning Program.

Subj: APPLICATION FOR CONSIDERATION UNDER THE FYxx SEAMAN TO ADMIRAL-21 COMMISSIONING PROGRAM

4. I, (name), if selected for appointment under the Seaman to Admiral-21 Program, agree to enroll and complete an undergraduate degree at an NROTC-affiliated college or university as assigned.

a. I understand that I must incur a 6-year active service obligation prior to executing PCS orders to the assigned university. I understand that if I drop on request prior to commissioning I will be obligated for 5 years of enlisted service from the date of program disenrollment or the remainder of my current enlistment, whichever is longer. I also understand that if I complete degree requirements, but fail to be commissioned, I will be obligated for 5 years of enlisted service from the date of program disenrollment.

b. I will accept an appointment as an Ensign, USNR, in the assigned officer community upon successful completion of my baccalaureate degree. I further agree to remain on active duty for a period of 5 years subsequent to acceptance of such appointment. I understand that, if selected for specialized follow-on training, I will incur additional obligated service shown in reference (a).

5. My personal statement is enclosed as enclosure (2).

/S/ MARY P. JONES

SECTION 4
STA-21 APPLICATION DATA FORM
(Use only if application is not submitted via the website)

SSN:
Last Name:
First Name:
Middle Initial:
Date of Birth (YYYYMMDD):
Rate: (Ex: YNSN)
Paygrade: (Ex: E3)
Duty Status: (Ex: USN/USNR)
PRD: (YYYY/MM)
Ethnic Group:
Race:
Gender: M/F
Marital Status:
# of Dependents:
State of Legal Residence:
U.S. Citizen: Y/N
Type of Citizenship (Birth/Naturalization):
Naturalization Certificate Number:
Date Naturalized:
Warfare Qualifications:
ADSD: (YYYYMMDD)

SAT Math:	ACT Math:
SAT Verbal:	ACT English:
Date Taken:	Date Taken:

Primary Program Choice:
Secondary Program Choice: (Core or None)
Intended Major: Currently Enrolled in College: Y/N
Credit Hours Earned: Credit Hours Type: Sem/Qtr

College Choice 1:	Cross-Town Enroll School 1:
College Choice 2:	Cross-Town Enroll School 2:
College Choice 3:	Cross-Town Enroll School 3:

Command UIC:
Command Title/Long Name:
Command Short Title:
Command DSN:
Command Comm Phone (with Area Code):
Command E-mail:
Home Address:
Home E-mail:
Home Phone (with Area Code):

SECTION 5
COMMANDING OFFICER'S ENDORSEMENT FOR STA-21 APPLICATION (SAMPLE)

FIRST ENDORSEMENT on ET2(AW) Mary P. Jones, USN, SSN ltr of (date)

From: Commanding Officer, (command name goes here)
To: Chief of Naval Education and Training (N79A5/STA-21)
Subj: APPLICATION FOR CONSIDERATION UNDER THE SEAMAN TO ADMIRAL-21 COMMISSIONING PROGRAM

Ref: (a) OPNAVINST 1420.1A

Encl: (1) Commanding Officer's Recommendation Form
(2) Officer Interviewer's Appraisal Sheets (3)
(3) Nomination Review Board Chairperson's Recommendation
(4) Nomination Review Board Officer Interviewer's Appraisal Sheets (3)

1. Forwarded, (specific recommendation required). All required documents have been verified for accuracy and completeness and are attached as sections. The applicant meets the physical fitness and height, weight, or body fat standards (list actual height, weight, body fat) of OPNAVINST 6110.1 series and is eligible in all respects. The applicant's medical record has been reviewed for physically disqualifying conditions.

2. The following amplifying information is provided:

a. (A statement of the applicant's military and professional performance and the degree and scope of supervisory ability demonstrated in the applicant's present rating.)

b. (A statement of the applicant's potential ability to satisfactorily perform as a commissioned officer and willingness to have the applicant serve in your command.)

c. (The applicant's academic potential as indicated by performance at service schools, civilian schools, SAT/ACT scores, off-duty study courses or use of shipboard education and training facilities and opportunities.)

d. (The applicant's general attitude and motivation toward a career as an officer in the Navy.)

e. (Additional information considered pertinent.)

/S/ Commanding officer

Enclosure (1)

SECTION 6
FOR OFFICIAL USE ONLY (WHEN FILLED OUT)

Applicant's Name (Last, First, MI)_____
Title/Rank_____SSN_____

COMMANDING OFFICER'S RECOMMENDATION

Commanding Officer Name_____
Command_____
Street Address_____
City_____State_____Zip_____
Work Phone_____DSN_____Fax_____

Please evaluate the candidate in the following areas:

TRAITS	Outstanding	Excellent	Good	Satisfactory	Unsatisfactory
Leadership Potential					
Professional Performance					
Personal Appearance					
Teamwork					
Technical/Rating Knowledge (if applicable)					
Academic Potential					
Officer Potential					
Motivation for Program					
Overall Evaluation					

Member ranked _____ out of _____ current applicants for the same program from my command.

This candidate _____does/_____does not meet eligibility requirements for the program option(s) for which he/she is applying.

(Your endorsement letter should provide amplifying information that would help a board in making a selection determination. Address and make recommendation if applicant requests a waiver of any program eligibility requirement. If member is applying for consideration for both an option program and the Core Program, endorsement should include comments covering both programs.)

By my signature I certify that this candidate meets program eligibility requirements and that any waiver request(s) has been addressed in my endorsement letter.

Signature_____Date_____

FOR OFFICIAL USE ONLY (WHEN FILLED OUT)

Enclosure (1)

SECTION 7
FOR OFFICIAL USE ONLY (WHEN FILLED OUT)

Applicant's Name (Last, First, MI)_____
Title/Rank_____SSN_____

NOMINATION REVIEW BOARD CHAIRPERSON'S RECOMMENDATION

Chairperson Name_____
Command_____
Street Address_____
City_____State_____Zip_____
Work Phone_____DSN_____Fax_____

Please evaluate the candidate in the following areas:

TRAITS	Outstanding	Excellent	Good	Satisfactory	Unsatisfactory
Leadership Potential					
Professional Performance					
Personal Appearance					
Teamwork					
Technical/Rating Knowledge (if applicable)					
Academic Potential					
Officer Potential					
Motivation for Program					
Overall Evaluation					

This candidate _____does/_____does not meet eligibility requirements for the program option(s) for which he/she is applying.

(Provide amplifying information below that would help a board in making a selection determination. Address and make recommendation if applicant requests a waiver of any program eligibility requirement. If member is applying for consideration for both a Target option program and the Core Program, provide comments covering both programs.)

_____
_____
_____
_____
_____
_____

By my signature I certify that this candidate meets program eligibility requirements and that any waiver request(s) has been addressed in the endorsement letter.

Signature_____Date_____

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Enclosure (1)

SECTION 8
INTERVIEW VERIFICATION FORM

GUIDANCE TO COMMANDERS AND COMMANDING OFFICERS ON
SEAMAN TO ADMIRAL-21 NOMINATIONS

Today's Navy must make every effort to select, train, and develop the very best and brightest candidates to meet the challenges our officer corps will face in the 21st Century. The Seaman to Admiral-21 (STA-21) Program is a significant improvement over the enlisted commissioning programs of the past. It focuses the selection of enlisted personnel for officer accession under a single programmatic umbrella, provides increased financial support to Sailors who seek to become naval officers, and simplifies application and selection processes.

Your role is absolutely critical to ensure only those who possess the greatest potential to become outstanding officers are offered the opportunity to earn a commission. Your personal recommendation is the single most important factor in the STA-21 selection process. Look into the candidate's eyes and ask yourself, "Does this young man or young woman possess the character, intellect, drive, leadership potential, and devotion to become a good naval officer?" Remember that you are nominating those who will, in the future, exercise the immense responsibility of command that you enjoy today.

Leadership and integrity are the primary officer attributes. Although the applicant's academic record and desire may be exemplary, they are not enough. While academic potential should play a role in your recommendation, it must not override leadership potential and other indicators of future success as a naval officer. Every STA-21 selectee should reasonably be expected to not only complete a college education, but also serve as a career naval officer.

Since members of the STA-21 selection board will not have first-hand knowledge of each applicant's potential and attributes, selections are based solely on information contained in the application. During your personal interview with the applicant, you have the opportunity to reveal information about the nominee's potential that would be very valuable to selection board deliberations. If you nominate more than one applicant, clearly differentiate the relative potential of the various candidates. There simply is no more important issue than the future leadership of the naval service. Your part in this process cannot be understated. The Navy is relying on you to clearly communicate the nature and strength of your recommendation to help select our finest candidates.

Initial Interview:_____ Date:_____
Signature of Commanding Officer

Final Interview:_____ Date:_____
Signature of Nomination Review Board Chairperson

Enclosure (1)

SECTION 9
INTERVIEWER'S APPRAISAL SHEET

See information on next page before completing. **TYPE OR PRINT LEGIBLY.**

NAME (Last, first, middle)	PROGRAM FOR WHICH APPLYING	DATE

PERSONAL QUALITIES

DESCRIPTIVE: (Observe the applicant and write 6 adjectives or phrases which you believe to be most descriptive of the applicant.)

1.	2.	3.
4.	5.	6.

EVALUATIVE: Consider the applicant as a potential naval officer, and evaluate him/her on the following:

	*OUTSTANDING		EXCELLENT			GOOD			ADEQUATE		*UNSATISFACTORY
APPEARANCE AND POISE											
ORAL COMMUNICATION AND EXPRESSION OF IDEAS	*OUTSTANDING		EXCELLENT			GOOD			ADEQUATE		*UNSATISFACTORY
LEADERSHIP POTENTIAL	*OUTSTANDING		EXCELLENT			GOOD			ADEQUATE		*UNSATISFACTORY
YOUR WILLINGNESS TO HAVE INDIVIDUAL SERVE UNDER YOUR COMMAND WHEN COMMISSIONED											
	10	9	8	7	6	5	4	3	2	1	0

COMMENTS: (A summary statement evaluating the applicant is required. All extreme ratings marked by an (*) should be further commented upon on this page.)

MOTIVATION

PROGRAM MOTIVATION (Indicate the applicant's motivation for the program for which applying.)	VERY HIGHLY MOTIVATED FOR PROGRAM	DEFINITELY MOTIVATED FOR PROGRAM	MOTIVATED FOR NAVY. PROGRAM NOT IMPORTANT	MOTIVATED FOR COMMISSION PROGRAM AND SERVICE NOT IMPORTANT	UNABLE TO DETERMINE

POTENTIAL

POTENTIAL AS A CAREER NAVAL OFFICER	OUTSTANDING	EXCELLENT	GOOD	AVERAGE	LESS THAN AVERAGE
(Complete for all commissioning programs)	(1)	(2)	(3)	(4)	(5)

COMMENTS: (Supplement or qualify the motivation rating and potential as a career naval officer, as appropriate.)

SIGNATURE OF INTERVIEWER	TYPED OR PRINTED NAME OF INTERVIEWER	GRADE, CORPS (if any) DESIGNATOR, BRANCH OF SERVICE

FOR OFFICIAL USE ONLY (WHEN FILLED OUT)

INFORMATION FOR COMPLETING INTERVIEWER'S APPRAISAL SHEET

1. The purpose of the interview is to evaluate accurately and impartially the characteristics of the candidate to determine potential as a commissioned officer and motivation toward service in the Navy.

2. The interview should take a minimum of 15 minutes. A period of 15-30 minutes is usually adequate, although more time may be necessary on occasion.

3. Discussion topics should draw out the applicant. Suggested topics include: Navy programs, service life, school experience, personal interests, goals in life, current events, sports, family attitude toward application, and any others suggested by a review of the application file.

4. Marking is difficult. Your judgments form an important part of each applicant's file, and usually represent the only personal contact with the applicant reported by an official of the Navy. Be fair and impartial, neither too easy nor too hard on the applicant. Mark only on what you have observed personally, not on the opinions or comments of others.

5. No marks should be put on this form until the interview has been completed.

6. If it appears that the space for comments will not be sufficient, phrases may be used rather than complete sentences.

7. Below is a checklist of characteristics which interviewing officer can observe or adjectives that can be used to describe these characteristics in applicants. This is meant only to assist the interviewer in preparing for the interview and in making a written evaluation afterward. It is not intended to be all-inclusive.

Characteristics/Descriptive Adjectives

Bearing	**Grooming**	**Composure**
Good posture	Careless	Poised
Slouch	Neat	Awkward
Forceful	Clean	Relaxed
Apathetic	Unclean	Nervous
Casual	Well-dressed	Confident
Formal	Inappropriately dressed	Insecure

Attitude	**Oral Expression**	**General Impression**	**Voice Quality**
Sincere	Articulate	Impressive	Strident
Flippant	Inarticulate	Unimpressive	Soft spoken
Enthusiastic	Responsive	Dull	Speaks Clearly
Indifferent	Unresponsive	Interesting	Inaudible
Cooperative	Taciturn	Mature	
Uncooperative	Loquacious	Immature	
Contentious			
Pleasant			
Forthright			
Secretive			
Arrogant			
Modest			

NAVCRUIT 1100/13 (REV. 3-81)

SECTION 10
NUCLEAR OPTION STATEMENT OF UNDERSTANDING

ADMINISTRATIVE REMARKS
NAVPERS 1070/613
S/N 0106-LF-010-8991

Ship or Station

STATEMENTOF UNDERSTANDING OF SEAMAN TO ADMIRAL – 21 PROGRAM (NUCLEAR OPTION) REQUIREMENTS

I am volunteering for the Seaman to Admiral- 21 Commissioning Program (STA-21) as a Nuclear Power Officer Candidate. If accepted, I understand that the following requirements apply:

a. Requirements for a Baccalaureate degree must be completed in 36 months or less (42 months for an established five-year degree program).

b. Full time student status is required including school attendance during summer session.

c. Only engineering or technical majors will be authorized. The major will be approved by the Deputy Chief of Naval Operations (Manpower and Personnel) (N133).

d. A semester/quarter grade point average (GPA) of less than 3.0 on a 4.0 scale may result in academic probation and/or disenrollment.

e. Grades will be submitted to DCNO (N133) immediately following each semester/quarter or work.

f. DCNO (N133) may recommend disenrollment for academic reasons or discipline/moral problems (drug usage, civil convictions, etc.)

g. If disenrolled for any reason, I will not be allowed to remain in STA-21.

h. If not accepted into the Naval nuclear propulsion program as an officer when interviewed by the Director, Naval Nuclear Propulsion, I will be allowed to complete my degree and be commissioned as a non-nuclear unrestricted line officer.

i. Applications will be restricted to the following Universities:

Auburn University	University of Arizona	University of Idaho	University of Utah
University of Kansas	University of New Mexico	University of Washington	University of Texas
North Carolina State University	Oregon State University	Pennsylvania State University	University of Illinois
University of South Carolina	University of Wisconsin	State University of New York Maritime	The Citadel

j. I will receive full pay and allowances for my enlisted pay grade and up to $10,000 per year, paid to the university by the Chief of Naval Education and training to supplement costs of tuition, books and other fees incurred. I understand that I will not be eligible for tuition assistance under the Navy's Tuition Assistance Program, nor will I be eligible to use any Montgomery GI Bill (MGIB) or Veteran's Educational Assistance Program (VEAP) educational benefits for current expenses while enrolled in the STA-21 program.

k. If disenrolled, I will be screened in accordance with MILPERSMAN 1510-030 or OPNAVINST 1220.1 series, as applicable, for return to the Nuclear Propulsion Program in an enlisted status.

l. An enlistment of six years upon receipt of orders to STA-21 is required.

m. A five-year active duty obligation upon commissioning is incurred as a nuclear power officer.

n. STA-21 students who drop on request prior to commissioning will be obligated for 5 years of enlisted service from the date of program disenrollment or the remainder of their enlistment contract, whichever is longer.

o. STA-21 disenrollees who complete degree requirements, but fail to be commissioned, will incur a five year enlisted service obligation from the date of program disenrollment.

p. For sea returnee NWPTC and NPTC staff members selected for this program: Assignment to the submarine or surface warfare communities upon commissioning will be based on the needs of the Navy. This may be predesignated and not necessarily consistent with previous experience (e.g. previously enlisted submarine qualified applicants may be assigned a surface warfare designator (1165) vice submarine designator (1175)).

q. I currently meet the Navy's physical fitness and height, weight and body fat standards of OPNAVINST 6110.1 series and understand that I am required to remain within these requirements.

Signature/Date of Witnessing Officer	Signature/date of Applicant	
Name (Last, First, Middle)	SSN	Branch and Class

Enclosure (1)

Appendix B

NROTC Affiliated Universities by State

MECP Applicants: The college or university of choice must have an academic program which leads to a baccalaureate in nursing, be nationally accredited, and be within 50 miles of a naval activity to which the participant will be ordered.

List of NROTC/STA-21 Universities by State

ALABAMA	* AUBURN UNIVERSITY	001
ARIZONA	* UNIVERSITY OF ARIZONA	062
	*PIMA COMMUNITY COLLEGE	062A
CALIFORNIA	UNIVERSITY OF CALIFORNIA AT BERKELEY	002
	STANFORD UNIVERSITY	002A
	CALIFORNIA MARITIME ACADEMY	002R
	UNIVERSITY OF CALIFORNIA AT DAVIS	002F
	UNIVERSITY OF CALIFORNIA AT LOS ANGELES	003
	UNIVERSITY OF SOUTHERN CALIFORNIA	045
	UNIVERSITY OF SAN DIEGO	059
	UNIVERSITY OF CALIFORNIA AT SAN DIEGO	059A
	*POINT LOMA NAZARENE UNIVERSITY	059G
	*SAN DIEGO STATE UNIVERSITY	059H
	CALIFORNIA STATE UNIVERSITY, SAN MARCOS	059I
COLORADO	UNIVERSITY OF COLORADO	005
	REGIS UNIVERSITY	005C
	UNIVERSITY OF COLORADO AT DENVER	005B
	UNIVERSITY OF COLORADO HEALTH SCIENCES CENTER	005D
DISTRICT OF COLUMBIA	GEORGE WASHINGTON UNIVERSITY	063
	CATHOLIC UNIVERSITY OF AMERICA	063F
	*GEORGETOWN UNIVERSITY	063C
	*HOWARD UNIVERSITY	063A
	UNIVERSITY OF MARYLAND AT COLLEGE PARK	063E
FLORIDA	*FLORIDA A&M UNIVERSITY	009
	*FLORIDA STATE UNIVERSITY	009A
	*TALLAHASSEE COMMUNITY COLLEGE	009B
	*JACKSONVILLE UNIVERSITY	016
	*UNIVERSITY OF NORTH FLORIDA	016A
	*FLORIDA COMMUNITY COLLEGE AT JACKSONVILLE	016D
	*UNIVERSITY OF FLORIDA	008
	UNIVERSITY OF SOUTH FLORIDA	080

Indicates schools with BSN program.
Indicates school with Nurse Corps program only
Indicates schools with Nuclear program

GEORGIA	GEORGIA INSTITUTE OF TECHNOLOGY	010
	SOUTHERN POLYTECHNICAL STATE UNIVERSITY	*010H*
	**GEORGIA STATE UNIVERSITY*	*010D*
	*SAVANNAH STATE UNIVERSITY	043
	**ARMSTRONG ATLANTIC STATE UNIVERSITY*	*043A*
	MOREHOUSE COLLEGE	068
	**MORRIS BROWN COLLEGE*	*068A*
	SPELMAN COLLEGE	*068C*
	CLARK ATLANTA UNIVERSITY	*068B*
IDAHO	U NIVERSITY OF IDAHO	012
	I NTERCOLLEGIATE CENTER FOR NURSING	*012B*
	L EWIS-CLARK STATE COLLEGE	*012C*
	**WASHINGTON STATE UNIVERSITY*	*012A*
ILLINOIS	ILLINOIS INSTITUTE OF TECHNOLOGY	013
	**UNIVERSITY OF ILLINOIS AT CHICAGO*	*013A*
	NORTHWESTERN UNIVERSITY	031
	*LOYOLA UNIVERSITY	031A
	* U NIVERSITY OF ILLINOIS	014
	PARKLAND COLLEGE	*014A*
INDIANA	*PURDUE UNIVERSITY	039
	UNIVERSITY OF NOTRE DAME	032
	I NDIANA UNIVERSITY AT SOUTH BEND	*032C*
	**ST. MARYS COLLEGE*	*032D*
IOWA	IOWA STATE UNIVERSITY	015
KANSAS	U NIVERSITY OF KANSAS	017
	B AKER UNIVERSITY	*017A*
	W ASHBURN UNIVERSITY	*017B*
LOUISIANA	*SOUTHERN UNIVERSITY AND A&M COLLEGE	046
	BATON ROUGE COMMUNITY COLLEGE	*046B*
	LOUISIANA STATE UNIVERSITY	*046A*
	**SOUTHEASTERN LOUISIANA UNIVERSITY*	
	TULANE UNIVERSITY	049
	**DILLARD UNIVERSITY*	*049A*
	LOYOLA UNIVERSITY	*049B*
	UNIVERSITY OF NEW ORLEANS	*049D*
	XAVIER UNIVERSITY	*049E*
MAINE	MAINE MARITIME ACADEMY	019
	**UNIVERSITY OF MAINE AT ORONO*	*019A*
	H USSON COLLEGE	*019B*

Indicates schools with BSN program.
I ndicates school with Nurse Corps program only
I n dicates schools with Nuclear program

MASSACHUSETTS	BOSTON UNIVERSITY	061
	**BOSTON COLLEGE*	*061B*
	NORTHEASTERN UNIVERSITY	*061A*
	COLLEGE OF THE HOLY CROSS	011
	WORCESTER POLYTECHNIC INSTITUTE	*011G*
	**WORCESTER STATE COLLEGE*	*011H*
	MASSACHUSETTS INSTITUTE OF TECHNOLOGY	021
	HARVARD UNIVERSITY	*021A*
	TUFTS UNIVERSITY	*021B*
MICHIGAN	*UNIVERSITY OF MICHIGAN	023
	**EASTERN MICHIGAN UNIVERSITY*	*023A*
MINNESOTA	*UNIVERSITY OF MINNESOTA	024
	MACALESTER COLLEGE	*024E*
	UNIVERSITY OF SAINT THOMAS	*024A*
MISSISSIPPI	UNIVERSITY OF MISSISSIPPI	025
MISSOURI	*UNIVERSITY OF MISSOURI	026
	COLUMBIA COLLEGE	*026B*
NEBRASKA	*UNIVERSITY OF NEBRASKA	027
NEW MEXICO	* UNIVERSITY OF NEW MEXICO	028
NEW YORK	CORNELL UNIVERSITY	006
	STATE UNIVERSITY OF NEW YORK MARITIME COLLEGE	056
	FORDHAM UNIVERSITY	*056A*
	MOLLOY COLLEGE	*056B*
	RENSSELAER POLYTECHNIC INSTITUTE	040
	RUSSELL SAGE COLLEGE	*040A*
	UNION COLLEGE	*040E*
	UNIVERSITY OF ROCHESTER	042
	ROCHESTER INSTITUTE OF TECHNOLOGY	*042B*
	**STATE UNIVERSITY OF NEW YORK – BROCKPORT*	*042D*
NORTH CAROLINA	DUKE UNIVERSITY	007
	NORTH CAROLINA STATE UNIVERSITY	029
	*UNIVERSITY OF NORTH CAROLINA	030
OHIO	*MIAMI UNIVERSITY	022
	*OHIO STATE UNIVERSITY	033
OKLAHOMA	*UNIVERSITY OF OKLAHOMA	034
OREGON	OREGON STATE UNIVERSITY	035

Indicates schools with BSN program.
Indicates school with Nurse Corps program only
Indicates schools with Nuclear program

PENNSYLVANIA	CARNEGIE-MELLON UNIVERSITY	067
	**DUQUESNE UNIVERSITY*	*067B*
	**UNIVERSITY OF PITTSBURGH*	*067A*
	* PENNSYLVANIA STATE UNIVERSITY	036
	*UNIVERSITY OF PENNSYLVANIA	037
	DREXEL UNIVERSITY	*037B*
	**TEMPLE UNIVERSITY*	*037C*
	*VILLANOVA UNIVERSITY	052
SOUTH CAROLINA	THE CITADEL	004
	THE MEDICAL UNIVERSITY OF SOUTH CAROLINA	*004A*
	* UNIVERSITY OF SOUTH CAROLINA	044
TENNESSEE	*UNIVERSITY OF MEMPHIS	064
	CHRISTIAN BROTHERS UNIVERSITY	*064A*
	VANDERBILT UNIVERSITY	051
	BELMONT UNIVERSITY	*051B*
	**TENNESSEE STATE UNIVERSITY*	*051A*
TEXAS	*PRAIRIE VIEW A&M UNIVERSITY	038
	RICE UNIVERSITY	041
	HOUSTON BAPTIST UNIVERSITY	*041D*
	UNIVERSITY OF HOUSTON	*041A*
	TEXAS A&M UNIVERSITY	047
	TEXAS A&M UNIVERSITY AT GALVESTON	*047A*
	*UNIVERSITY OF TEXAS	048
	HUSTON-TILLOTSON COLLEGE	*048B*
UTAH	* UNIVERSITY OF UTAH	050
	**WESTMINSTER COLLEGE*	*050A*
	WEBER STATE UNIVERSITY	*050B*
VERMONT	*NORWICH UNIVERSITY	065
VIRGINIA	*HAMPTON UNIVERSITY	018
	*NORFOLK STATE UNIVERSITY	069
	*OLD DOMINION UNIVERSITY	058
	*UNIVERSITY OF VIRGINIA	053
	VIRGINIA MILITARY INSTITUTE	057
	MARY BALDWIN COLLEGE	*057A*
	VIRGINIA POLYTECHNIC INSTITUTE	060
	RADFORD UNIVERSITY	*060A*
WASHINGTON	* UNIVERSITY OF WASHINGTON	054
	SEATTLE UNIVERSITY	*054B*
WISCONSIN	*MARQUETTE UNIVERSITY	020
	MILWAUKEE SCHOOL OF ENGINEERING	*020D*
	* UNIVERSITY OF WISCONSIN	055

Indicates schools with BSN program.
Indicates school with Nurse Corps program only
Indicates schools with Nuclear program

Appendix G

Checklist for Seaman to Admiral-21 Applicants

Applicant

___ 1. Application Cover Letter - signed and dated.

___ 2. STA-21 Data Form (if input not provided via web site).

___ 3. Personal Statement (signed and dated) - 1 page, with name, rate/rank, and SSN.

___ 4. Evaluations - front and back.

___ 5. ASTB Test Scores (Pilot or NFO only).

___ 6. High School Transcript(s) - if applicable.

___ 7. College Transcript(s) or GED certificate.

___ 8. Sailor Marine Ace Registry Transcript (SMART).

___ 9. Photograph (Nuclear only).

___10. Special Qualification Documents (e.g., awards, letter of appreciation/commendation, qualifications, recommendations).

___11. PFA Results.

___12. Statement of Understanding (Nuclear Only).

Command

___1. CO Endorsement Letter with Ranking.

___2. CO Recommendation Form.

___3. Interview Board Appraisal Sheets (3).

Nomination Review Board

___1. Chairperson's Recommendation Form.

___2. Interview Board Appraisal Sheets (3).

___3. Interview Verification Form - signed and dated by both commanding officers.