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Fort Knox, Kentucky 40121-5123

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Functional Area

RESERVE OFFICERS' TRAINING CORPS ACCESSIONS FISCAL YEAR 2025

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History. This publication is an annual revision impacting the accessions process and procedures of the Fiscal Year 2024 and 2025 cohorts. Portions affected by this administrative revision are listed in the summary of change.

Summary. This circular provides detailed procedures and assigns responsibilities for U.S. Army Cadet Command (USACC) and its subordinate units regarding policies, operating tasks, and steps governing the annual Senior Reserve Officers' Training Corps (ROTC) Accessions process as a function.

Applicability. This regulation applies to Headquarters, U.S. Army Cadet Command (USACC) and its subordinate units.

Proponent and Exception Authority. The proponent for this regulation is the USACC Deputy Chief of Staff, G1. The proponent has the authority to approve exceptions or waivers to this regulation that are consistent with controlling laws, regulations, and

USACC policies. Activities may request a waiver to this regulation by providing justification that includes a full analysis of the expected benefits and must include a formal review by the activity's senior legal officer.

Army Management Control Process. This circular contains management control provisions in accordance with AR 11–2 but does not identify key management controls that must be evaluated.

Supplementation. Supplementation of this regulation is not permitted by subordinate commands of USACC.

Suggested Improvements. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to HQ, USACC, and Attention: ATCC-PAS, Fort Knox, KY 40121-5123.

Distribution. Distribution of this regulation is intended for HQ USACC and its subordinate units. Distribution is in electronic format only.

USACC Circular 601-25-1 RESERVE OFFICERS' TRAINING CORPS ACCESSIONS FISCAL YEAR 2025

Revisions:

- Paragraph 1-5 (13) Cadets must obtain a DS Logon prior to commission date or CAC expiration date, whichever comes first.
- Paragraph 2-1(a) Cadets formerly known as Out of Cycle Commission that did not go through the previous year accession process due to migration, failure to complete Advanced Camp with their MSIII peers, failure to remain academically aligned will be part of current years accession process.
- Paragraph 2-3 c. (2) a. Every Cadet/2LT competing for Active Duty Aviation must be fully qualified by United States Army Aeromedical Activity (USAAMA) located at Fort Novosel, AL NLT 21 October 2024
- Paragraph 2-4 h. REMOVED. Files that are not part of the FY24 Active Duty Reserve Forces Duty Selection process will be submitted to a HQDA/ROTC as Stand-by-board.

- Paragraph 2-11b. Regular Army (Active Component) newly commissioned 2LTs are authorized to receive a United States Identification Card (USID)
- Paragraph 2-11c. For Contracted Cadets unable to obtain a CAC, USACC Cadre and staff are to provide a copy of the Cadet's DD Form 4 and DA 597 Contract, and a specific description of the issue to Mr. Sydney Hunte at sydney.w.hunte.civ@army.mil.
- Appendix B – Updated Suspense Dates.
- Appendix D-2(a). The accessions GPA is through the end of third academic year or junior year, whichever comes first.
- Appendix E(c). Cadets that do not have a valid Campus Evaluation Report (CER) in CCIMM prior to Advanced Camp attendance are subject to removal from Advanced Camp scheduling/attendance until the CER is in CCIMM.
- Appendix J-1(b) Cadets that have Active Duty as their second component preference must fully participate in Talent Based Branching, to include branch interviews.
- Appendix L: Reserve Forces Duty (Includes USAR and ARNGUS), multiple revisions.
- Appendix M-4(o) Properly trained and licensed Gold Bar Recruiters (GBRs) are authorized to drive General Services Administration (GSA) vehicles
- Appendix N – Appointment Checklist, USACC Form 145-5-1 Revised 12 October 2023.
- Appendix Q – Table Q-1 List of approved fellowships.

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Chapter 1 – Introduction

1-1. Purpose

This circular supports the annual Senior Reserve Officers' Training Corps (ROTC) accessions process. It provides prescribed policies, operating tasks, and procedural steps governing the annual accessions process in a chronological sequence.

1-2. References

References are listed in Appendix A.

1-3. Explanation of Terms

Acronyms and special terms used in this circular are explained in Appendix A, Section IV.

1-4. Responsibilities

a. The proponent for the Senior Reserve Officers' Training Corps Accessions process is the US Army Cadet Command, Deputy Chief of Staff, G1, (ATCC-PAS), Fort Knox, Kentucky 40121.

b. Commanders, staff, cadre, and Cadets involved in the ROTC process are responsible for adherence to prescribed policies, operating tasks, and steps in this circular, as well as meeting suspense dates published in Appendix B.

c. Brigades will ensure Cadet Command Information Management Module (CCIMM) accession data is reviewed, verified, validated, and submitted by published suspense dates. See Appendix B (FY 24/25 Accessions Suspense Calendar Timeline).

d. Professors of Military Science (PMS) are responsible for ensuring Cadet Performance evaluations and all administrative tasks are completed on the Appointment Checklist prior to commissioning. (See Appendix C, PMS Checklist and Appendix N, USACC Form 145-5-1 Officer Appointment Checklist). Each PMS is responsible for ensuring all accessions data entered in the CCIMM database is correct, complete, and accurately reflects Cadets' performance, to include component and branch preferences.

e. ROTC program Human Resources Assistants (HRA) are responsible for understanding accessions processes, regulations and policies related to CCIMM data verification, entry, and accuracy.

f. Cadets are responsible for timely submission of all required data to include verifying the accuracy of all personnel data and preferences entered in CCIMM.

g. USACC G1 ASD/PMS/HRA/Cadets are responsible to meet deadlines identified in the FY 24/25 Accessions Suspense Calendar. (See Appendix B.)

1-5. Accessions Administrative Responsibilities

a. Professors of Military Science (PMS) Responsibilities: Each PMS is responsible to ensure administrative accessions requirements are completed in accordance with this publication and other prescribed policies and regulations. Reference Appendix C, PMS Checklist and Appendix N, USACC Form 145-5-1 Officer Appointment Checklist for detailed administrative requirements Cadets must be offered the opportunity to validate and sign the Accessions Management Sheet (AMS) prior to the annual component and branching processes to confirm data entries to include Campus Evaluation Report (CER) data. In addition, each active component Cadet must be offered an opportunity to validate and sign the CC Form 218-R, BOLC Assignment Preference Sheet.

b. Cadets/2LTs Responsibilities:

(1) Monitor enterprise email accounts for updates weekly.

(2) Keep the ROTC Program(s) PMS, cadre, and staff informed of any changes in address, marital status, graduation/commissioning dates, and any circumstances that could preclude attendance at BOLC and Advanced/Basic Camp. This information must be submitted to HQ, USACC G1 ASD as specified in paragraph 1-5a above.

(3) Initiate actions to meet special requirements NLT the spring semester of the MSIII year. This includes but is not limited to graduate exams, flight physicals, Selection Instrument for Flight Training (SIFT) and GRFD revocations. See paragraph 2-3 (Branch Preferences and Restrictions) for additional information.

(4) Complete accessions inputs/data entry and Reserve Forces Duty (RFD) preference (United States Army Reserve (USAR) or Army National Guard of the United States (ARNGUS)) selection by the suspense date annotated in Appendix B. Cadets

are personally responsible for the accuracy of this information; therefore, they must ensure each entry is true and correct, sign their individual Accessions Management Sheet (AMS) with PMS/APMS and obtain a copy for their record.

(5) Simultaneous Membership Program (SMP) is an officer training program that requires USAR or ARNG enlisted status. Non-Scholarship SMP participants may compete for Active Duty or their choice of USAR/ARNG. GRFD Cadets must commission to their current component unless their GRFD status is revoked.

(6) Early Commission Program (ECP) 2LTs commissioned by Military Junior Colleges (MJC) will access into the same Reserve Forces Component in which they served following MJC commissioning while completing their baccalaureate degree, unless selected for Regular Army accession by the ASA(M&RA).

(7) Ensure the BOLC Assignment Preference Sheet (CC Form 218-R) is entered correctly in CCIMM by established suspense date for all Cadets selected for Active Duty.

(8) Notify PMS/HRA of any extenuating circumstances affecting Advanced/Basic Camp and BOLC attendance. If officer cannot attend scheduled BOLC PMS/HRA must ensure CCIMM is annotated, notify USACC G1, Accessions and Standards Division immediately and follow up with a Change/Delete Report (Figure C-1).

(9) Cadet BOLC Assignment Preference Sheet (CC Form 218-R) must be signed by the Cadet whose record appears on the CC Form 218-R.

(10) CC Form 218-R in CCIMM is the *only source of reference* for Cadet BOLC date *preferences*; handwritten comments maintained in the Cadet local file is not acceptable.

(11) Cadets must ensure they receive a printed copy of their CC Form 218-R for reference once validated.

(12) Failure of the Cadet to ensure the AMS correctly reflects their performance record and duty preference is not an administrative error. This will not be considered an exceptional circumstance or justification for any component selection reconsideration requests.

(13) Cadets must obtain a DS Logon prior to commission date or CAC expiration date, whichever comes first. DS Logon is required to access IPPS-A for accession orders, regardless of component.

1-6. Brigade Responsibilities

- a. Review all program CCIMM inputs for accuracy prior to suspense dates in Appendix B.
- b. Ensure accuracy of SROTC Program GPA calculations, annotating degrees for Early Commission Program (ECP)/Military Junior College (MJC) Cadets, and coding academic degrees accurately.
- c. Review PMS comments on the AMS, page 1, for accuracy and completeness to ensure *cut and paste remarks* are not forwarded.
- d. Develop an oversight process to ensure that PMS(s) complete *pre-commissioning and commissioning* records management requirements for the accession's component selection and branching processes.
- e. Request USACC G1, Accessions and Standards Division Order of Merit List Administrator to unlock records when necessary to change data that requires correction prior to the selection and branching boards. Requests after the designated lock date will be for extenuating circumstances only.

Chapter 2 – Fiscal Year 2025 Accessions Cohort

2-1. Fiscal Year (FY) 2025, Accessions Zone

a. All Cadets and Early Commission Program (ECP) LTs who have successfully completed Advanced Camp and will graduate with a baccalaureate or higher degree and commission from **1 October 2024 thru 30 September 2025** will be accessed during the accessions process. This includes Cadets formerly known as Out of Cycle Commission that did not go through the previous year accession process due to migration, failure to complete Advanced Camp with their MSIII peers, failure to remain academically aligned, etc. Every effort will be made to ensure Green to Gold Active Duty Option (G2G-ADO) Cadets are not prevented from commissioning as soon as they are eligible to preclude time in service and time in grade loss. Contracted Cadets that earn a baccalaureate degree during the time indicated above are part of the accession

year group and are not permitted to pursue a master's degree unless applying for Educational Delay IAW Appendix J. A baccalaureate degree is the minimum required degree to receive a commission from ROTC.

b. Cadets, ECP 2LTs, and Educational Delay Selectees who have been boarded by a Department of the Army/Reserve Officers' Training Corps (DA/ROTC) Regular Army (RA) Talent Based Branching Board and HQDA Education Delay Board may be re-boarded **if** their graduation and commission date migrates one full school year (two semesters) based on the needs of the Army at the time of migration. They will retain their original OMS score and remain in their original cohort.

2-2. Component Selection and Branching Procedures

a. The Order of Merit List (OML) model is used to develop the National OML and to identify the top 20% of the National OML as Distinguished Military Graduates. The National OML is also used to determine the Active Duty Eligible Cadet's position within each of the Branch's bins once they vote on a Cadet's record during Talent Based Branching (TBB).

(1) Regular Army selectees are branched based on Army requirements using the TBB process. This process considers Cadet preference, each branch proponent's individual assessment rating, Cadet Performance record, Cadet Branch ADSO preferences, Branch Detail preferences and their OML standing.

(2) Reserve Component Cadet branch is validated through the Vacancy Hold Report (VHR) process for Army Reserve or the Letter of Acceptance (LOA) process for ARNGUS. *Cadets who do not obtain a VHR or LOA prior to commission* may be branched by their perspective component USAR or State ARNGUS without regard to Cadet/2LT preference.

b. Cadet Personnel Actions. Appendix P provides detailed explanations on administrative procedures for processing Cadet actions impacting accession. Reference this section for types of Cadet Personnel actions and required documentation.

2-3. Branch Preferences and Restrictions.

a. Active Duty branch choices must be selected in the Talent Based Branching (TBB) website <https://branching-rotc.army.mil/index.php/user/home>. Integration of female officers into Armor and/or Infantry branches for the FY25 Cohort is a requirement for branch consideration and branch detail preferences. Active Duty

branching will occur at the Cadet's request using the TBB process. All Cadets must provide their top 6 Reserve Forces Duty branch choices in CCIMM.

b. Army Medical Department branches should not be listed as any branch preference in the Talent Based Branching (TBB) website <https://branching-rotc.army.mil/index.php/user/home> except for Medical Service Corps (MS). If MS is requested, it is for only the Area of Concentration (AOC), 70B, Health Services Officer.

c. Aviation (AV) branch has qualification restrictions that officers and Cadets must meet to be considered for this branch and will not be considered qualified to compete for AV if they have not initiated their flight physical and are not fully qualified by the suspense dates listed in Appendix B. Only those candidates that truly desire to be an Army Aviator should complete the testing and physical requirements by established date(s) in Appendix B. Aviation Branch applicants must meet the age requirement to be older than 18 but must be actively involved in flight training by age of 32. If Cadet will turn 32 prior to graduation, commission or BOLC they are not qualified and must have an approved age waiver from Aviation proponent office at Ft Rucker, AL. An age waiver previously approved by USACC, regardless of approval level, will not qualify for aviation branch. IAW AR 611-110, USACC ASD G1 does not process age waivers for aviation branch.

(1) Testing – AV candidates must have a valid Selection Instrument for Flight Training (SIFT) Score of 40 or greater entered into CCIMM. Retest after receiving a qualifying score of 40 or greater is not authorized. In accordance with AR 611-110 the wait time to take a second SIFT test if a candidate did not score 40 or higher is 45 days.

(2) Physical

(a) Every Cadet/2LT competing for Active Duty Aviation must be fully qualified by United States Army Aeromedical Activity (USAAMA) located at Fort Novosel, AL NLT 21 October 2024. All Aviation candidates are strongly encouraged to begin their flight physicals prior to attending Advanced Camp. There are no exceptions for this suspense regardless of physical delays, remedials identified and not completed, or the late initiation of the flight physical. Cadets/2LT are personally responsible for ensuring their physicals are initiated in a timely manner and must contact the Aeromedical Electronic Resource Office (AERO) at usarmy.novosel.medcom-lahc.list.lahc-aero-helpdesk@health.mil or voice direct at COM: 334-255-0750 DSN: 558-0750 if they have not been notified of their flight physical within 60 days of initial exam or by 1 October

2024. Early communication with AERO is encouraged. Again, regardless of circumstances, all AV candidates must be fully qualified by 21 October 2024.

(b) Cadets enrolled in ROTC programs located more than 125 Miles from the nearest medical treatment facility (MTF) and who have a SIFT score of at least 40, can complete a Class 1A Flight Physical at Advance Camp. Exceptions will be considered by the Command Surgeon. Physical status inquiries should be directed to USACC Command Surgeon office at (ATCC-ZS). All flight candidates must have a Class 1A Flight Physical approved by Fort Novosel by established cut-off date as indicated in Appendix B to compete for Aviation branch DA Branching Board or to remain competitive for an AV Branch VHR from the Army Reserve. There will be no reconsideration for missed or late flight physicals and/or testing. Cadets receiving Flight Physicals at CST with remedial evaluations historically do not meet the suspense requirements to compete for Aviation Branch. Aeromedical providers at MTFs who cannot input Class 1A flight physical into Aeromedical Electronic Resource Office (AERO) should arrange for the flight physical forms (DD2807-1, DD2808-2, and other associated labs, studies, etc.) be sent to the Surgeon Office for review. Flight Physicals must be sent through GEARS (Version 3). Do not send directly to United States Army Aeromedical Activity (USAAMA). Cadet/2LTs are not considered flight qualified until USAAMA *qualifies* them and the appropriate stamp indicating a *qualified* or *waiver granted* status is on the DD Form 2808. Cadets/2LTs receiving waivers from AAMA must have the appropriate waiver memorandum included in their packet and uploaded in CCIMM. Requests for timeline extensions **are not authorized** based on the limited number of Aviation Branch allocations.

2-4. Electronic Accession File Preparation

a. School SROTC programs must enter and validate all accessions data in CCIMM on all Cadets (including Cadets applying for Ed Delay Status) for brigade review and validation (Appendix J - Ed Delay). CCIMM is the official database for any accessions file, therefore only administrative errors associated with CCIMM will be considered for duty status changes following release of board results. Cadets will use electronic “paperless” files. No paper copies are required for the DA/ROTC Regular Army Branching Board. Use the Accession File Checklist to ensure all required data/documents are completed and/or submitted.

b. Cadets requesting Ed Delay must have a Digital File prepared by School Program using the forms in CCIMM and supporting documentation. HRA will route the packet(s) through the respective Brigade S1 to USACC G1 ASD via encrypted email.

Packets are to be uploaded as one single document. Refer to Appendix J and Figure J-1 for more detailed instructions.

c. Brigades will review Ed Delay packets for accuracy and completeness, then transmit the completed packet Mr. Troy Paisley at troy.d.paisley.civ@army.mil

d. Brigades will review and validate all data on the Accessions Management Sheet (AMS) in CCIMM and close out each record once it is accurate by entering the "BDE Reviewed Date" in their respective OML Panel tab located in CCIMM.

e. USACC G1, Accessions and Standards Division is the final reviewer of data and documents required for all boards.

f. ALL COMPOS - To be included in the OML Model process, all Cadets that graduate and commission between **1 Oct 2024 and 30 Sep 2025**, must have accession files marked as "OMS Data and Component Selection Complete" NLT 1 September 2024 in the OMS & Component Module. The CCIMM path is as follows:

"Main Menu" / "OMS & Component Data/Accessions" / "OMS & Component Data". This includes Out of Cycle Cadets, formerly known as End of Camp Commission (EOCC), candidates. An incomplete, inaccurate, or late data in CCIMM could negatively impact a Cadet's OML ranking; ultimately impacting component selection. Candidates for component and selection must meet HT/WT, have passed the current physical assessment test, and cannot have any pending medical or civil issues that otherwise prevent them from commissioning.

Example 1: A female Cadet/2LT will not go through the accession process if she is pregnant at the time of selection and branching. If a medical determination is processing the Cadet will not go through the accession process.

Example 2: A Cadet with outstanding law violations that cause a review of commission status will not go through the accession process until all issues have been adjudicated. Cadet/2LTs with pending waivers of any type will not go through the accession process.

g. Cadet Files not marked "OMS Data and Component Selection Complete" will not be considered for component and branching selection during the FY25 Active Duty Reserve Forces Duty Selection process. Marking "OMS Data and Component Selection Complete" confirms that the PMS and Cadet agree on the entries of the

Accessions Management Sheet (AMS) and the information in CCIMM contains no errors.

h. Files that are not part of the FY25 Active Duty Reserve Forces Duty Selection process will be submitted to a HQDA/ROTC as Stand-By Board. Files submitted to a Stand-By Board will be integrated into the National OML using .5 markings. Cadets must be checked as “OMS Data and Component Selection” in the Branching Module of CCIMM. Final step is Brigade review date in CCIMM “OML Panel” tab.

i. Cadets are personally responsible for the accuracy of this information; therefore, Cadets must ensure each entry is true and correct, each Cadet must sign their individual AMS with their PMS/APMS and obtain a copy of their AMS for their record.

2-5. Requests for Branch and Duty Status Change.

a. The Commanding General (CG), Cadet Command may disapprove branch and component change requests. CG, USACC has delegated disapproval authority to brigade commanders. Branch and duty status changes must arrive to USACC G1, Accessions and Standards Division by the suspense dates published in Appendix B. Change requests based upon an administrative error submitted after the suspense date will not be considered. All actions must be processed through the chain of command.

(1) USACC will forward all branch changes requests recommended for approval by CG, USACC to the CG, Human Resources Command (AHC-OPD-A).

(2) USACC will forward all component change requests recommended for approval to HQDA DMPM (DAPE-MPA-AP) for Cadets and to CG, Human Resources Command (AHC-OPD-A) for newly commissioned second lieutenants (2LTs).

(3) CG, USACC may approve one-for-one component change requests between ARNGUS and USAR if the Cadets are not dedicated GRFD and the change does not prevent the losing component from making their required mission.

b. Cadets may request branch or duty status changes if an administrative error was made in their accession file which would have resulted in a different branch/duty status, or if exceptional circumstances exist which warrant such a change for the good of the Army (e.g., *Cadet’s standing on the OML can be directly related to a traumatic event such as death of a parent or sibling which created a situation that caused lower performance prior to occurrence of situation*). Consider duty status changes from AD to RFD and vice versa only if there is evidence and supporting documentation (*non-*

relative third party, i.e., physician, chaplain) validating a family hardship. All changes for an administrative error must be completed by the date identified in Appendix B. Failure to receive a *preferred* branch or component are not exceptional circumstances and will be returned without action.

c. Lieutenants who have been commissioned and are requesting an RD component or duty status change must submit a DA Form 4187 through the USAR or ARNGUS unit directly to the officer's higher headquarters, not USACC HQs. A Vacancy Hold Report (VHR) from the USAR unit, validated by US Army Reserve G1 Initial Military Training (for USAR 2LTs), or a Letter of Acceptance (LOA) from the ARNG State Officer Strength Manager (for ARNGUS 2LTs), must accompany component change requests. Requests should clearly indicate a valid paragraph/line number, position, and branch in the gaining unit. Requests must also include a DA Form 4651-R, Request for Reserve Component Assignment or Attachment, or NGB Form 60, Request for Clearance from US Army Enlistment/Appointment in the Army National Guard, from the gaining unit. Failure to follow preparation instructions may result in an officer not receiving the requested duty status change. (See Appendix L).

d. Cadets holding Dedicated NG Scholarships must obtain an LOA from an ARNGUS Officer Strength Manager (OSM). Cadets holding Dedicated USAR Scholarships must obtain an approved VHR from United States Army Reserve Command (USARC), G1, Initial Military Training (IMT) assigning them to a position and branch within a desired USAR unit. All must be completed by the date identified in Appendix B.

e. Cadets accessed Reserve Duty with Dedicated Guard/Reserve or Guaranteed Reserve Forces Duty (GRFD) scholarships are not authorized to request a component change to Active Duty. The only exceptions are Cadets who are participating in a Health Professional Scholarship Program (HPSP), Financial Assistance Program (FAP), Uniformed Services University of the Health Sciences (USUHS), and Early Commissioning Program Cadets. Recruiting, Incentives, Marketing Directorate (RMID) is the USACC Proponent regarding GRFD contracts. Reference USACC Regulation 145-1, Chapter 10 for specific guidance on this process.

(1) Cadets with a GRFD Non-Scholarship Contract Endorsement cannot apply for Active Duty unless they have an approved USACC Form 204-R (Revocation of GRFD Contract Endorsement). All must be completed by the date identified in Appendix B.

(2) Military Junior Colleges (MJC) ONLY: GRFD Scholarship revocation requests must go to the Secretary of the Army for approval in accordance with Title 10, Section 2107a. MJC Cadets interested in requesting a revocation of a GRFD Scholarship must submit the request 120 days prior to commissioning and must be approved prior to commission. Accessions and Standards Division, HQs, Cadet Command, G1 does not process nor action GRFD revocation requests. Point of Contact for a GRFD revocation is: Recruiting Marketing & Incentives Division (RMID) Room 26, HQs, Cadet Command, 204 1st Cavalry Regiment Road, Building 1002, Fort Knox, KY.

2-6. Basic Officer Leader Course-B (BOLC).

a. BOLC fulfills the Army officer Initial Military Training (IMT) requirement. CG, Center of Initial Military Training (CIMT) is the functional proponent for all Initial Military Training policy and execution guidance.

b. USACC Accessions and Standards Division (ASD) will obtain BOLC class quotas and first duty assignments for Regular Army Active Duty (RA) selectees and issue appropriate initial AD Accession orders. Army Nurse Corps BOLC class quotas are managed by Human Resources Command. ASD will publish AD Accession orders for these officers.

c. The US Army Reserve G1 IMT Branch or National Guard Bureau G1, Accessions Branch will obtain BOLC quotas and make reservations for all Reserve Duty selectees. Notice of assignment and orders will be provided through each selectee's Enterprise email account. For ARNGUS selectees contact NGB BOLC Reservations at Toll Free: 1-800-356-2764 Option #2 (BOLC), Direct: (703) 607-3939, or Email: ng.ncr.ngb-ARNGUS.mbx.ARNGUS-rotc-bolc-section@army.mil.

d. Green-to-Gold Active-Duty Option (G2G ADO) 2LTs will be scheduled to attend first available BOLC upon commissioning.

2-7. Attachment Program.

The attachment program applies to Active Component officers and allows second lieutenant(s) who sustain medical injuries while performing GBR duty and cannot attend a scheduled BOLC to remain at the ROTC program(s) while recuperating from the injury. Furthermore, it would allow a ROTC G2G ADO to remain at the program in an Active Duty status until scheduled for departure to BOLC. This ensures that G2G ADO officers do not have a break in service while pending attendance at BOLC. **Attached 2LTs are not authorized to enroll or attend graduate school while pending BOLC.** The attachment program is completed by the Active Duty orders published by USACC

G1 ASD once the officer is commissioned by the SROTC programs. The officer should execute only the Regular Army Oath of Office upon commissioning in accordance with AR 145-1.

2-8. Personnel Security Management (PSM) – ROTC Program Responsibilities

a. The Professor of Military Science of the ROTC Program will appoint a Primary and an Alternate Personnel Security Officer Admin (PSOA). The PSOA responsibilities are:

(1) The Personnel Security Officer Admin (PSOA) will verify U.S. citizenship (to include parents' citizenship) citing the original document(s) and ensure these documents are uploaded to CCIMM (birth certificate, certificate of birth abroad, naturalization certificate, certificate of citizenship, adoption decree with parent's birth certificate or adoptive parent's naturalization certificate). **Note:** U.S. Nationals (i.e. American Samoa) are not U.S. Citizens and should not be registered as U.S. Citizens in CCIMM.

(2) Prior to enrollment the PSOA will verify security clearance/investigation statuses in the Defense Information System for Security (DISS) and again immediately upon contracting. The PSOA(s) must take a relationship with all contracted Cadets in DISS. The PSOA will ensure the Reserve category is selected or create it and take an "Owning" relationship. Maintain the relationship until the Cadet is commissioned and reports to BOLC for Active Duty, or for those selected RD to their new National Guard/Reserve unit, or disenrolled. **Note:** It is a requirement to track investigation status changes in DISS (open, closed, and eligibility) and request CCIMM updates be made by USACC G33 Personnel Security Branch POC for your brigade.

(3) The PSOA will monitor the DISS Subject Summary Section to verify whether the subject has a valid investigation (T3 or T5) and security eligibility determination before initiating an investigation. Remember, Special Agreement Check (SAC) is the terminology used for fingerprints and is not a background investigation. If the Cadet has an eligibility determination for Secret, or TS/SCI, request the USACC G33 Personnel Security Branch POC for your brigade update the CCIMM security clearance tab. If the Cadet does not have an investigation, the PSOA will within **60 DAYS OF CONTRACTING** submit a request to initiate a secret (T3) investigation using the Personnel Security Investigation Portal (PSIP). Prior to submitting a new request in PSIP for either a T3 or T5 investigation, the PSOA must ensure the fingerprint SAC is showing DISS and ownership of the Cadet has been established.

(4) The Personnel Security Investigation Center of Excellence (PSI COE) will review and verify the eAPP Investigation Request, submit it to OPM, and email all listed requesters that the eAPP Investigation Request has been submitted to the OPM. The PSOA will download an archival copy of the eAPP Investigation Request to review for any credible derogatory information and take appropriate action if discovered, and file and maintain it in the Cadet's personnel file. Under no circumstances should the PSOA print a hardcopy of the Cadet's SF-86 for archival purposes. The Cadet should be encouraged to download a copy of their SF-86 from eAPP upon completing it.

(5) Fingerprints are required to be completed and submitted digitally via the LIVESCAN program by ROTC program(s) or local Recruiting Station in accordance with Homeland Security Presidential Directive 12 (HSPD12). Fingerprint Special Agreement Check (SAC) uploads can be verified in DISS and are valid for 120 days. If the investigation has not been submitted to OPM within this 120-day period, a new fingerprint upload will be required. Fingerprint, Special Agency Checks (SACs) should show in DISS before an investigation is uploaded to PSIP.

(6) Common Access Card (CAC) IDs per HSPD12 and DODM 1000.13 may not be issued until there is an open investigation recorded in DISS. The PSOA will monitor DISS, and once the investigation has been opened, they shall inform the USACC G33 Personnel Security Branch POC for their brigade to update the CCIMM security clearance tab and coordinate with the local DEERS/RAPIDS site for the issuance of the CAC ID.

b. Interim clearances granted by ARNGUS or USAR do not meet the security clearance requirements for commissioning. Interim clearances must be granted by the USACC component adjudicator to meet this requirement.

c. Cyber (CY) and Military Intelligence (MI) Branches require a minimum of an interim TS/SCI clearance based on a favorable review of an open T5 investigation by DCSA. Signal Corps (SC) and Explosive Ordnance (EOD) selects only require an open T5 investigation. ASD will not schedule 2LTs without the minimum-security requirement for BOLC. 2LTs who arrive at BOLC without the appropriate clearance eligibility will not be brought onto Active Duty and will be returned to their HOR for rescheduling or re-branching. Green-to-Gold ADO candidates must have a valid TS/TSCI prior to commissioning. CY, EOD, SC, and MI 2LTs must have a TS/TSCI prior to Gold Bar Recruiter duty and/or BOLC attendance. A TS/SCI clearance is valid for five (5) years from closing date or the continuous evaluation enrollment date, whichever is more recent.

(1) If there is a T3 investigation still open, contact the USACC G33 Personnel Security Branch Brigade POC to request the investigation be upgraded to a T5. Regardless of assigned component, USACC G33 Personnel Security Branch Brigade POC will complete this action.

(2) For Active Component selectees only: If the T3 is closed without an eligibility determination contact the USACC G33 Personnel Security Branch Brigade POC to request an “expedite” on the adjudication be submitted. After the eligibility determination of Secret has been granted, then submit a request to initiate a T5.

(3) Army National Guard of the United States (ARNGUS) selectees: All Cadets who have a Letter of Acceptance (LOA) from the State Officer Strength Manager with a paragraph and line number branched MI, CY, SC, or EOD will receive assistance from their SROTC program(s) to complete fingerprints. The Army National Guard will initiate the T5.

(4) US Army Reserve (USAR) selectees: All Cadets who have a Vacancy Hold Report (VHR) with a valid control number branched in MI, CY, SC, or EOD must have their T5 investigations initiated prior to commissioning and will receive assistance from their SROTC program(s) to complete fingerprints. The USAR G2 will initiate the T5 in direct coordination with the Cadet. Once the T5 questionnaire is available for completion, the Cadet is responsible for completing the eAPP Investigation Request within 7 calendar days.

2-9. Reporting of Derogatory Information and Reportable Activities

a. In accordance with AR 380-67 paragraph 8-2 and DCS G-2 Memorandum dated 21 February 2017, when credible derogatory information is known, a DA FM 5248-R initial report will be immediately forwarded to USACC G33 Personnel Security Branch brigade POC including all supporting documentation (i.e. charge sheet, ticket, arrest record, Title IX investigative reports, official statements, etc.). An incident report will be submitted by USACC G33 in DISS and all documents will be uploaded to the Department of Defense Consolidated Adjudication Services (DOD CAS) by USACC G33 Personnel Security Branch, and the security clearance will be suspended in CCIMM. At a minimum, initial reports will indicate the details of the credible derogatory information and action being taken. Follow-up reports are required to be submitted at 90-day intervals to USACC G33 Personnel Security Branch brigade POC. At the conclusion of the incident a final DA 5248-R with supporting documents will be

submitted to USACC G33 Personnel Security Branch brigade POC to update DISS and to be forwarded to the DOD CAS for adjudication. Once the incident report has been cleared from DISS and the eligibility determination has been updated USACC G33 Personnel Security Branch will update CCIMM.

b. All correspondence from the DOD CAS will be forwarded by USACC G33 Personnel Security Branch to the PMS and PSOAs for action. Suspense dates for these actions are set by the DOD CAS. Contact USACC G33 Personnel Security Branch at least 7 working days prior to suspense date if an extension is needed.

c. Non-derogatory Reportable Activities such as foreign travel and marriage (TS/SCI only) may be reported in DISS by the PSOA.

2-10. Gold Bar Recruiter Program (GBRP)

The GBRP supplements the recruiting process by assisting the PMS and Recruiting Operations Officer (ROO). The GBR makes the greatest impact for ROTC by working with select on-campus markets talking about his or her own experience as a Cadet. Green to Gold ADO Cadets selected for CY, EOD, or MI, must not commission or begin duty as a GBR without an interim or approved TS/SCI. See Appendix M for specific administrative procedures, restrictions, and requirements.

2-11. Common Access Card (CAC)

a. Programs can verify if SM has a valid DEERS profile. The RAPIDS is a real-time database that interfaces with DEERS and can verify if the member has a DEERS profile. Contact RAPIDS site before sending the Cadet/Officer to the site. Also, milConnect with a DS logon is available to determine if they have a DEERS profile.

b. Regular Army (Active Component) newly commissioned 2LTs are authorized to receive a United States Identification Card (USID). USID is used for identification, access to military installations, commissary, post exchange and Moral, Welfare, and Recreation (MRW), etc. For information or unable to obtain a Reserve ID Card, send email to louis.r.dercqu.civ@army.mil.

Upon issuance of a USID, a Regular Army (Active Component) Officer awaiting accession onto Active Duty is covered under Regular TRICARE 708. TRICARE 708 is a medical coverage plan authorized in the 2004 National Defense Authorization Act that provides health care benefits for newly commissioned 2LTs. Care may be in any facility of any Armed Service, or enrollment in either TRICARE Prime or TRICARE Prime

Remote. Newly commissioned officers are not eligible if they have other medical insurance.

c. For Contracted Cadets unable to obtain a CAC, USACC Cadre and staff are to provide a copy of the Cadet's DD Form 4 and DA 597 Contract, and a specific description of the issue to Mr. Sydney Hunte at sydney.w.hunte.civ@army.mil.

APPENDIX A – References

Section I – Required Publications

Army Regulation 25-50

Preparing and Managing Military Correspondence, 10 October 2020

Army Regulation 135-101

Appointment of Reserve Commissioned Officers for Assignment to Army Medical Department Branches, (Reprinted w/basic incl. C1-4), 15 February 1984

Army Regulation 145-1

Senior Reserve Officers' Program: Organization, Administrative, and Training, 28 April 2023.

Army Regulation 350-1

Army Training and Leader Development, 10 December 2017

Army Regulation 350-100

Officer Active Duty Service Obligations, dated 26 September 2017

Army Regulation 380-67

Department of the Army Personnel Security Program, Rapid Action Revision, 24 January 2014

Army Regulation 600-8-10

Leaves and Passes, 3 June 2020.

Army Regulation 600-8-104

Army Military Human Resources Records Management, 7 April 2014

Army Regulation 601-2

Army Promotional Recruiting Support Programs, 13 April 2020

Army Regulation 601-25

Delay in Reporting for and Exemption from Active Duty for Training and Reserve Forces Duty, 19 October 2006

Army Regulation 601-100

Appointment of Commissioned and Warrant Officers in the Regular Army, 21 November 2006.

Army Regulation 611-110

Selection of Army Aviation Officers and Warrant Officers, 29 March 2019.

Army Regulation 623-3

Evaluation Reporting System, 14 June 2019

Army Regulation 621-7

Army Fellowships and Scholarships, 12 March 2019

Department of the Army Pamphlet 600-3

Commissioned Officer Professional Development and Career Management,
3 April 2019

Department of the Army Pamphlet 600-4

Army Medical Department Officer Development and Career Management, 30 March
2020

Army Doctrine Publication (ADP) 6-22

Army Leadership, 31 July 2019

Army Technical Publication (ATP) 6-22.1

The Counseling Process, 1 July 2014

Field Manual 6-22

Leader Development, 30 June 2015

Section II – Prescribed Publications

Cadet Command Regulation 145-1, 2 August 2016

Army ROTC Incentives Policy

Cadet Command Regulation 145-3,

ROTC Pre-Commissioning Training and Leadership Development, 18 June 2019

Cadet Command Regulation 145-9

Reserve Officers' Training Corps Branching, Commissioning, and Accessioning,
1 April 2021.

Section III – Prescribed Forms

DA Form 31 (Absence Request via IPPS-A)

DA Form 71 (prescribed in Appendices I, L, and M)
Oath of Office

DA Form 330 (prescribed in Appendix A) Language Proficiency Questionnaire

DA Form 597 (prescribed in Appendix J)
Army Senior Reserve Officers' Training Corps (ROTC) Non-Scholarship Cadet Contract

DA Form 597-3 (prescribed in Appendix J)
Army Senior Reserve Officers' Training Corps (ROTC) Scholarship Contract

DA Form 4187
Personnel Action

DA Form 4856
Developmental Counseling Form

DA Form 5248-R (prescribed in paragraph 2-9)
Report of Unfavorable Information for Security Determination

DD Form 4
Enlistment/Reenlistment Document Armed Forces of the United States

DD Form 785 (prescribed in paragraph 2-8)
Record of Disenrollment

DD Form 2058, (prescribed in Appendix H)
State of Legal Residence Certificate

DD Form 2088
Statement of Ecclesiastical Endorsement

DD Form 2808
Report of Medical Examination

***Note:** “CC Form” and “USACC Form” are interchangeable in this publication

USACC Form 67-10-1 (Prescribed in Appendix E)
Campus Evaluation Report (CER)

USACC Form 145-5-1 (revised 5 November 2021 (prescribed in paragraph 1-4)
Officer Appointment Checklist

USACC Form 202-R
GRFD Non-Scholarship Contract

USACC Form 203-R
GRFD Scholarship Endorsement

USACC Form 204-R
Revocation of the Guaranteed Reserve Forces Duty Non-Scholarship Cadet Contract
Endorsement

USACC Form 597-B
ROTC Branch for Active Duty Service Obligation (ADSO) Contract

USACC Form 597-G (not an option -suspended program currently)
ROTC Graduate School for Active Duty Service Obligation (ADSO) Contract

USACC Form 507-P
ROTC Post for Active Duty Service Obligation (ADSO) Contract

Section IV – Glossary: Acronyms/Abbreviations

AAMA – Army Aeromedical Activity

AC – Active Component (officers selected for AC are appointed into Regular Army)

ACFT – Army Combat Fitness Test

AD – Active Duty (may also read Regular Army, Active Component)

AD– Air Defense (Air Defense Artillery)

ADO – Active Duty Option

ADOS-RC – Active Duty Operational Support – Reserve Component

ADSO – Active Duty Service Obligation

AMEDD – Army Medical Department

AMS – Accessions Management Sheet

AN – Army Nurse Corps

AR – Armor

ARNGUS – Army National Guard of the United States

AV – Aviation

BNC – Brigade Nurse Counselor

BNR – By Name Request

BOLC – Basic Officer Leader Course

CAC – Common Access Card

CCIMM – Cadet Command Information Management Module

CM - Chemical

CST – Cadet Summer Training

CH – Chaplain Corps

CTLT – Cadet Troop Leader Training

CY - Cyber

DAT – Dental Admission Test

DISS – Defense Information System for Security

DL – Educational Delay (May also read “ED”)

DLPT – Defense Language Proficiency Test

DMG – Distinguished Military Graduate

DMPM – Director Military Personnel Management (HQDA, G1, DMPM)

DMS – Distinguished Military Student

DODMERB – Department of Defense Medical Examination Review Board

ECC – Early Commissioning Program

ECP – Early Commission Program – Graduates of MJC allowed to commission

DL – Educational Delay (also abbreviated “ED”)

eAPP – Electronic Application

EN – Engineer Branch/Corps of Engineers

FA – Field Artillery

FC – Finance and Comptroller Branch

G2G – Green to Gold non-Active Duty Option

G2G ADO – Green to Gold Active Duty Option

GBR – Gold Bar Recruiter

GBRP – Gold Bar Recruiter Program

GPA – Grade Point Average

GRE – Graduate Record Examination

GRFD – Guaranteed Reserve Forces Duty

HRA – Human Resource Assistant

HRC – Human Resources Command

IN – Infantry

iPERMS – Interactive Personnel Electronic Record Management System

JAG – Judge Advocate General Corps

LOA – Letter of Acceptance (ARNGUS Unit Assignment and Branch Reservation)

LSAT – Law School Admission Test

MCAT – Medical College Admission Test

MEDDAC – Medical Department Activity

MFE – Maneuver, Fires, and Effects

MJC – Military Junior College - graduates receive an associate degree

MI – Military Intelligence Branch

MP – Military Police

MS – Medical Service

NCLEX – Nurse Council Licensure Examination

OD - Ordnance

OML – Order of Merit List

OMS – Order of Merit Score

PMS – Professor of Military Science

PSOA – Personnel Security Officer Admin

QM – Quartermaster

RA – Regular Army (Cadets selected for AC take Regular Army Oaths)

RC – Reserve Component (United States Army Reserve) and Army National Guard (ARNGUS)

RFD – Reserve Forces Duty (applies to both Army National Guard of the United States and United States Army Reserve)

ROO – Recruiting Operations Officer

SAC – Special Agreement Check

SC - Signal Corps

SIFT – Selection Instrument for Flight Training

SMC – Senior Military College

SMP – Simultaneous Membership Program

SROTC – Senior Reserve Officers' Training Corps

T5 – Tier 5 Investigation for TS/SCI Access

TAB – Talent Assessment Battery

TBB – Talent Based Branching

TC – Transportation Corps

TM – Talent Management

TRADOC – Training and Doctrine Command

USAREC – United States Army Recruiting Command

USAR – United States Army Reserve

USARC – United States Army Reserve Command

VCAT – Veterinary College Admission Test

VHR – Vacancy Hold Report (USAR Unit Assignment and Branch Reservation)

APPENDIX B – FY24/25 Accessions Timeline

Suspense dates are set giving Program(s) maximum amount of time to complete the required tasks. This timeline combines OML ranking and accession selection dates.				
Suspense Date:	Required Action/Task	Cadet, Cadre, Program	BDE S1	G1, ASD
03 MAY 24	MSL III Cadet Evaluation Report (CER) in CCIMM deadline	X		
31 MAY 24	Terminate DL status and submit Standby packet for those not accepted into their professional studies institution.	X	X	X
30 JUN 24	Revocation requests for GRFD Non-Scholarships must be sent to RMID.	X	X	
12 JUL 24	FY24 Cohort Master Roster sent to Brigades for review & correction.	X	X	X
	BDEs Review Accession Data.	X	X	X
18 SEP 24	Final BDE Review Accession Scrub with ORSA		X	X
19 SEP 24	All data in CCIMM & OMS data, Component selection complete and locked, to include AMS.	X	X	X
20 SEP 24	Education Delay Packets due to ASD USACC HQ	X	X	X
03 OCT 24	Component Results Released for Active Duty Eligible, Army Nurse, ARNG, USAR and Educational Delay.	X	X	X
	Note: RFD DEC/JAN graduates must obtain LOA/VHR within 90 Days			
21 OCT 24	USAR DEC/JAN graduates requesting USAR AV & CY Branch assignments submit interest form to USAR Accessions Office for Consideration	X		
21 OCT 24	Cadets requesting AV branch must have qualified Flight Physical. No Exceptions.	X		
	DEC/JAN Commissions 218R Data Complete in CCIMM	X		
05 DEC 24	Release RA Branching results for Dec and Spring graduates. Note: RFD Selected must obtain LOA/VHR within 14 days of release date			X
06 DEC 24	USAR Spring graduates requesting USAR AV Branch assignments submit interest form to USAR AV Accessions Office for Consideration	X		
13 DEC 24	Cadet Branch and Duty Status change request deadline. Post ADSO requests received by G1, ASD and 218 data complete for Dec graduates.	X	X	X
	Initiate T5 investigations for CY, MI, SC, and EOD Branched Cadets with USACC Personnel Security	X	X	X
19 DEC 24	LOA/VHR Due. Cadets not selected for AD and assigned reserve component	X	X	
04 FEB 25	USAR – Spring graduates requesting USAR AV Branch must have qualified flight physical.	X		

APPENDIX C - Professor of Military Science (PMS) Checklist

Section 1.	Prior to accession data entry in CCIMM, PMS will:	Complete (Yes)	Incomplete (No)	N/A
1-1.	Submit a T3 investigation to the Office of Personnel Management within 60 days of contracting if the Cadet does not have an investigation or eligibility determination (para 2-8)			
1-2.	Verify all contracted Cadets have an Enterprise and *.EDU E-Mail Account entered in CCIMM. *.edu email is required for TBB correspondence, branch notifications, and interview requests.			
1-3.	Comply with all established suspense dates IAW Appendix B.			
1-4.	Identify Cadets interested in Aviation. Ensure SIFT tests and flight physicals are taken early (MSIII year if MTF is close/available.) Refer to para 2-3c (2) and USACC CST Flight Physical Policy.			
1-5.	Identify Cadets interested in applying for Education Delay. Ensure Cadets schedule and take required graduate school exams (MCAT, LSAT, GRE) early enough to meet Ed Delay application IAW Appendix B. See Appendix J for application admin details.			
1-6.	Submit request and receive revocation for any GRFD Non-scholarship Cadet desiring to compete for Active Duty IAW Appendix B. CG, USACC will review, and RC component affected will be notified. (See USACC Reg 145-1)			
1-7.	Identify all Cadets and ECP 2LTs who will graduate in the Accessions Zone/Cohort. Establish an accessions OML with all Cadets in cohort, see Appendix D. If SMP Cadet, must include an approved Conditional Release (DD Form 368) from the respective Component prior to accessing into another Component.			
1-8.	Designate Distinguished Military Student(s) DMS from ROTC Program's OML IAW USACC Reg 145-9 & AR 145-1. School is responsible to order and prepare DMS certificates/order award certificates.			

APPENDIX C - Professor of Military Science (PMS) Checklist (pg. 2)

Section 2.	Verification/data of accession data entry in CCIMM, PMS will:	Complete (Yes)	Incomplete (No)	N/A
2-1.	Verify accuracy and completeness of all accession data entered in CCIMM prior to suspense in Appendix B.			
2-2.	Ensure Post ADSO contracts addendums are completed, signed by PMS/APMS and Cadet, and received by ASD, G1 personnel, annotated in CCIMM.			
2-3a 2-3b.	Verify Cadets competing in current FY Selection and Branching process have a MSIII Campus Evaluation Report (CER) on file in CCIMM and is reflected on page 1 of Accessions Management Sheet. Verify all CER comments are consistent with the letter ratings, correct grammar & spelling. Ensure that all CER “Not Qualified” ratings have a PMS comment. See Appendix E.			
2-4.	Ensure data on all ECP 2LTs in the Accession Cohort is entered in CCIMM.			
2-5.	Validate baccalaureate degree and major in CCIMM Accessions TAB.			

APPENDIX C - Professor of Military Science (PMS) Checklist (pg. 3)

Section 3.	Prior to the start date of the accessions process, PMS will brief/counsel Cadets on the following procedures:	Complete (Yes)	Incomplete (No)	N/A
3-1.	Brief Cadets on the ROTC OML Model, National Component Selection OML, Talent Based Branching process for Active Component, Reserve Component, and Ed Delay.			
3-2.	Brief how the Branch ADSO contracts are used in the Active Component branching process. Brief ADSO options for cohort – see Appendix O.			
3-3.	Review for accuracy and verify AMS data with the Cadet. Sign, date, provide copies to Cadet and maintain copy in Cadet file at Program.			
3-4.	Remind GRFD scholarship Cadets about restrictions on revocations of GRFD contracts. Requires Sec Army Approval. (Contact USACC HQs RMID is lead action office for details).			
3-5.	Counsel ECP 2LTs on GRFD revocation procedures and restrictions. Dedicated MJC GRFD Scholarship Cadets <u>MAY request revocation</u> of GRFD and request Active Duty Revocations must be submitted 120 days prior to commission. Contact USACC HQs RMID for details.			
3-6.	Brief Cadets on Distinguished Military Graduate status – Cadets who are in the top 20% of the National Order of Merit List IAW AR 145-1 para 6-10. PMS Designate staff POC to receive and safeguard certificates until presentation ceremony. USACC HQs G1, ASD will prepare certificates and distribute to ROTC Program prior to commission.			
3-7.	Brief Nursing Student Cadets on NCLEX & special requirements for commissioning and licensure. See Appendix K for details. Contact USACC HQs Nurse for questions.			
3-8.	Brief Cadets desiring AV branch that the minimum ADSO increased from 6 to 10 years beginning FY21. ADSOs will not be entertained for Cadets competing for Aviation.			
3-9.	Counsel Cadets using DA Form 4856 selected for RFD (USAR and ARNGUS) within 48 hrs. of Component Results Release. See instructions at Appendix L. Modify verbiage for correct component.			

APPENDIX C - Professor of Military Science (PMS) Checklist (pg. 4)

Section 4.	For Active Duty Branching Data, PMS will:	Complete (Yes)	Incomplete (No)	N/A
4-1.	Comply with all suspense dates for CCIMM data entry.			
4-2.	Certify that each Cadet meets all requirements for Active Duty Branching and consideration for commission IAW AR 145-1 paragraph 6-8, Appointment Eligibility. Complete PMS Appointment Checklist at Appendix N.			
4-3.	CCIMM data entry - input a "check mark" indicating " <i>OMS data and Component Selection Input Complete</i> " for all Cadets in accessions cohort IAW Appendix B. PMS & Cadet must sign and date. Provide copy to Cadet and maintain copy for local files.			

APPENDIX C - Professor of Military Science (PMS) Checklist (pg. 5)

Section 5.	Upon receipt of HQDA/ROTC Component Selection Results, Active Duty Branching Results:	Complete (Yes)	Incomplete (No)	N/A
5-1.	<ul style="list-style-type: none"> ✓ Counsel Cadets in writing on assigned component within 48 hours of official release. ✓ Counsel Cadet in writing on active component branching results for <u>December and January Graduates</u> within 48 hours of official release. ✓ Counsel Cadet in writing on active component branching results for <u>Spring graduates</u>. Refer to Appendix B for annual <u>suspense dates</u>. 			
5-2.	<p>BOLC attendance takes precedence over CST and GBR. GBR duty will not start without a signed scroll, approved BOLC class, and official assignment orders. ECP 2LTs are NOT authorized GBR duty.</p>			
5-3.	Instruct Cadets to keep HRA/PMS informed and to notify you of any address changes, marital status, graduation/commission date changes, and any circumstances that could preclude attendance at BOLC and CST 2LT Cadre duty.			
5-4.	Instruct Cadets on importance of official military records review. Instruct them to check their iPERMS record 60 days following commission to ensure required documents are uploaded. Provide Cadets copies of <i>Pre and Post Commission</i> documents found at Figures H-1 and H-2 of circular. See Appendix H.			
5-5.	Instruct Personnel Security Officer Admin (PSOA) to print the CCIMM Security Clearance page and use it as the clearance verification source document for accession purposes.			
5-6.	Verify that T5 Investigations for Cadets selected for Active Duty and assigned only as a control branch to CY, MI, SC, or any Branch selected for EOD, to the Office of Personnel Mgmt. IAW Appendix B. See para 2-8c. T5 investigations for RFD.			
5-7	Verify that PSOA <u>out processes</u> Cadets from DISS <u>once the Cadet commissions</u> and reports to BOLC for Active Duty, RFD Cadets when they report to their Unit or Cadets who are disenrolled. Ensure the Record of Disenrollment (DD Form 785) and Disenrollment Memo is uploaded to iPERMS when a Cadet is disenrolled from ROTC.			

APPENDIX C - Professor of Military Science (PMS) Checklist (pg. 5, Cont'd)

Section 5.	Upon receipt of HQDA/ROTC Component Selection Results, Active Duty Branching Results (cont.):	Complete (Yes)	Incomplete (No)	N/A
5-9.	Ensure HRA or designated staff monitors CCIMM for Active Component accession orders and provides to Cadets/LTs immediately.			
5-10.	<ul style="list-style-type: none"> ✓ Ensure HRA/ designated staff provides BOLC orders to 2LTs and instructs them how to read military orders. ✓ Provide 2LTs a copy of the latest 2LT BOLC Travel Voucher Handbook published by USACC G8. ✓ Pay particular attention to multiple report dates. ✓ Brief all 2LTs on AR 190-11, Physical Security of Privately Owned Weapons (POS) immediately and Ammunition. ✓ Each installation requires soldiers to register POWs immediately upon arrival or it may be done prior to entering the gates. ✓ Brief CST 2LT Cadre to Ft Knox, KY on Ft Knox Regulation 190-11 that governs Knox Garrison procedures for POWs, FK FM 2759-E, may be found on Ft Knox Website. 			

APPENDIX D – ROTC Order of Merit List (OML) Model

D-1. The Order of Merit List (OML) Model

a. The purpose of the OML Model is to provide an objective, consistent process that enables Cadet/2LT to better equate specific performance measures with their OML standing. The OML Model calculates an Order of Merit Score (PMS) for each Cadet.

b. The OMS is computed based on performance in three main categories: Academic Outcomes (both general studies and Military Science), Leadership Outcomes, and Physical Outcomes that generate a merit-based ranking (highest to lowest) of the Cadets to be used in determining Component Selection. FY25 Cohort will access using the Model depicted in Figure D-1. The FY25 Cohort Accessions Zone is Cadets graduating or commissioning IAW Chapter 2.

c. The OML Process

(1) Step 1 - Throughout the year the ROTC host program(s) and Cadet Summer Training (CST) Cadre input data required by the OML Model into Cadet Command Information Management Module (CCIMM).

(2) Step 2 – ROTC host program(s) verify and validate the Order of Merit Score (PMS) data in CCIMM. Although some validation checks are made by CCIMM, it is critical that Cadre verify and validate all the OMS data before they mark the OMS Data and Component Selection Complete. Data errors or omissions could negatively impact a Cadet's OMS and their National OML ranking. When Cadre checks the "*OMS Data and Component Selection Complete*" box in CCIMM that entry indicates to the OML manager that verification and validation is signified complete by the PMS and Cadet. The PMS/HRA must print a hardcopy and both the PMS/APMS and Cadet must sign the completed Accessions Management Sheet (AMS) no later than the established suspense date IAW Appendix B.

(3) Step 3 - Brigades verify and validate the OMS data entered in CCIMM, to include the GPA.

(4) Step 4 - USACC, G1, Accessions and Standards Division verifies that all OMS data is in CCIMM.

(5) Step 5 - Using the data for each Cadet, the OML Model is run to calculate each Cadet's OMS.

(6) Step 6 - The National OML is created by rank ordering Cadets based on their OMS. The National OML identifies Distinguished Military Graduates and determines the Active Duty Eligible Cadet's position within each of the branch's bins once they vote on a Cadet's record during Talent Based Branching. The National OML is then provided to the HQDA/ROTC Branching Board for branching and detailing all Cadets selected for Regular Army/Active Duty.

D-2. OML Components

a. Academic Outcomes (29%)

(1) The Accessions GPA, as referred to in CCIMM, is a combination of the Academic GPA and ROTC GPA and is worth 22% of the overall OMS. This cumulative grade point average (GPA) is used in the OML model to determine each Cadet's individual OMS points. For undergraduate Cadets the accessions GPA is through the end of third academic year or junior year, whichever comes first.

(a) For Cadets that are contracted as graduate students, the cumulative graduate GPA for the first year of graduate studies is used as the Accessions GPA.

(b) Cadets that receive Pass/Fail grades for graduate studies must provide documented proof from a school official, not ROTC PMS or Cadre. This proof includes but is not limited to official transcripts or letter from the Dean's or Registrar's office. If Pass/Fail is the given grade, Cadets will use the Cumulative GPA from their Baccalaureate Degree provided it is also on the official transcripts.

(c) For further assistance contact HQs, USACC G1, Accessions and Standards Division, OML Administrator for assistance.

(2) Academic Discipline Mix (ADM) (Max 2 OML points): ADM points are awarded in the OML model as follows: 1 point to ADM-3, and 2 OMS points to ADM-4.

ADM 1: Generalist (Liberal Arts, Language, Dramatics) (0 points)

ADM 2: Technical (Accounting, Business, Exercise Science, Finance) (0 points)

ADM 3: Physical Science/Analytical (Aerodynamics, Astronomy, Biology, Cyber)
(1 points)

ADM 4: Engineering (Architecture, Biomedical Engineering, Operations Research,
Software Engineer) (2 points)

ADM 5: Nursing (0 points)

(3) Language and Cultural Awareness (Max 5 OML points): The ROTC OML Model awards points to Cadets who major in foreign languages, successfully complete approved strategic foreign language courses and associated cultural studies. Also, points are awarded for: Rosetta Stone Language Training, completion of the Defense Language Institute Foreign Language Center HeadStart program, or study abroad programs at foreign universities in many non-English speaking countries. The Army places an emphasis on “certain strategic languages” which are identified by DA and subordinate commands as strategic to the Army in the foreseeable future. These languages are identified in bold in Table D-1 and will not be removed from this list for three years after they are removed from Army’s Critical Language List. Majoring, completing courses, completing Rosetta Stone training, or passing the Oral Proficiency Interview in those languages will earn OMS points as indicated in Table D-2.

Strategic Language List for Culture and Language OML Points			
Arabic	Estonian	Latvian	Slovene
Azerbaijani	Georgian	Lithuanian	Somali
Balinese	Haitian-Creole	Macedonian	Swahili
Bambara	Hausa	Malay/Malaysian	Tagalog
Bantu	Hebrew-Modern	Mongolian	Tajik
Bengali	Hindi	Pashto	Tamil
Bosnia	Hungarian	Persian Afghan (other)	Telegu
Bulgarian	Igbo	Persian-Dari	Thai
Burmese	Indonesian	Persian-Farsi	Tibetan
Cambodian (Khmer)	Isizulu	Polish	Turkish
Chechen	Japanese	Portuguese	Turkmen
Chinese Mandarin	Javanese	Punjabi	Uighur
Chinese Cantonese	Kanarese	Romanian	Ukrainian
Chinese-Gan	Kazakh	Russian	Urdu
Chinese-Wu	Korean	Serbian	Uzbek
Croatian	Kurdish	Serbo-Croatian	Vietnamese
Czech	Kyrghyz	Slovak	Wolof
			Yoruba

Table D-1. Strategic Lanaguage List for Culture and Language OML Points

(a) The breakout of Culture and Language OMS points are found in the academic section of the OML Model at Table D-2. The total points outlined are 225 however; no Cadet can obtain all possible points. For example, it is unlikely that a

Cadet would be able to major in both a critical and a non-critical language at the same time. All activities must have been performed while a college student but not necessarily enrolled in ROTC. For example, a Cadet could have taken a course in Arabic during his/her freshman year; but not yet have enrolled in ROTC prior to completing that course, and the Cadet still would receive 3 points for that course worth 0.83 OML points. Physical evidence of activities (transcripts, Rosetta Stone printed course completion certificates, or Defense Language Institute certificates) must be presented to receive credit for Culture and Language OML points in the academic section of the ROTC OML Model. Defense Language Proficiency Test (DLPT) points will only be awarded if the DA Form 330 (Language Proficiency Questionnaire) has been signed by a Test Control Officer (TCO) authorized to administer the DLPT and is physically present.

(b) Culture and Language OMS points are listed below and explain the exact criteria for what data is required in CCIMM to be awarded Culture and Language OMS points. The Culture and Leadership Program (CULP) is suspended, and OMS points no longer awarded for CULP training events.

(1) Language Major: Data for Cadets majoring in languages will be entered in the “Activities” tab Student Management, Cadet. Data can be for years 1, 2, and 3 in a similar manner as other Cadet activities explained in paragraph 3 above. To enter a language as a major for years 1 “YR1” or year 2 “YR2” the Cadet already must have declared the language in that year and taken at least one course in that language in each of the semester/quarters for that academic year. To enter a language as a major for year 3 “YR3” the language must be the declared academic major for the Cadet going before the board and correspond to the student’s academic major entered in CCIMM. For year 3 “YR3” the Cadet does not have to have taken a language course in each semester/quarter of that academic year. This data should be confirmed by the Cadet’s college transcripts.

(2) Foreign Language Courses or Associated Cultural Studies. Data for Cadets successfully completing foreign language courses or associated Cultural studies must be entered in the “Language” tab, Student Management, Cadet. Although high school language courses completed should be entered at this tab, only college level language courses will contribute to the Cadet’s Culture and Language OMS. Thus, only courses completed as a college student should be entered in the College Level Language area. College Level courses taken in high school should be entered in “High School Language Experience” area and will not contribute to the Culture and Language OMS points. The label “# Terms” already has changed to “Factor = 2 x #courses”. The value entered in this CCIMM field should be two times the number of courses

successfully completed in that academic year (no odd numbers are to be put in this field). Reading and writing a foreign language because of life experience is not to be considered when awarding foreign language OMS points.

Example 1: If a Cadet took two German courses and one French course in his freshman year and then three German courses in his sophomore year, the HRA would confirm this on the Cadet's transcript and add: Language: German, freshman, #Terms "4" (2 x 2 courses); Language: French, freshman, #Terms "2" (2 x 1 course); and Language: German, sophomore, #Terms "6" (2 x 3 courses). **No more than three "critical" language courses and three "non-critical" language courses should be entered for any given academic year.** (Note: The "# Terms" equals two times the number of courses completed at the foreign college.) CCIMM will automatically adjust the Culture and Language OMS points awarded based on whether the academic school is semester or quarter system.

Example 2: A Cadet who takes two semesters "non-Critical" courses in the academic year, will receive 6 Culture and Language OMS points, and a Cadet who takes three quarter "non-Critical" courses in the academic year will also receive 6 Culture and Language OMS points.

(3) HeadStart and Rosetta Stone: Rosetta Stone training is available to all Cadets at their expense. HeadStart is available without cost from the Defense Language Institute and should be encouraged. This training should be entered at the "Language" tab, Student Management, Cadet in CCIMM. All training completed by Cadets should be entered only when they present a completion certificate for the entire course level; however, only courses passed by the Cadet will receive Culture and Language OMS points. The Cadet will not receive credit for more than three successfully completed "critical" courses or more than three "non-critical" courses successfully completed.

(4) Study Abroad in a non-English speaking foreign country: Data for Cadets completing study abroad in a non-English speaking country should be entered in the "Language" tab, Student Management, Cadet. To make an entry in this area the study must be at a foreign college-level academic institution. High School studies in foreign countries should not be entered, and study at an English/American institution in a foreign country (example: University of MD in Korea) should not be entered. (Note: The "# Terms" equals two times the number of courses completed at the foreign college.) The course successfully completed does not have to be a language course.

For example, a Cadet who studies Art and completes two courses at an Italian University would enter “Italy” and “#Terms” = 4.

CULTURE AND LANGUAGE ITEMS	Points	Max per Yr.	Max pts
Major in a Strategic Language (Must be declared major at time of board for 3 rd year credit, 1 st and 2 nd year must take language course in each semester/quarter of that year)	15	15	45
Major in Non-Strategic Language (Must be declared major at time of board for 3 rd year credit, 1 st and 2 nd year must take language course in each semester/quarter of that year)	10	10	30
Passing a Strategic Language Course or associated approved Cultural Study (must be on college transcripts, High School does not count)	5	15	45
Passing a Non-Strategic Language Course or associated approved Cultural study (must be on college transcripts, High School does not count)	3	9	27
Defense Language Proficiency (Strategic)		15	30
Defense Language Proficiency (Non-Strategic)		9	18
Study Abroad in a non-English speaking foreign Country (Must be course on transcript of non-US college level academic institution, completed courses do not have to be language courses)	10	10	30
Total Points Available			225

Table D-2. Culture (Study Abroad on college transcripts) and Language Items

b. Leadership Outcomes (62%)

(1) The PMS Experience Based Observations data is drawn from the Cadet Officer Evaluation Report (CER), ROTC CDT CMD Form 67-10-1, prepared for each Cadet by their respective PMS at end of the junior year (sophomore year for MJC Cadets). The PMS has direct input in the CER as follows:

(a) PMS Rating of Potential (10%), rated with MSIII peers regardless of migration to another year, Block Va.

(b) PMS Ranking of Performance (15%), ranked with MSIII peers regardless of migration to another year Block Vb.

(2) Cadet Training/Extracurricular Activities (5%)

(a) Cadet Training: The OML Model awards 5 points to Cadets for each successfully completed training opportunity as defined in USACC Regulation 145-3, Pre-Commissioning Training and Leadership Development, and events listed in the training module in CCIMM. Only training opportunities that are available to all ROTC Cadets will count. Prior service Cadets earn Cadet Training points for service schools they successfully completed while enlisted if the training is also available to ROTC Cadets.

(b) Extracurricular Activities: The following define the criteria for awarding points to Cadets participating in extracurricular activities. If appropriate, Cadets may earn points in more than one category for participation in the same activity. Points are only awarded for participation while attending college. Tables D-3 and D-4 below display the points awarded for participation (maximum of three years) in extracurricular activities and athletics respectively. The years of participation do not need to correlate to the MS year. A Cadet must have been attending college (but not necessarily enrolled in ROTC) when a given activity was performed.

Extracurricular Activities	Points Per Year	Max Points
Band Member	5	15
Color Guard	5	15
Community Service	5	15
Debate Team	5	15
Drill Team	5	15
Elected Official of Organization	10	30
Leader/President/Captain	10	30
Peer Educator or Tutor	5	15
ROTC Recruiter	5	15
Ranger Challenge	5	15
Resident Advisor	10	30
Student Government	5	15
Total Possible Points		285

Table D-3. Extracurricular Activities

(c) Color Guard, Drill Team, Ranger Challenge, Band Member, Debate Team, Resident Advisor (also applies to Cadet Company Commanders and Cadet First Sergeants at Senior Military Colleges or Military Junior Colleges who serve as Resident Advisors in the Corps dorms), and Peer Educator/Tutor. To earn points for a given year for these activities, a Cadet must demonstrate participation throughout the duration of time in which the activity is available for the given year. Cadets who drop out of the activity before the activity concludes for the year or are released for misconduct will not receive points.

(d) ROTC Recruiter. To earn points for a given year for this activity, a Cadet must have participated in at least two ROTC program(s)'s recruiting activities and recruited at least one Cadet to enroll into the ROTC program(s) each year.

(e) Student Government. To earn points for a given year for these activities, a Cadet must have participated and remained in good standing throughout the given year.

(f) Community Service. Community Service consists of any activities that a Cadet volunteered for the purpose of mentoring, inspiring, educating, or improving the lifestyle of a specific individual or group of individuals. To earn points each year for Community Service, a Cadet must have volunteered for at least 10 hours throughout each year.

(g) Elected Official of Organization. To earn points for a given year for this activity, a Cadet must have faithfully participated as an elected official throughout the given year. Elected positions are for, but are not limited to, organizations such as fraternities, sororities, clubs, and student government. Organizations must ethically and professionally represent themselves within the community.

(h) Leader (President/Captain). To earn points for a given year for this activity, a Cadet must have faithfully participated as a president or captain throughout the given year. Leader positions may be in but are not limited to organizations such as fraternities, sororities, clubs, student government, and Ranger Challenge. Organizations must ethically and professionally represent themselves within the community.

(3) Maturity and Responsibility (5%)

(a) Full-Time Job. To earn points for a given year for this activity, a Cadet must have faithfully worked any legally paying job at least 30 hours per week throughout the given academic school year. Green-to-Gold Active Duty Option Cadets are not authorized points for a Full-Time Employment as they are Active Duty Soldiers on a limited academic path of 21 months. Cadets in enrollment status X or previous enrollment status X will not be able to enter information for Full-Time Job. See note in paragraph (d) below.

(b) Part-Time Job. To earn points for a given year for this activity, a Cadet must have faithfully worked any legally paying job at least 10 hours per week throughout the given academic school year. If a Cadet has worked two Part-Time jobs at the same time calculate the hours and if the combined hours are 20 or more, award "Full-Time" points in lieu of points for one "Part-Time" points. Green-to-Gold Active Duty Option Cadets are not authorized points for a Part-Time employment as they are Active Duty Soldiers on a limited academic path of 21 months. If an entry is made, HQs, USACC, ASD OML administrator, will manually remove the acquired points and adjust the OMS. Cadets in enrollment status X or previous enrollment status X will not be able to enter information for Part-Time Job. See note in paragraph (d) below.

(c) SMP Cadet (ARNGUS/USAR). To earn points for a given year for this activity, a Cadet must have been a contracted SMP Cadet drilling with his/her unit and in a good status with their unit throughout the given year.

(d) Green to Gold Active Duty Option Cadets do not earn points for a full-time or part-time employment as they are Active Duty Soldier(s) already guaranteed Active

Duty and outside employment is perceived as a distraction and further enhances their OML status regardless of full or part time status. In addition, Green to Gold ADOs may not have private sector employment while in the ROTC program in accordance with guidance provided by Commander, HHD, USACC. Employment points will be manually added to the Cadet's OMS by USACC G1, Accessions and Standards Division (ASD) OML Administrator upon receipt of a signed Memorandum for Record (MFR) from the Commander, HHD, USACC, is provided to HQ, USACC G1, ASD, OML Administrator. Memorandum authorizing outside employment must be approved prior to the commencement of employment, not after the fact. There is no exception to award points for failing to meet these criteria.

(4) ROTC Cadet Summer Training (25%)

Successful completion of Advanced Camp is a requirement for appointment into the United States Army.

(5) RECONDO (2%)

c. Physical Outcomes comprise 9% of the model.

(1) On Campus MSIII Fall "For Record" ACFT (2%)

(2) On Campus MSIII Spring "For Record" ACFT (4%)

(3) Varsity/Intramural/Community Team Athletics (3%)

(1) To earn points for a given year for these activities, a Cadet must demonstrate participation throughout the duration of time in which the activity is available for the given year. Cadets who drop out of the activity before the activity concludes for the year or are released for misconduct will not receive points. Varsity Athletics include all collegiate level sports represented by the National Collegiate Athletic Association (NCAA). Intramural Athletics include all sports represented by the college that the Cadet is attending. Community Team Athletics include all sports sponsored by the community or organizations within the community. Cadets may be given credit for each category if they were on staff as a coach for the activity.

(2) The OML Model awards points to Cadets participating in athletics (varsity, intramural, and community level) similarly to extracurricular activities. Points are only awarded for participation while attending college. A Cadet must have been attending

college, but not necessarily enrolled in ROTC, when a given activity was performed. **Ranger Challenge** points are not to be awarded as athletics. See below Table D-4.

Points for Athletics	Points Per Year	Max Points
Varsity	10	30
Intramural	5	15
Community	5	15
Total Possible Points		60

Table D-4. OML Model - Athletic Points

D-3. OML Model Data Information

a. Through CCIMM, ROTC programs can view and print all data used by the OML Model to calculate the OMS. Data used by the OML Model for the OMS calculation can be viewed in the Accessions Management Sheet (AMS) under the Reports Module in CCIMM. The AMS also displays the sub-category values, their standardized scores, and weights. They can also view or print the Accessions Management Sheet (AMS) which is used by the HQDA/ROTC Branching Board.

b. The OMS calculation in CCIMM is available all year for all ROTC Cadets and ECP LTs, not just those Cadets/ECP LTs considered during this year’s OML process. CCIMM calculates the OMS based on the available data and is only as accurate as input data reflects.

c. Distinguished Military Graduate (DMG). Cadets ranked within the OML’s top twenty percent of the National OML are designated as DMGs. The list of DMGs is released by HQ USACC along with the Component Selection results. DMG distinction does not guarantee a Cadet/2LT basic or control branch selection.

d. The OML is an internal HQ USACC tool required by DA G1, and is generally not releasable, except for a listing of the OML’s top ten Cadets for Public Affairs purposes.

e. The Accessions Management Sheet (AMS) displays all the performance evaluation data that is used in the OML plus additional information that may be used by the Talent Management Board.

(1) The AMS is a read-only form that draws its data from CCIMM. The accuracy of OMS data input to CCIMM is critical to the Component Selection and Branching

process. PMS(s), Cadets, and HRA(s) are directly responsible for timeliness and accuracy. PMS(s) and Cadets will sign original printed AMS documents attesting to their accuracy and then file them at the Program level. By checking the “X” in the OMS Data and Component Selection box in the CCIMM Branching Module, PMS(s), Cadets, and HRA(s) certify that the data has been verified as complete, accurate, and ready for OML Model processing and the Component Selection and Branching boards. **CCIMM is the system of record for OMS and component information and is not connected to the Talent Based Branching (TBB) data collection.** The TBB website is the system of record for Cadets Active Duty branch preferences, therefore, it is the only location Cadets are required to list Cadet Comments, Active Duty branch, branch ADSO, and Branch Detail preferences. PMSs, Cadets, and HRAs must ensure that the information a Cadet desires to compete with is accurately reflected in CCIMM and may use information provided by the Cadet from the TBB site.

Example: Branch preferences listed in TBB are the branches the Cadet will be considered for if they receive Active Duty, therefore each Cadet must verify their branch preferences in the TBB website <https://branching-rotc.army.mil>.

(2) The OMS generated by CCIMM and displayed on each Cadet/2LT AMS is used solely to establish a rank ordering with a Cohort of Cadets/LTs meeting the Component Selection and Branching Board requirements. The mathematical design of the OML model is such that the OMS(s) are not comparable from year to year. PMSs and Cadre should refrain from using past years’ Accessions Board results and OMSs to counsel Cadets or to speculate on future Board results.

(3) Detailed preparation information regarding the AMS is found in Appendix F.

(4) Cadets are personally responsible to review the accuracy of this information; therefore, they must ensure each entry is true and correct, sign their individual AMS with their PMS/APMS, and obtain a copy of the AMS for their record.

1. Academic Outcomes (29%)

- Accessions GPA (as defined in Appendix D-2 a(1)) (22)
- Academic Discipline (2) ADM3 = 1 pt ADM4 = 2 pts;
- Language/Cultural Awareness (5)

2. Leadership Outcomes (62%)

- PMS Experience Based Observations
 - MS III Cadet CER, PMS Rating of Potential (10)
 - MS III Cadet CER, PMS Ranking of Performance (15)
- Cadet Training/Extracurricular Activities (5)
- Maturity & Responsibility (5)
 - F/T Employment
 - P/T Employment
 - SMP Member
- Cadet Summer Training (25)
- RECONDO (2)

3. Physical Outcomes (9%)

- On Campus MSIII Fall "For Record" ACFT (2)
- On Campus MSIII Spring "For Record" ACFT (4)
- Athletics: Varsity, Intramural, or Community Team (3)

Figure D-1. Mission Set 2025 Order of Merit List (OML) Model

APPENDIX E – Campus Evaluation Report (CER)

E-1. The Campus Evaluation Report Purpose

a. The primary purpose of this appendix is to explain what information is retrieved from the Campus Evaluation Report (CER) and used in the accessions and TBB process. The CER must be completed and input into CCIMM by the suspense listed in Appendix B. Contact the Deputy Chief of Staff, DoLD-E for information on how to write the CER.

b. The CDT CMD Form 67-10-1 allows rating officials to provide USACC G1, Accessions and Standards Division with performance and potential assessments of each rated Cadet for USACC component and branching board processes. It also provides valuable information for use by successive members of the rating chain, emphasizes and reinforces professionalism, and supports the specialty of Officer Personnel Management System Processes. CER completion requires rating officials to make an assessment of a rated Cadet's performance and his/her potential for increased responsibility and service to our country.

c. In accordance with CG Policy Memorandum 9-1, ROTC programs must complete MS-III CERs in CCIMM before Cadets depart campus at the end of their MS-III year. This will occur regardless of when they are going to Advance Camp, access, graduate, and eventually commission. **Cadets that do not have a valid CER in CCIMM prior to Advanced Camp attendance are subject to removal from Advanced Camp scheduling/attendance until the CER is in CCIMM by the suspense provided in Appendix B.**

d. The CER is one of the most important parts of the OML as it is worth up to 25 points and it is crucial that it is completed before component and branching selection occurs. The potential impact on a Cadet for not having a completed CER in CCIMM will make the difference on whether the Cadet receives component of choice. (Regular Army or Reserve Forces Duty (USAR or ARNGUS).

e. Leaders are charged with ensuring Cadet evaluations reflect equality across Host, Extension, and Cross-Town schools to ensure each have a fair and equitable rating and ranking reflective of their accomplishments.

E-2. ROTC CDT FORM 67-10-1, Part V – Senior Rater

a. Part Va. This section is where the senior rater assigns a rating to the Cadet based on Cadet's overall potential during the rating period as compared to other Cadets

within the rated cohort (***Top 15% is the only forced distribution rating***) and it is worth up to 10 points of the total 25 points.

b. Part Vb. After the senior rater has assigned a rating, he/she must also assign a ranking to the Cadet. This portion of the Cadet CER is worth up to 15 of the total 25 points. Once all the above has been completed, there is a “Comments” section where the senior rater should write a narrative regarding the overall potential of the rated Cadet and use this area to note his or her recommended component selection and or branch assignment for the Cadet. Comments are required as they are looked at during the accessions process, to include Educational Delay selection board.

c. The senior rater’s comments are seen by the board when reviewing Cadet Accessions Management Sheet (AMS) as well as the Talent Management File for the Cadet, therefore, any recommendations, good or bad, should be supported with strong narratives.

APPENDIX F – Administrative Procedures for Accessions

F-1. ROTC Cadet Accessions Management Sheet (AMS)

- a. The ROTC Accessions Management Sheet, ROTC CDT FORM 67-9-1, is an important accession file document.
- b. Cadets and PMS/APMS must sign and date to validate that all information is accurate and submitted in accordance with regulatory guidance. PMS/HRA are to provide the signed AMS to the Cadet/2LT and maintain a paper copy of signed form for future reference following the board process.
- c. The AMS is used to provide pertinent Cadet Performance data for all accessions processes and boards, it is in the OMS & Component Data/Accession Module of CCIMM.
- d. The AMS must be included in the Educational Delay application IAW Appendix J.
- e. The accuracy of data entered on this report is critical to ensuring the best desired outcome for meeting Army requirements. Inaccurate or missing data could negatively impact board results.
- f. AMS will be required to be reviewed and signed prior to the Cadet leaving campus.

F-2. Mandatory Accession Documents

- a. Official transcripts from the school the Cadet/2LT is currently attending through the spring term following the Cadets' MSIII year are required. An official copy of all other post-secondary school(s) transcripts, if transfer credit is being awarded to meet degree requirements for commission, are also required.
- b. PMS(s)/HRA(s) will include a memorandum explaining any difference between the cumulative GPA on transcript and the data in CCIMM as depicted on the Cadet Record Brief (CRB) (i.e., recalculation of GPA if ROTC/military science classes are not included in cumulative GPA or transfer credit) if applicable).
- c. Cadet Record Brief.
- d. Official SIFT Test Score Memorandum, if applicable. Note: A second SIFT attempt is only authorized if the score is less than 40 and at least 45 days have elapsed.

e. Approved Class 1A Flight Physical DD 2808 stamped “Qualified” or “Waiver Granted” by U.S. Army Aeromedical Activity (AAMA). Must receive physical from a Military Treatment Facility within 100 miles, if not examined at CST.

f. Approved Class 1A Flight Physical Waiver published by U.S. Army Aeromedical Activity, if applicable.

g. ROTC Cadet Accessions Management Sheet (AMS).

F-3. BOLC Assignment Preferences - CC Form 218-R

a. The Assignment Preference Sheet (CC Form 218-R) displays information pertaining to the Cadets/Lieutenants’ preferences for initial assignment location, initial Active Duty dates, and consideration for special duty (CST Cadre or Gold Bar Recruiter duty). This form is filled out in the OMS & Component Data/Accession Module of CCIMM and applies to all Cadets assessing to the Active Component. Inaccurate or incomplete information on the CC Form 218-R creates a need to publish amendments and disrupts the BOLC and summer camp assignment process. **Information annotated in this module on the day following the suspense day is what determines availability for assignment.**

b. PMS(s)/HRA(s) must ensure a brief explanation is specified in Part II Remarks section if the Cadet has requested an Active Duty date later than 30 days from commissioning date (Does not apply to G2G ADOs, see para 2-8(6)c). BOLC course assignment priority is: Green to Gold Active Duty Option, Summer Camp Cadre, and OML ranking based on available seats.

c. Below are the steps required for entering data in CCIMM to update the Assignment Preferences. PMS(s) or HRA(s) must update CC Form 218-R data in accordance with CCIMM by the established cut-off date(s) as indicated in Appendix B for December graduates and Spring semester graduates.

(1) **Select** BOLC Assignment Preferences in the Branching Module.

(2) **Select** Cadet.

(3) **Open** the Assignment Preferences section.

(4) **Select** the assignment preference choices from drop down menu.

(5) **Open** the Additional Information section.

(6) **Update** Will be auto-filled by “Address-Expected after Commissioning” data from Cadet Data/Personal tab in CCIMM.

(7) **Update** telephone number.

(8) **Update** enter Active Duty on/or about dates if necessary.

(9) **Select** the mode of travel (POV or Commercial Air).

(10) **Select** DO or DO NOT desire to serve as Cadre at Advanced Camp. Note: CG, USACC directed CST is a mission priority. If CST 2LT Cadre TDA requirements are not met by volunteers, 2LTs will be selected, regardless of if “DO NOT” option is selected. BOLC dates that support CST and information in the CC Form 218-R “Remarks” section (see item 12), will be considered when selecting non-volunteers.

(11) **Select** DO or DO NOT request consideration for JOINT DOMICILE. If select, “DO” – enter the information on the military spouse.

(12) **Annotate in the Remarks section** (i.e., any reason/event such as competing for Army Scholarship program (Fulbright, Marshall, etc.), personal wedding, volunteer for CST Cadre duty or Gold Bar Recruiter, etc.) that would preclude a Cadet from attending BOLC at a certain time. **Reference paragraph F-3b above, the PMS must ensure each Cadet provides a clear explanation with a valid justification (include date(s) of event or reason) for unavailability to enter Active Duty within 30 days of graduation/appointment or serve as CST 2LT Cadre.** Note: G2G ADOs must attend first available BOLC after commissioning, it’s highly encouraged not to make plans post-commissioning for vacations, weddings, etc.

(13) If the PMS concurs with this Cadet/2LT serving as a GBR it should be indicated in the Remarks section. The Gold Bar Recruiting Program is a volunteer special duty where the Cadet indicates their desire to volunteer for GBR duty. Keep in mind that BOLC / CST attendance has priority over GBR duty. This declaration of intent is in addition to the official request as specified in this circular Appendix M, Gold Bar Recruiter Program. To prevent sending conflicting Active Duty availability dates, Cadets or school staff should not submit a GBR packet with a beginning date earlier than the date entered in Part II item 2. (“**I desire to enter Active Duty on/or about: 1st X, 2nd X, 3rd X.**”)

(14) **CLICK “Submit”** to save the data.

(15) **Open** the “**Reports**” section. Select “BOLC Assignment Preferences Sheet (CC Form 218-R)”.

(16) **Select “Cadet”**.

(17) Review for accuracy, print and maintain signed copy.

F-4. Nurse Qualifications for BOLC Assignment

See Appendix K for specific administrative guidance on Army Nurse component selection, Active Duty selection process, Accessions Management Sheet completion, Administrative Procedures for after National Council on Licensure Examination (NCLEX) completion, and paragraph K-6 for guidance on BOLC Assignment Preferences Sheet (218-R) completion.

APPENDIX G – Grade Point Average (GPA) Calculation

G-1. Calculate Cumulative GPAs.

a. Cumulative Academic GPA Freshman (Academic Year 1) is the cumulative GPA at the end of the student's first year. The 1st (fall) +2nd (spring) + summer (if applicable) terms.

b. Cumulative Academic GPA Sophomore (Academic Year 2) is the cumulative GPA at the end of the spring term of the student's second year. The 1st (fall) +2nd (spring) + summer (if applicable), + 3rd (fall) + 4th (spring) + summer (if applicable) terms.

c. Cumulative Academic GPA Junior (Academic Year 3) is the cumulative GPA at the end of the spring term of the student's third year. The 1st (fall) +2nd (spring) + summer (if applicable), + 3rd (fall) + 4th (spring) + summer (if applicable) + 5th (fall) + 6th (spring) terms.

d. Cumulative Academic GPA for a master's degree is usually the cumulative GPA at the end of the spring term of the student's first year in the master's degree program i.e., the 1st (fall) +2nd (spring). NOTE: However, if the Cadet was a graduate student prior to entering ROTC, include GPA from all graduate studies. This is to take into consideration studies that took place prior to entry into ROTC where the Cadet was contracted late in their academic progress and were already in pursuit of a master's degree when they contracted with ROTC.

Note: When calculating Cumulative Academic GPAs ensure transcripts do not contain any handwritten markings (include ROTC grades in all GPA calculations).

G-2. Calculate ROTC GPAs

a. Cumulative ROTC GPA MS I is the cumulative GPA of all ROTC courses taken during the MS I year (MS 101,102, and associated lab courses.)

b. Cumulative ROTC GPA MS II is the GPA of all ROTC courses taken through the end of the spring term of the Cadet's MS II year. (MS 101, 102, 201, 202, and associated lab courses.)

c. Cumulative ROTC GPA MS III is the GPA of all ROTC courses taken through the end of the spring term of the Cadet's MS III year. (MS 101, 102, 201, 202, 301, 302, and associated lab courses.)

d. Cumulative ROTC GPA MS IV is the GPA of all ROTC courses taken through the end of the spring term of the Cadet's MS IV year. (MS 101, 102, 201, 202, 301, 302, 401, 402, and associated lab courses.)

e. Current ROTC GPA is the GPA of the ROTC courses taken the previous term.

f. If Cadets were in the program as an undergraduate and then enter a graduate program (to complete all their ROTC requirements), both their undergraduate and graduate grades/GPAs will count.

g. If they come in the program as a graduate student, then **only** their graduate degree grades/GPAs will count.

G-3. Factors used to convert hours.

This should be rare but may need to be used to incorporate ROTC classes into the GPA when a student is taking ROTC at a Cross-Town program, and the host school is on a different hour system. See note in Figure G-1.

(1) Semester Hours to Quarter Hours To convert semester hours to quarter hours, multiply semester hours by 3 and divide total by 2.

**EXAMPLE: 120 semester hours = 180 quarter hours.
 $3(120 \text{ semester hours})/2 = 180 \text{ quarter hours}$

(2) Quarter Hours to Semester Hours To convert quarter hours to semester hours, multiply quarter hours by 2 and divide the total by 3.

(a) EXAMPLE: 200 quarter hours = 133.33 semester hours
 $2(200 \text{ quarter hours})/3 = 133.33 \text{ semester hours}$

- To convert 3.0 scale to a 4.0 scale. Multiply the GPA on the 3.0 scale by 4/3.

(b) EXAMPLE: 2.5 GPA on a 3.0 scale = $2.5 \times (4/3) = 3.33$ on a 4.0 scale.

- To convert 5.0 scale to a 4.0 scale. Multiply the GPA on the 5.0 scale by 4/5.

GPA CALCULATION - IMPORTANT NOTES

- Individuals with GPAs below 2.0 will not be boarded.
- GPAs will not be rounded up or down.
- Cumulative GPAs lower than 2.0 will not be rounded up to 2.0, in order to be eligible.
- GPAs will be brought out to two decimal places and must match the CGPA on the transcript.
- Schools must manually input GPAs for transfer students where the receiving school only allows transferred courses on transcripts. Calculate by using points for letter grades.
- Use GPAs at the end of the MSIII year, or third academic year, to include Out of Cycle candidates. Example: Freshman Fall, Spring, and Summer; Sophomore Fall, Spring, and Summer and Junior Fall and Spring only.
- Graduate students/Cadets that receive Pass/Fail grades for graduate studies must provide documented proof from a school official, not ROTC PMS or cadre. This proof includes, but is not limited to official transcripts, a letter from the Dean's or Registrar's office. If proven, Cadets will use the Cum GPA from their Baccalaureate Degree provided it too is on an official transcript.

Figure G-1. GPA Calculation Important Notes

APPENDIX H – Army Military Human Resource Records Management (AMHRR)

H-1. Responsibilities

ROTC Program HRAs / PMS are no longer to use iPERMS as means to upload Cadet documentation. Cadet documentation must be submitted using the Cadet Document Upload module within CCIMM, not iPERMS.

a. The AMHRR is an administrative record as well as the official permanent record of military service belonging to a Soldier. Each ROTC program's PMS and HRA are responsible for ensuring all required contracting and commissioning documents are administered and managed in accordance with Army and Cadet Command regulatory guidance.

b. AR 600-8-104, Army Military Human Resource Records Management, dated 7 April 2014 http://www.apd.army.mil/jw2/xmldemo/r600_8_104/cover.asp is the regulation that prescribes Army policy for the creation, utilization, administration, maintenance, and disposition of the Army Military Human Resource Record (AMHRR), formerly known as the Official Military Personnel File (OMPF). The Commanders of Army commands, Army Service Component Commands, and the State Adjutants General will monitor and assist in the administration of the AMHRR and its management program to ensure compliance with policies and mandated tasks.

c. For ARNGUS iPERMS upload, contact the State's G1 iPERMS Domain Manager or HR Specialist by emailing: ng.ncr.ngb-arng.mbx.ngb-perms-ngb-arng@army.mil

H-2. Interactive Personnel Electronic Records Management System (IPERMS)

a. The following Army Military Human Resource Record (AMHRR) documents MUST be uploaded for filing in CCIMM using the Cadet Document module. Ensure all pre-commission documents are uploaded within CCIMM within ten working days of contracting. The only exception is the eApp Investigation Request that must be scanned no later than 90 days of contracting.

DOCUMENT TYPE	DOCUMENT TITLE	DOCUMENT must be uploaded via CCIMM for transfer to iPERMS.
DD Form 93	Record of Emergency Data	Yes
SGLV 29-8286	Service Members' Group Life Insurance Election and Certificate	Yes
DD Form 4/1 & 4/2	Enlistment Contract (Original if ROTC; copy if executed by USAR or ARNGUS Unit)	Yes
Birth Certificate/Proof of Citizenship	Birth Certificate or Naturalization Documents/Proof of Citizenship (Personnel Security Requirement)	Yes
DA Form 597/-1/-2R/-3/-3AR-R/3B	Army Senior Reserve Officers' Training Corps ROTC Student Contracts (as applicable)	Yes
SSN	SSN Card *Upload in CCIMM but will not to iPERMS	*Yes
DD 2058	State of Legal Residence	Yes
Income Tax W4	Employment Income Tax Withholding	Yes
SF 1199A	Direct Deposit Sign-up Form	Yes
CC Form 139-R	Cadet Application and Enrollment Record *Upload in CCIMM but will not to iPERMS	*Yes
DA Form 4824-R or NGB Form 594-1	SMP Contract (DA Form 4824-R/USAR or NGB Form 594-1 as applicable)	Yes
Waivers	Waiver(s) (Age, civil conviction, RE Code, dependency, etc.) (Approval sheet only)	Yes
CC Form 202-R/203-R & 204-R	GRFD Contract Endorsement (CC Form 202-R or 203-R) and GRFD revocation form 204-R (if applicable)	Yes
DD 214/DD220	Certificate of Discharge from Active Duty or USAR/ARNGUS **No CCIMM; upload iPERMS directly	Yes
DODMERB Form 2492 or DD 2807-1	Report of Medical History	Yes
DODMERB Form 2351 or DD 2808	Report of Medical Examination	Yes
** eAPP Investigation Request	(Request for Security Clearance) Must be scanned no later than 90 days of contracting.	Yes

Figure H-1. IPERMS Pre-Commissioning Documents

**No CCIMM upload iPERMS directly

*Upload in CCIMM but will not be uploaded to iPERMS

b. Upload of specified documents below are required to change enrollment status to “Commissioned-M”. The only exception is the final **official transcript** that must be uploaded **no later than 30 days after graduation and commissioning**.

DOCUMENT TYPE	IPERMS Post-Commissioning Documents DOCUMENT TITLE	DOCUMENT must be uploaded via CCIMM for transfer to iPERMS.
Orders	Active Duty or Reserve Forces Duty Orders	IPPS-A
Memorandum	Memorandum of Appointment	Yes (Required)
DA Form 71	Oath of Office (Uploaded and original provided to the LT to hand-carry to BOLC.)	Yes (Required)
DMG/DMS Certificate	Designation of DMS/DMG (Memo or Certificate) if applicable	Yes
Orders	Discharge orders to accept a commission.	Yes (Required)
DA Form 591	Application for Initial (Educational) Delay from Entry on Active Duty and Supplemental Agreement	Yes
DA Form 591e	ROTC Supplemental Service Agreement (Initial Educational Delay)	Yes
DA Form 591g	ROTC Supplemental Service Agreement for Special Medical Program Participants	Yes
DA Form 591h	ROTC Supplemental Service Agreement (Army Chaplaincy)	Yes
DA Form 591 Series	*Note: All applicable DA 591 (Educational Delay) documents must be uploaded into iPERMS upon approval of DL Board & graduate school NLT 1 June of the COHORT Yr. Group unless a 6-month extension is approved by USACC G1	Yes
CC Form 597 B & P	Active Duty Service Obligation Contract Agreement(s) (Branch, Post, CC Form 597-B, CC Form 597-P)	Yes
**Transcripts	Official Transcript /original w/ degree conferred /scan to iPERMS no later than 30 days following appointment or sooner if available from university	**iPERMS
DD Form 2808	Updated Medical Exam from Advanced Camp	Yes (Required)
DA Form 5261-1 THRU -4	Student Loan Repayment Program Addendum (only if applicable)	Yes
*DA Form 5315-E	United States Army Advance Educational Financial Assistance Record. Must be included in Disenrollment packets if applicable.	Yes
*DD Form 785	Record of Disenrollment; upload within 5 workdays of final action. Must be included in Disenrollment packets and 4 yr. scholarship awardees if Cadet drops during MSI year.	Yes

Figure H-2. IPERMS Post-Commissioning Documents

* Upload in CCIMM but will not be uploaded to iPERMS

** No CCIMM; upload iPERMS directly

H-3. iPERMS Validation

a. PMS(s)/HRA(s) are responsible for ensuring that each Cadet/2LT pre-commissioning and post-commissioning documents are stored in the Army Military Human Resources Record (AMHRR) Interactive Personnel Electronic Records Management System (IPERMS) via CCIMM Cadet Document Upload module in an accurate and timely manner. There are two exceptions to the above timeline standards. The eApp Investigation Request must be scanned no later than 90 days after contracting. The official transcripts reflecting a conferred or completed degree must be scanned no later than 30 days following graduation and commission. Both exceptions conform to current SROTC Program(s) operational timelines.

b. Pre-commissioning documents must be uploaded within ten days of the event and commissioning documents must be uploaded within five working days of commission. All applicable DA Form 591 (Educational Delay) documents will be uploaded into CCIMM upon approval of DL Board and graduate school acceptance but NLT 1 June of the COHORT Year Group unless a 6-month extension has been approved by USACC G1, Accessions and Standards Division. The only exception is the eApp Investigation Request that must be loaded no later than **90 days from contracting**.

c. These DL forms must be emailed to USACC G1, Accessions and Standards Division (ATCC-PAS-A, Attention: Educational Delay Manager). After receipt and verification that the officer's file is complete, USACC G1 Accessions and Standards Division Education Delay manager will ensure Ed Delay orders assigning the officer to HRC (AHRC-ORD-A) are published and transferred to the appropriate representatives Human Resources Command. All lieutenants' documents have the same standard regardless of assigned component. It is important that all information is correct on all ROTC contracts, official military records documents, and commissioning documents.

d. If an erroneous commission is discovered, the PMS must complete procedures in accordance with USACC Regulation 145-9 paragraph 3-9. (All Revocation actions and supporting documents must be submitted through brigade S1 to G1 ASD Once the revocation action is complete, the decision memorandum must be file in iPERMS with all new commission documents as applicable. If permanently ineligible to appoint, complete disenrollment procedures in accordance with AR 145-1 and USACC Pamphlet 145-4.

APPENDIX I – DA G1 ROTC Selection and Branching Accessions Guidance

I-1. Component Selection

a. Once all data in CCIMM is validated, the OML Model calculates the Outcome Metrics Scores (OMS). The scores are then rank ordered to create the ROTC National Order of Merit List (NOML). Cadets in the Top 20% of the National OML are designated as Distinguished Military Graduates (DMGs).

b. Cadet files not marked “OMS Data and Component Selection Complete” will not be considered for component and branching selection during the FY24 Active Duty/Reserve Forces Duty Selection process. SROTC Programs are responsible for locking the “OML Component and Branch Selection Input Complete” box, printing the AMS and ensuring the PMS/APMS and Cadet sign the AMS validating all information. Once AMS is completed, provide a copy to the Cadet.

c. The Active Duty (AD) allocations are provided by Department of the Army (DA) G1.

d. Early Commission Program (ECP) 2LTs commissioned by MJC's will access into the same Reserve Component in which they served following MJC commissioning while completing their baccalaureate degree, unless selected for Regular Army accession by the ASA (M&RA).

e. Cadets/2LTs are *not* required to wait until official Component Selection results are released to begin the SMP or GRFD process and align themselves with a Reserve Component. This can be accomplished at any point in the Cadet/LTs ROTC career.

f. The following Cadets/LTs will be selected for AD.

(1) Sons or daughters of Medal of Honor recipients, if requested.

(2) Green-to-Gold Active Duty Option (G2G ADO) program (as opposed to traditional Green-to-Gold non-Active Duty Option program participants who may request RFD).

(3) Full-time students attending the following Senior Military Colleges (SMC) who request Active Duty and are recommended for Active Duty by their Professor of Military Science (PMS): *Norwich University, The Citadel, Virginia Military Institute, University of North Georgia, Virginia Polytechnic Institute, and Texas A&M University.*

(4) Cadets/2LTs with an academic major in Nursing (JXX) from an accredited school of Nursing qualifying for appointment to the Army Nurse Corps, IAW AR 135-101, will receive AD by OML ranking until the Active Duty allocation is met. Additional guidance is:

(a) AN Cadets/2LTs that requested Active Duty but received Reserve Forces Duty, may be branched (other than Army Nurse), if desired branch is available in the geographic location. However, priority will be given to those desiring to branch Army Nurse Corps.

(b) Cadets/2LTs selected for AN, who subsequently fail to qualify as an Army Nurse Corps officer for reasons such as failing to pass the National Council Licensure Examination for Registered Nurses Exam (NCLEX-RN) twice and changing their academic major to anything other than Nursing, shall be reconsidered by HRC for Active Duty/Reserve Forces Duty selection and branching.

g. The following Cadets/2LTs will be selected for Reserve Forces Duty (RFD).

(1) Scholarship Cadets with Guaranteed Reserve Forces Duty (GRFD) contracts that are on a dedicated ARNGUS contract shall be offered to the ARNGUS. Cadets with State scholarships or other contracts which incur debt, if they do not serve on AD or in the ARNGUS must provide a copy of those contracts to their chain of command prior to the board and they will be offered to the ARNGUS if they are not selected for AD.

(2) Cadets who have an active GRFD contract will be extracted and assigned to the desired component. Dedicated Army Reserve GRFD Cadets will be assigned to the Army Reserve.

(3) Military Junior College GRFD scholarships may be recommended for revocation by CG, USACC to the HQDA Director of Military Personnel Management (DMPM). USACC will get concurrence/non-concurrence from OCAR and NGB through the Assistant Chief of Staff, USAR and Assistant Chief of Staff ARNGUS. DMPM will staff the requests through the DCS, G1 to the Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA (M&RA)) for final approval. If a Cadet desire Active Duty consideration and is on a GRFD, it must be revoked prior to the established date suspense provided in Appendix B. GRFD revocation must take place prior to receipt of commission at the MJC.

(4) SMP Cadets may request the component in which they are enlisted as their first choice, to include SMP Cadets not selected for Active Duty as first preference.

(5) Cadets/2LTs will receive RFD by OML for USAR or ARNGUS duty. Cadets/2LTs will be offered to the RFD in the Reserve Component (RC) of their choice until one of the RC Cadet Command missions is complete. No component will exceed its mission until the missions for each of the three components are met, unless projected Cadet Command overproduction will allow both the needs of the Army and the Cadet/2LT's preference for component to be met.

(6) In the event a Cadet/2LT identified for ARNGUS appointment IAW the Accessions Guidance is not appointed in the National Guard of a State or Territory within 120 days of graduation, the Cadet/2LT will be appointed in the Reserve of the Army with assignment to the USAR. All RFD Cadets/2LTs should have a VHR or LOA NLT than the suspense indicated in Appendix B.

h. Once DA G1, Director of Military Personnel Management (DMPM) validates the Active Duty and Reserve Forces Duty allocations, the OML results are released to the brigades for announcement. Following the Component release, Cadets selected as Active Duty Eligible will compete for a branch IAW HQDA G1, Director of Military Personnel Management Accessions Guidance and HQDA G1 (DMPM) Regular Army Branching Board Memorandum of Instruction. The Cadet's CCIMM accession records must be completed no later than the suspense indicated in Appendix B.

I-2. Active Duty Branching Process

a. Branching will take place in three sequential phases:

(1) Order of Merit List

(2) Component Selection

(3) DA/ROTC RA Branching Board IAW current FY Talent Based Branching priorities.

(a) Once Talent Based Branching is complete, the board will convene to assess the results and determine whether they meet the needs of the Army.

(b) The board will follow HQDA (DAPE-MP) RA Branching Board Guidance and resolve any talent mismatches, validate Branch ADSO assignments, complete branch detail assignments, and provide an out brief to the CG, USACC.

I-3. Branch Detail Process (Active Duty Selectees)

Cadets may volunteer for Branch Detailing based on the requirements provided by DAPE-MP.

a. Donor branches are Adjutant General, Finance & Comptroller, Military Intelligence, Military Police, Signal Corps, Engineer, Ordnance, Quartermaster, and Transportation.

b. Recipient branches are Infantry, Armor, Field Artillery, and Chemical. Ordnance, Quartermaster and Transportation will only be offered Armor and/or Infantry as branch detail options in minimal numbers.

I-4. Explosive Ordnance Disposal (EOD)

a. Cadets may volunteer for EOD and will be considered based on EOD proponent selection criteria.

b. Cadets that desire EOD consideration must interview with EOD for selection consideration.

c. Cadets selected for EOD will be identified on the Active Duty branching results as CM(EOD), EN(EOD) or OD(EOD); selections are limited to authorized yearly allocations.

d. Cadets will attend their control branch BOLC prior to attendance to EOD training.

APPENDIX J – Education Delay

J-1. General Information

a. The annual Education Delay (DL) selection board will take place after Active Duty/Reserve Forces Duty (component) selection is complete and prior to the Active Duty Branching board. This allows Cadets that are not selected for DL to still compete for Active Duty if that is the Cadet's second component preference.

b. Cadets/2LTs competing for DL must have DL as their first component preference on the Accessions Management Sheet by the time of the accessions record lock (see Appendix B for suspense date). Those not selected for DL and having Reserve Forces as a secondary component will be assigned as such. Those that have Active Duty as their secondary preference will be considered in accordance with the Regular Army branching board process. If not selected for Active Duty, they will be assigned Reserve Forces duty. Cadets that have Active Duty as their second component preference must fully participate in Talent Based Branching, to include branch interviews.

c. Cadets/2LTs competing for DL will be identified as Active Duty-Ed Delay Pending, ARNGUS-Ed Delay Pending, or USAR-Ed Delay Pending on the component results release to the field. The final component will be determined after the DL board and released with the Active Duty branching board results.

d. Following DL selections, if one of the RC missions is no longer met, RC component changes will be offered, by OML ranking, to those Cadets/2LTs who were previously assigned to their non-preferred RC component, until the RC missions are met. If selection by preference does not result in meeting a RC mission, Cadets/2LTs for RC component changes will be selected, in reverse OML order, until the mission is met.

e. Applicants may only apply for professional degrees in the below listed branches:

(1) Judge Advocate General Corps.

(2) Chaplain Corps – Candidates must also apply for the Army Chaplain Candidate Program through the Chaplain Recruiting Team. Chaplain recruiting teams can be found at <https://www.goarmy.com/chaplain.html>. The Chaplain recruiting team will assist DL selects in completing the required DD Form 2088 (Letter of Ecclesiastical Approval from Faith Group) and other Chaplain-specific requirements.

(3) Army Medical Department (AMEDD) is comprised of six separate branches with career opportunities specified in Department of the Army Pamphlet 600-4, Army Medical Department Officer Development and Career Management. The availability of AMEDD allocations/specialties for DL is determined by the Office of the Surgeon General at the time of the DL board, based on strength needs of the Army.

- i. Army Nurse Corps – not accepting DL applications.
- ii. Army Dental Corps
- iii. Army Medical Corps
- iv. Army Medical Specialist Corps
- v. Army Medical Service Corps
- vi. Army Veterinary Corps

f. In accordance with AR 601-25 Education Delay, newly commissioned officers must be enrolled in the post graduate program by the first semester or quarter following appointment. It is understood that the majority of Cadets/2LTs applying for DL consideration will not have acceptance to a post-graduate program at the time of the board. Once the Cadet/2LT gains acceptance, the DA Form 591 (page 1) can be completed by the gaining college/university. USACC G1 (ASD) completes page 2 of this form.

g. Once a DL selected Cadet commissions, ROTC programs must submit the documents in paragraph J-4. Completed packets, to include accession orders to DL will be sent to the program and appropriate contact at Army Human Resources Command, Officer Personnel and Management Directorate who will have administrative control of the officer's status.

h. Each PMS must counsel Cadets interested in DL to ensure they understand the process and requirements (e.g., highly competitive, must have any specialty test scores at time of packet submission, and choices are limited). Cadets/2LTs must gain acceptance to professional studies no later than the established cut-off date as indicated in Appendix B. Secondary component preference should also be discussed, as those not selected for DL will be assigned in the secondary component. For example, if a Cadet's true desire is to attend law school and they have Active Duty as the second preference, they will be considered for Active Duty vs. a Reserve Component where they could attend law school. Cadets must also be made aware that DL is completed while in the IRR (non-pay/benefit status). Cadets selected for DL should immediately contact a recruiter representing their specialty for mentorship and additional processing requirements. USACC G1 (ASD) provides a roster of all AMEDD-

related specialties to the Health Professions Scholarship Program (HPSP) manager at HQ, USAREC to facilitate screening for HPSP opportunities.

i. Appointment memorandums must list “Reserve of the Army with Branch Unassigned”. See USACC Regulation 145-9.

j. Judge Advocate General’s Corps (JAG) information is provided at:
<https://www.jagcnet.army.mil/JARO>

k. Chaplain information is provided at:
<http://www.goarmy.com/chaplain/candidate-program.html>.

l. AMEDD Information is provided at:
<http://www.goarmy.com/amedd/medical-specialties.html>.

m. Packets are due to ATCC-PAS-A no later than the suspense date given in Appendix B.

J-2. Eligibility for Education Delay Consideration

a. Active GRFD recipients in any component cannot apply for DL.

b. Early Commissioning Program (ECP) 2LTs may apply if not GRFD.

c. Green to Gold Active Duty Option (ADO) cannot apply for DL. They are eligible to participate in an Active Duty program such as Doctor of Physical Therapy (DPT) Baylor University.

d. All applicants must be able to begin graduate studies by the next fall quarter or semester following undergraduate degree graduation.

e. Out of Cycle commissionees (formerly known as EOCC) may request to be considered for DL status only if they have a Letter of Acceptance from the Professional Studies University in hand at the time of the DL Board.

f. Educational Delay to attend an accredited or approved medical, dental, or veterinary school located in other than the 50 States, District of Columbia, Puerto Rico, or U.S. Territory is not authorized in accordance with AR 601-25.

J-3. Educational Delay Request/Application Packet Requirements

a. The contents of the DL packet(s) are to be routed through your respective brigade S1 to USACC G1 ASD via encrypted email. Packets are to be sent as one single PDF document and, in the order, listed in **Figure J-1** below. Once the brigade S1 has pre-screened the packets they will be transmitted to Mr. Troy Paisley (troy.d.paisley.civ@army.mil) at HQ USACC G1, Accessions and Standards Division. See Appendix B for suspense date.

b. Brigade S1 will pre-screen completed packets and ensure the documents were included and in correct order as per **Figure J-1** prior to submitting to USACC G1 ASD. Any packet(s) submitted that are not placed in the correct order, and/ or have errors will not be processed for submission to the Ed Delay board. Inaccurate packets will be returned to the Brigade S1 without action until corrected and must arrive to USACC G1 ASD before the published suspense date. **Specialty test scores (MCAT, LSAT, GRE, etc.) must be provided as part of the packet and prior to the suspense.**

Any (DL) request sent directly from a program to USACC G1 ASD will be returned without action. The contents of the (DL) packet(s) are to be uploaded as one single *.PDF document and in the order listed below:				
Order of Documents	Name of Required Document	Chaplain	JAG Corps	AMEDD
1	Accessions Management Sheet (Signed and Dated by Cadet and PMS)	X	X	X
2	Official Transcripts with school Registrar's Seal	X	X	X
3	Graduate Studies Admissions Test Results (LSAT, MCAT, GRE, etc.)		X	X
4	Cadet Letter of Intent to the board (Signed/dated by Cadet)	X	X	X
5	Signed and Dated Letter(s) of Recommendation	X	X	X
6	Letter(s) of Acceptance from Graduate School (Only if Cadet has already received one)	X	X	X
7	Civilian resume`	X	X	X

Figure J-1. Educational Delay Request packet required documents

c. All DL packets must be on-hand at ASD and complete prior to the established suspense. Cadets must have the scores of their graduate studies admission test(s) in order to complete. There are no alibis or “conditional” selections. DL packets that are not complete and/or board ready will be returned to the S-1.

J-4. Administrative Procedures for Ed Delay Selectees (only)

a. Officers who enter DL status are transferred to the jurisdiction of Human Resources Command (HRC) following commissioning and submission of all required graduate school acceptance documents. Commissioning documents for DL selectees must be scanned into the Cadet Document Upload module within CCIMM, not iPERMS, IAW Appendix H instructions and forwarded to USACC, G1 Accessions and Standards Division within 10 days of commissioning.

b. Cadet Command G1, Accessions and Standards Division will not publish Ed Delay orders or transfer control of any DL Officer to Human Resources Command (Officer Accessions) prior to receiving the following documents:

- (1) DA Form 71 (Oath of Office)
- (2) Appointment Memo to the Reserve of the Army with “Branch Unassigned”
- (3) Chaplain Candidate Program Memo or selection announcement
- (4) DA Form 591 signed by post-graduate university official
- (5) DA Form 597 (Non-Scholarship) or DA Form 597-3 (Scholarship)
- (6) DD Form 4
- (7) Current qualified commissioning physical (DD Form 2807-1 (Report of Medical History) and DD Form 2808 (Report of Medical Exam), along with any approved/signed medical waiver
- (8) Applicable supplemental form signed by the Cadet:
 - (a) DA Form 591E (JAG)
 - (b) DA Form 591G (MC, DC, VC, MS, SP)
 - (c) DA Form 591H (CH)

J-5. Additional Information

a. DL applicants for medical professions specific to the Medical Corps, Dental Corps, Veterinary Corps, Nurse Corps and the specific Medical Service Corps professions of Counseling, Psychology and Optometry, should be aware of the Health Professions Scholarship Program (HPSP). This program can help reach your

professional goals. More information can be found at:

<https://www.goarmy.com/careers-and-jobs/specialty-careers/health-care/amedd-scholarship.html>.

b. DL applicants may complete degree, certification and/or licensure requirements for Medical Specialist Corps (SP) professions in civilian institutions and commission as SP Corps officers thereafter – see more information at [goarmy.com/amedd](https://www.goarmy.com/amedd). Cadets should be aware that the Medical Specialist Corps (SP) has a graduate program for all four of its professions which permits completing degree, certification and/or licensure requirements while serving on Active Duty, and thus receiving full pay and benefits. The four programs are: the Doctor of Occupational Therapy Program (OTD), the Doctoral Program in Physical Therapy (DPT), the master’s Program in Nutrition (MPN) and the Interservice Physician Assistant Program (IPAP). The OTD, DPT and MPN are all programs for which Cadets may apply IAW each program’s application requirements. An AMEDD recruiter can be found at [goarmy.com](https://www.goarmy.com) and can ensure all application requirements are submitted on time. The IPAP currently does not accept applicants directly from an undergraduate program; however, Soldiers may apply after completing BOLC if all other application requirements are met. For more information about each of these graduate program opportunities and for application requirements, please see the program web pages:

OTD- <https://www.baylor.edu/graduate/dscot/><https://www.baylor.edu/graduate/dscot/>;

DPT- <https://www.baylor.edu/graduate/pt/><https://www.baylor.edu/graduate/pt/>;

MPN- <https://www.baylor.edu/graduate/nutrition/><https://www.baylor.edu/graduate/nutrition/>;

IPAP- <https://medcoe.army.mil/ipap-prospective-student-students/><https://medcoe.army.mil/ipap-prospective-student-students/>.

c. While participation in educational delay to attend law school does not guarantee that the student will be selected for the JAG Corps, it does significantly increase their chances for selection for Active Duty. DL officers in the first semester of their third year of law school (3L) must apply to the JAG Corps by the **1 October suspense**. As part of the application, DL officer applicants must interview with an Active Duty Judge Advocate Field Screening Officer who submits a report to the board upon completion of the interview. Educational Delay officers may arrange for the interview through their law school’s Career Service Director or by contacting the Field Screening Officer directly. For information about the JAG Corps, students should contact 1-866-276-9524 or refer to <https://www.jagcnet.army.mil/jaro>.

d. Chaplain Corps candidates must also be accepted into the Chaplain Candidate program.

(1) Applicants must have a baccalaureate degree of not less than 120 semester hours (with a minimum 2.5 GPA) and be accepted into a full-time Theological study master's degree program at an accredited school.

(2) A chaplain candidate must be a U.S. Citizen or permanent resident between the age of 21 and 34.

(3) Up to six months prior to their graduation, Chaplain Candidate Applicants must submit their application to be accessioned as a Chaplain Candidate.

(4) Once accessioned into the Chaplain Candidate Program, Ed Delay 2LTs will have six (6) years to complete all requirements for becoming fully qualified to serve as a chaplain and complete a single qualifying religious or theological master's degree program of no less than 72 semester hours.

(5) Candidates must receive an ecclesiastical endorsement (DD Form 2088) from an endorsing agent registered with the Armed Forces Chaplain Board. To qualify for Active Component Chaplain appointment, they must complete no less than two (2) years of professional, full-time civilian ministry experience (this can be completed during or after their graduate theological studies).

J-6. Extension for Professional Studies Admittance

a. An extension of admittance time to professional studies must be submitted if acceptance to professional studies is not gained by the suspense indicated in Appendix B. These extension requests should contain the reason an extension is needed (e.g., denied admittance to first school and pending decision of second), anticipated date of final notification of acceptance, and supporting documents. If approved, the extension will not exceed 31 August of the same year.

b. Requests for extension to gain acceptance to professional studies must be submitted on a DA Form 4187 thru the PMS to their brigade and forwarded to USACC G1, Accessions and Standards Division for action. An example DA Form 4187 can be found in Appendix P, Figures P-1 and P-2.

J-7. Termination of DL

- a. Requests for termination of DL must be submitted if acceptance to professional studies is not gained by established cut-off date as indicated in Appendix B or the DL-selected Cadet no longer desires to serve in that capacity.
- b. Requests for termination must be submitted on a DA Form 4187 thru the PMS to their Brigade and forwarded to USACC G1, Accessions and Standards Division for action.
- c. Requests must indicate Educational Delay Termination (DL Status to AD/RFD) in the remarks block of the DA Form 4187. Appendix P-3 provides the administrative procedures on how to submit a termination of DL.
- d. Upon termination of the DL the individual will receive Active Duty or Reserve Forces Duty depending upon the needs of the Army at the time the DL termination is completed. USACC G1, Accessions and Standards Division will conduct an out-of-cycle board based on information provided in the Branching Module and Accessions Management Sheet at the time of the Selection and Branching Board for their cohort as well as the branch ratings from Talent Based Branching.

APPENDIX K – Army Nurse Corps

K-1. General Information

a. Nurse Candidates are not guaranteed Active Duty. Therefore, all Nurse Candidate Cadets must provide branch preferences for Active Duty and Reserve Forces duty prior to the DA/ROTC Selection and Branching Board.

b. Nurse Candidates must list AN as their first branch preference and ensure the academic major code is JXX in CCIMM.

c. Nurses are not eligible to participate in the Officer Incentives Programs for: Branch, Graduate (DA suspended at this time), and Post Active Duty, Service Obligations [ADSO]), also known as Career Satisfaction Program (CSP).

d. G2G ADO Nurses must pass NCLEX prior to appointment/commission.

K-2. Army Nurse Selection

a. The selection sequence begins with component assignments. Public law and contractual obligations take precedence.

b. Nurse Candidates with an active (GRFD) contract will be selected for RD. If the GRFD is dedicated the Cadet/2LT will be placed in the dedicated component.

c. Nurse Candidates without a Guaranteed Reserve Forces Duty (GRFD) contract requesting RD will be selected for RD in the preferred component, based upon OML and needs of the Army.

d. Senior Military College Nurse Candidates desiring Active Duty and recommended for Active Duty by the PMS will be selected for Active Duty (IAW Title 10 USC) upon passing the NCLEX.

e. Nurse Candidates will be selected by OML sequence for Active Duty until the available Active Duty allocations are exhausted.

f. Remaining Nurse Candidates will be assigned RFD to meet the needs of the Army with consideration of preference. Nurse Candidates in the Simultaneous

Membership Program (SMP) will be selected for the component they are enlisted in if they request to remain in current component.

g. Nurse Candidates that fail the NCLEX will not be further considered as an Army Nurse Candidate for Active Duty, ARNG or USAR. Cadets identified as Nurse Active Duty on the component and branching results are not guaranteed Active Duty in the event, they fail the NCLEX. They will be considered and re-assigned based on the current needs of the Army upon receipt of their stand-by packet for reassignment consideration.

K-3. DA/ROTC Regular Army Branching Board

a. Nurse Candidates will receive a National Order of Merit List (OML) number based on their Order of Merit Score (PMS) at the time of Component Selection.

b. Nurse Candidates will be placed on an Army Nurse OML by Order of Merit Score (OMS). Nurse Candidates requesting Active Duty will be selected for Active Duty, with concurrence of USACC Chief Nurse, by OML until Active Duty allocations are exhausted. If those AN Candidates requesting Active Duty do not fill the Active Duty AN allocation requirement, AN Candidates requesting Reserve Forces Duty in the Army National Guard (ARNG) or US Army Reserves, that are not Guaranteed Reserve Forces Duty (GRFD), will be selected to fill the remaining Active Duty AN allocation.

K-4. ROTC Cadet Accessions Management Sheet (AMS)

a. ROTC Accessions Management Sheet, ROTC CDT FORM 67-9-1 is an important accession file document generated in CCIMM. Detailed preparation information regarding the AMS is found in Appendix F.

b. PMS/APMS and Cadet must sign and date to validate that all information is accurate and submitted in accordance with regulatory guidance.

c. The AMS is used to provide pertinent Cadet data to the Component Selection/OML National ranking accessions process and Education Delay Board. It is in the Branching Module of CCIMM. The Talent Based Branching (TBB) website has replaced the need to use the Cadet AMS in the RA Branching Board process.

d. All board files (Accessions via Talent Based Branching website and Ed Delay via *.pdf applications) are now viewed in an electronic version. Green to Gold ADO and Nursing Cadets **are not** eligible for Ed Delay.

e. The accuracy of data entered on this report is critical to ensuring the best outcome for the accessions board. Inaccurate or missing data negatively affects board results.

f. Nurse candidates must specify their desire to serve either on Active Duty or in Reserve Forces Duty in the event they fail the NCLEX twice. The Cadet must annotate preference under the "Cadet Comments" section of the AMS prior to the annual accessions process suspense reflected in Appendix B.

K-5. Mandatory Accession Documents

a. Official transcripts from the school the Cadet/2LT is currently attending through the spring term following the Cadets' MSIII year are required. An official copy of all other post-secondary school(s) transcripts is required if transfer credit is awarded to meet degree requirements for commission.

b. PMS will include memorandum explaining any difference between the cumulative GPA on transcript and the data in CCIMM as depicted on the Cadet Record Brief (CRB) (i.e., recalculation of GPA if ROTC/military science classes are not included in cumulative GPA or transfer credit) if applicable. This is not an HRA function and requires direct communication from the responsible PMS.

c. Cadet Record Brief.

d. ROTC Cadet Accessions Management Sheet signed by the PMS/APMS and Cadet only.

K-6. BOLC Assignment Preference CC Form 218-R

a. The Assignment Preference Sheet (CC Form 218-R) displays information pertaining to the Cadet/2LTs' preferences for initial assignment location, initial Active Duty dates, and consideration for special duty. This form is filled out in the Branching Module of CCIMM. Inaccurate or incomplete information on the

CC Form 218-R creates a need to publish amendments and disrupts the BOLC and summer camp assignment process. Information annotated in this module on the day following the suspense day is what determines availability for assignment.

b. PMS(s)/HRA(s) must ensure justification is provided in Part II Remarks section if the Cadet has requested an Active Duty date later than 30 days from their commissioning date or does not volunteer for Summer Camp Cadre duty. Assignment priority is: Green to Gold/ADOs, Summer Camp Cadre, and OML ranking based on available seats. If the PMS has a volunteer for Gold Bar Recruiter duty it should be annotated in the remarks section and an application should be forwarded IAW this circular Appendix M. BOLC attendance is the first priority.

c. Below are the steps required for entering data in CCIMM to update the Assignment Preferences. PMSs/HRAs will update CC Form 218-R data in CCIMM established cut-off date as indicated in Appendix B for December graduates and established cut-off date as indicated in Appendix B for Spring semester graduates.

d. Select BOLC Assignment Preferences in the Branching Module.

e. Select a Cadet using these steps.

(1) Open the Assignment Preferences section.

(2) Select the assignment preference choices from drop down menu.

(3) Open the Additional Information section.

(4) Update address-Expected address after Commissioning in Cadet Personal Data (if necessary)

(5) Update telephone number.

(6) Update "I desire to enter Active Duty on/about" dates if necessary.

(7) Select the mode of travel (POV or Commercial Air).

(8) Select DO or DO NOT desire to serve as Cadre at Advanced Camp. Note: If "DO NOT" is selected, justification is required in the Part II remarks section.

(9) Select DO or DO NOT request consideration for JOINT DOMICILE. If select, “DO” – enter the information on the military spouse.

(10) Add any remarks in the Remarks section (i.e., any reason/event (wedding, vacation, etc.) that would preclude a Cadet from attending BOLC at a certain time, to include not volunteering for Summer Camp Cadre duty. Include date(s) of event. If the school or Cadet is planning to request Gold Bar Recruiter (GBR) duty they must annotate this desire in the “Remarks” section. This declaration of intent is in addition to the official request as specified in this circular Appendix M Gold Bar Recruiter (GBR) Programs.

(11) CLICK “Submit” to save the data.

(12) Open the “Reports” section. Select “BOLC Assignment Preferences Sheet (CC Form 218-R)”.

(13) Select “Cadet”.

(14) Review for accuracy/print if required/maintain signed copy.

K-7. Nurse Qualifications

a. Nurse Candidates will not be placed on Active Duty (AD) prior to passing of the National Council Licensure Examination (NCLEX). The Nurse Candidates must sit for the NCLEX **within 60 days of graduation** and test dates entered into CCIMM.

b. Nurse Candidates that fail the NCLEX or change their academic major will not be automatically placed on Active Duty. They will be given a component based on their OMS at the time of the Department of the Army/Reserve Officers’ Training Corps (DA/ROTC) Selection and Branching Board process. ROTC accessions with a military obligation who twice fail the NCLEX will be transferred in accordance with AR 135-101, Paragraph 1-11e (2) and AR 614-100, Paragraphs 4-2 and 4-3.

c. Nurse Candidates selected for Active Duty that fail the NCLEX twice or change their academic discipline will receive their branch, *other than Army Nurse*, through the normal branching process.

d. Nurse Candidates that fail the NCLEX or change their academic discipline and are selected for RFD, not on a GRFD scholarship, will be directed to the USAR or ARNGUS based on their reserve duty preference at the time of the Department of the Army/Reserve Officers' Training Corps (DA/ROTC) Selection and Branching Board.

e. Nurse Candidates that fail the NCLEX or change their academic discipline and that have a GRFD scholarship will receive the RD component that awarded the GRFD scholarship.

f. Nurse Candidates that wish to participate in the Gold Bar Recruiter Program (GBRP) must receive AD and pass the NCLEX. **Note:** See Appendix M. Army Nurse Corps (AN) 2LTs may serve as GBR(s) provided they meet eligibility criteria listed in paragraph M-3c(4).

g. Nurse Candidates that fail the NCLEX twice will not be further considered as an Army Nurse Candidate for Active Duty, ARNG or USAR. Cadets identified as Active Duty Nurse on the component and branching results are not guaranteed Active Duty in the event, they fail the NCLEX. They will be considered and re-assigned based on the current needs of the Army upon receipt of their stand-by packet for reassignment consideration.

K-8. Administrative Procedures After National Council Licensure Examination

a. Once the NCLEX is passed the Brigade Nurse will verify the license and ensure CCIMM is updated to reflect the NCLEX pass date. After verification, the USACC Chief Nurse will request orders by email through Human Resource Command, Army Nurse Corps (AN) Branch. A copy of the email will be sent to USACC, Deputy Chief of Staff G1, ATCC-PAS. Once Human Resources Command publishes the request for orders (RFO), Accessions and Standards Division will publish and distribute the orders through CCIMM. The USACC Chief Nurse will be informed after the orders have been distributed.

b. Appointment memorandum must read USAR "branch unassigned" (NOT Army Nurse Corps) for all nursing students. Likewise, the "Reserve Commissioned Officer" box should be selected on the DA Form 71.

c. Once the NCLEX is passed and proof of active nursing license is confirmed; BNC's enter pass date in CCIMM and in coordination with the nurse candidate, will

complete a list of desired first duty locations with the Clinical Nurse Transition Program (CNTP) and BOLC availability date they will attend.

d. Nurse candidates requesting component change from Active Duty to USAR or NG must submit a packet in accordance with administrative procedures in Appendix P. USACC Chief Nurse will provide a recommendation memorandum for approval or disapproval.

K-9. Army Nurse Corps – Active Duty Orders Process

a. Nurse candidates are accessed onto Active Duty through their assigned Brigade Nurse Counselor (BNC). BNC's will track NCLEX status of each officer's appointment date and will follow up on test results to validate completion of this critical Army Nurse Corps appointment requirement.

b. Once the NCLEX is passed and proof of active nursing license is confirmed; BNC's enter pass date in CCIMM and in coordination with the nurse candidate, will complete a list of desired first duty locations with the Clinical Nurse Transition Program (CNTP) and when available for the BOLC date they will attend. The following information will be sent to Deputy Chief Nurse for assignment and AD orders:

- (1) Name and last 4.
- (2) RN license number and state issued.
- (3) BOLC class attending.
- (4) Desired mode of transportation.
- (5) Contact information (to include email, phone, and address).
- (6) Assignment preferences in order of preference.
- (7) Date of physical and date of last ACFT.
- (8) Any other important information (MACP, Dependents, etc.).

c. Deputy Chief Nurse will coordinate with Human Resources Command (AHRC-OPD) Health Services Division for assignment and Request For Orders (RFO). Orders are published and forwarded to BNC for each nurse candidate.

d. Deputy Chief Nurse will confirm BOLC arrival for all Army Nurse Corps 2LT's with the BOLC Nurse Liaison.

K-10. Army Nurse - United States Army Reserve Orders Process

a. USAR Nurses are no longer required to pass the NCLEX prior to receiving orders in the USAR. However, until NCLEX is passed, the nurse is not considered "fully qualified" and cannot attend BOLC. A new VHR will be required for any 2-time NCLEX failures.

(1) USAR nurses must take the NCLEX on the same prescribed timeline as Active Duty nurses (60-120 days from the first test if they fail the first).

(2) Nurses will always have VHRs indicating they are "branch unassigned" regardless of NCLEX status until they report to the USAR unit, license is verified by the unit, and a second oath is administered indicating branch assignment as Army Nurse Corps.

(3) The USAR Nurse must first report to their USAR unit and in-process. Once they have a Nursing license, Officer must provide license to the Accessions Team or their HRC Career Management Team at usarmy.usarc-hq.mbx.accessionsdiv@army.mil.

(a) Another Offer Letter will be generated by the Accessions Teams and sent to the Unit/Officer.

(b) The Officer must execute another DA Form 71 – Oath of Office with a date after the date on the new Offer Letter.

(c) The New DA Form 71 is sent to the Accessions Team and a new official Appointment Letter is created bringing the Officer into the Army Nurse Corps.

(d) The Officer will be unable to register for BOLC and will be AOC mismatched until action is complete.

b. Once a USAR officer's degree is confirmed, the BN HRA will forward the Cadet's packet via email with the following documents to HRC usarmy.usarc.usarc-hq.mbx.accessionsdiv@army.mil.

- (1) DA Form 71 annotating "Reserve Commission Officer".
- (2) Appointment Memo annotating "Reserve Branch Unassigned".
- (3) Discharge Order (reference USACC Regulation 145-9, 21 April 2021).
- (4) DA 597 (Cadet contract), 597-1 or 597-3 (if applicable).
- (5) DD 4, DD 4/1, and 4/2 (if applicable).
- (6) DD 2807 and 2808 (all three pages of both forms).
- (7) HT/WT statement (if physical does not have HT/WT filled).
- (8) Copy of USAR VHR.
- (9) Annotate "USAR Accessions (2LT last name)"

APPENDIX L – Reserve Forces Duty (Includes USAR and ARNGUS)

L-1. Reserve Selection and Changes

a. The Cadet accession process into the Army Reserve or State National Guard is a process which may begin as early as the MS I year. Resources and contact information for USAR and/or ARNGUS accessions offices are provided below.

b. The results of the current Fiscal Year (FY) Department of the Army/Reserve Officers' Training Corps (DA/ROTC) Selection Results are a by-name selection identifying the RFD components Cadets have received.

c. The Department of the Army (DA) G1 records the distribution of RD Cadets based initially on the U.S. Army Reserve (USAR) G1 published branch and unit assignments and the Army National Guard of the United States (ARNGUS) Letters of Acceptance (LOA) reported by the National Guard Bureau on behalf of the State G1 Officer Strength Managers.

d. Branch and unit assignment from the Army Reserve or LOA from a State ARNGUS must be obtained prior to the deadlines annotated in Appendix B. Cadets may be branched by their respective component (USAR or State ARNGUS) without regard to Cadet/2LT preference. USAR unit assignments *must* be obtained prior to Commissioning and are a mandatory part of the USAR accessions packet, consolidated by the ROTC Program, and submitted to HRC for separation, USAR accession (rehire order), and unit assignment order.

e. All PMS(s) must counsel ARNGUS/USAR selected Cadets using the DA Form 4856 reflected in Figure L-1 *no later than 48 hours following release of Component Selection* results. PMS(s) will ensure ARNGUS accessed Cadets have their required LOA to a State/Territory and USAR accessed Cadets have received a branch and unit assignment.

f. Requests for RFD component change will only be considered if an *exceptional circumstance exists* as determined by the CG, USACC. CG, USACC may disapprove change requests between ARNGUS and USAR. USACC brigade commanders will forward change requests recommended for approval through CG, USACC to the DMPM (DAPE-MPO-AP). CG, USACC has delegated “disapproval authority” for duty status change requests to the brigade commanders and it **may not** be further delegated. USACC G1 ASD POC will coordinate any actions recommended for approval with the respective USACC, Assistant Chief of Staff for USAR or USACC Assistant Chief of Staff for the Army National Guard. See Figure P-2 for 4187 example.

DEVELOPMENTAL COUNSELING FORM		
For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.		
DATA REQUIRED BY THE PRIVACY ACT OF 1974		
AUTHORITY:	5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army.	
PRINCIPAL PURPOSE:	To assist leaders in conducting and recording counseling data pertaining to subordinates.	
ROUTINE USES:	The DoD Blanket Routine Uses set forth at the beginning of the Army's compilation of systems or records notices also apply to this system.	
DISCLOSURE:	Disclosure is voluntary.	
PART I - ADMINISTRATIVE DATA		
Name (Last, First, MI)	Rank/Grade Cadet	Date of Counseling
Organization self explanatory	Name and Title of Counselor LTC Joe Ranger, PMS, University of XXXXXXXXX	
PART II - BACKGROUND INFORMATION		
Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional or Event-Oriented counseling, and includes the leader's facts and observations prior to the counseling.)		
This is an event oriented counseling. You have either: 1) requested to enter the US Army Reserve (USAR) upon commissioning or 2) the DA/ROTC Component Selection process selected you to serve in the US Army Reserve (USAR).		
Either way, you need to complete a Vacancy Hold Request (VHR) to secure a position in the unit you want (which will subsequently award you a Branch of your choice (if you meet qualifications) or US Army Reserve G1 DMT will assign you a branch based upon USAR Units within a geographic region where you state you will reside following graduation and commission. You must work to secure a BOLC-B course date and completion training within specific time requirements to become branch qualified.		
PART III - SUMMARY OF COUNSELING		
Complete this section during or immediately subsequent to counseling.		
Key Points of Discussion:		
<ul style="list-style-type: none"> o Your portion of the VHR process is simple. It should motivate you as it allows you to chose your branch (if a position is available and you qualify for the branch). o The VHR is critical to you getting a branch you desire and obtaining a BOLC-B course date. o Without this document the US Army Reserve (USAR) G1, Initial Military Training team will assign you a position in a branch based on needs of the USAR and in a location that is specified in your records. o Your coordination with the SROTC program Human Resources Assistant (HRA) at your university/college is critical. o I want you to have the VHR submitted by the end of November (for Cadets selected by the Component Selection process), or NLT _____ if you are deciding to serve in the USAR. o Begin by obtaining a vacancy list and study what is available in the area where you will live. This list is available by contacting our SROTC HRA. o You should watch the USAR accessions video on YOUTUBE to become familiar with the process and review the materials they have provided in this folder. o Next you should complete the VHR sheet that prioritizes three different positions in the USAR. o This request is then sent to the USAR G1, Initial Military Training team and they will reserve the position for you if it is still vacant. o The email to use in order to return your Vacancy Hold Request is: usarmy.usarc.usarc-hq.mbx.accessionsdiv@mail.mil. To check the status of your VHR contact USARC DMT section at 910-570-8823. o DO NOT get a letter of acceptance from a unit commander as that IS NOT a document that will secure the position for you and it will slow BOLC-B scheduling. o You should contact our SROTC HRA and schedule some time to create your VHR. They will need a day or so get the vacancy listing so plan for that when you schedule your appointment. o When you have completed the VHR, you can begin the process of obtaining a BOLC-B course date. Getting this training quota may make things smoother for you in the long run as it qualifies you for promotions through Captain and it is a condition that can allow you to compete for a full time position with the US Army Reserve. o I advise you to look for the most recent Select Reserve Incentive Program (SRIP) to determine what branches may qualify you for either a cash bonus or tuition reimbursement for selecting a certain branch. o Many Cadets are unaware the US Army Reserve has a program where you serve on Active Duty. The program is the Active Guard and Reserve (AGR). Each year there are dozens of opportunities but the key is to have completed your branch BOLC-B. (You can find more information on AGR on the HRC website.) o The US Army Reserve also has a program that can help you find either a civilian job or obtain an internship with some very well-known companies. The Public, Private Partnership Office (http://www.usar.army.mil/P3) can assist with resumes, interview techniques, and obtaining an interview with several major corporations who are interested in hiring Army officers. 		
OTHER INSTRUCTIONS		
This form will be destroyed upon: reassignment (other than rehabilitative transfers), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.		

Figure L-1(a). USAR Counseling Form (Page 1 of 2)

Plan of Action (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below)

- o Contact our SROTC program HRA and obtain a current vacancy list for the US Army Reserves (USAR).
- o Watch the USAR accessions YOUTUBE video.
- o Look over the list of branches that offer bonuses or tuition reduction (for additional information contact the US Army Reserves Incentives Program office).
- o Study the list and choose three positions in the city/state (or surrounding area) where you will live after graduation and commission.
- o Prioritize the three positions and transfer the required information to the Vacancy Hold request sheet.
- o Email the document to the USAR G1, IMT team after it is complete.
- o When you receive the finalized VHR, make sure to provide a copy to the HRA so it is included in your commission packet.
- o Schedule your BOLC-B course date with the USAR G1, IMT team as soon as possible.

Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)
 Individual counseled: I agree disagree with the information above.
 Individual counseled remarks:

Signature of Individual Counseled: _____ Date: _____

Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)

Signature of Counselor: _____ Date: _____

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)

Counselor: _____ Individual Counseled: _____ Date of Assessment: _____

Note: Both the counselor and the individual counseled should retain a record of the counseling.

Figure L-1(b). USAR Counseling Form (Page 2 of 2)

L-2. United States Army Reserve (USAR) Branching and Unit Assignment

a. The USAR branching and assignment is a two-step process:

(1) **Branching** will be conducted following component assignment.

(2) **Unit assignment** will follow based on awarded branch will be distributed primarily in two cycles, based on commissioning date in CCIMM. Reference Appendix B for timelines regarding component selection, USAR branching, and USAR unit assignment.

b. USAR Branching: Cadets will submit their branch preferences in order of precedence on USAR SharePoint IAW the timeline in Appendix B. USAR branch will be determined based off National OML, needs of the Army Reserve, and Cadet preference. The primary USAR branching will take place once in the fall. Any subsequent branching requirements (i.e., component change) will take place on the first of every month as needed.

(1) USAR MS25 Branch Distribution:

11A/IN	1%	42B/AG	10%
12A/EN	24%	66H*/AN	1%
15A*/AV	1%	67J*/MS	1%
17A*/CY	2%	70B/MS	2%
25A/SC	5%	74A/CM	7%
31A/MP	11%	88A/TC	11%
35A/MI	10%	91A/OD	4%
36A/FC	1%	92A/QM	11%

* Branch has degree or board requirements

(2) All cadets assigned to the USAR, and those who selected USAR as their second choice of component, must rank order their branch preferences based on available branches on the USAR SharePoint.

(3) Cadets competing for Aviation or Cyber branch are still required to submit their branch preferences. They will initially be awarded a branch, but if selected for Aviation or Cyber their branch will be updated accordingly. For consideration, Cadets must submit a board packet for Aviation (15A/67J) and Cyber (17A) IAW with instructions in Figure L-3/4 (AV) and Figure L-6 (CY).

(4) Nursing majors are not guaranteed to be assigned as an Army Nurse. They must compete for USAR positions. They should complete USAR branch preference in accordance with (2) above.

(5) Mission Set Migrations: All USAR Cadets from a previous board year that are now MS25 will be branched and assigned IAW with MS25 procedures. However, Cadets with a valid vacancy hold report may elect to retain their vacancy hold report for up to one year from issue date. Cadets electing to retain their current vacancy hold report must notify USACC USAR at usarmy.knox.usacc.list.hq-ss-usar-mil@army.mil
NLT 30 SEP 2024.

(6) MS25 Migrations: USAR Cadets that migrate from MS25 to MS26 will recompile in the MS26 USAR branching and assignment process.

(7) Aviation and Cyber: Those Cadets that are selected for Aviation or Cyber who fail to commission within their initial mission set will not retain their selection into that respective branch. The Cadet will be required to resubmit a new packet to be boarded with the mission set they migrate into.

(8) Early Commissioning Program (ECP) Cadets will submit for their branch and unit assignments in the mission set they will be completing their baccalaureate degree.

(9) Branch availability is limited by USAR force structure. Cadets are highly advised to familiarize themselves with USAR unit locations and determine if their desired branches are within reasonable commuting distance. Use the following link for USAR unit locations: <https://www.usar.army.mil/Locate-a-Reserve-Unit/Reserve-Unit-Locations/>

c. Unit Assignment: Cadets will submit their location preferences based on awarded branch on the USAR SharePoint site. USAR unit assignment will be determined based off USAR requirements within the Cadet's location preferences. The primary USAR unit assignment will take place once in the Fall for DEC-MAR graduates and once in the Spring for all remaining MS25 Cadets. Any subsequent assignment requirements (i.e. due to component change) will be completed during the assignment preference submission according to Appendix B.

(1) During the assignment process Cadets will provide preferred unit locations.

(2) *Cadets may request to forfeit their awarded branch in lieu of a specific location but will be awarded a branch in line with the needs of the Army Reserve.*

L-3. USAR Post Commission Accessions Guidance

HRAs must send the following documents to HRC no later than five (5) business days from commissioning. The preferred method is email. When scanning, please use the “smallest file size” option on the scanner and only send the documents listed below, ensuring all are included with your submission.

1. DA Form 71 (Oath of Office)
2. Memorandum of Appointment (including CST commissionees)
3. Discharge order to accept a Commission. (Reference CC Reg 145-9 1.N. & AR 135-178 para 5-5)
4. DA Form 597 (cadet contract), 597-1, or 597-3 (if applicable)
5. DD Form 4: DD Form 4/1 and DD Form 4/2 (enlistment contract)
6. DD Form 2808, all pages are required. If physical does not have height/weight filled out, then supporting documentation stating height/weight is required. (only valid for two years)
7. Vacancy Hold Report: Copy of the USAR UIC, paragraph, line, and position number unit confirmation, generated from the Unit Vacancy Reporting System. (only valid for one year)

If all the documentation sent to HRC (USAR Reserve Accessions Branch ORD-RPMD) is accurate and complete, nothing further is needed from the ROTC program. Accession and assignment orders will be posted to the 2LT’s iPERMS by HRC. BOLC enrollment is scheduled by USARC.

Preferred Method: Using your Enterprise Email account, send an Encrypted Email with the above listed documents to both Michael Felton at michael.f.felton.civ@army.mil & jessica.r.williams58.civ@army.mil no later than five business days; you will receive an acknowledgment of receipt of the packet. If you do not, please contact Michael Felton at (502) 613-6284. Only send packets using one method. Please do not send packets multiple times using different methods.

If you have never used the team box or received a new CAC since your last submission, you will need to send an unencrypted test message to the team box, we will then reply, and you will have the correct certificate to send packets encrypted to the team box. In the subject line of your emails, put “USAR Accessions 2LT Last Name of Soldier.” Please only send one submission per email. HRAs must ALSO upload the above documents into IPERMS immediately after commissioning with the other documents

authorized to be in IPERMS from their 201 files. HRC no longer maintains the individual 201 personnel files.

L-4. Army National Guard of the United States Assignments

a. Accession packets for ARNG selected officers are important and must be managed with urgency following commissioning. ARNG commissioned officers must complete additional accession requirements through their ARNG State and NGB. Ensure that the “*conferred*” degree / completed academic transcript is uploaded to iPERMS as soon as the university will release if not provided within timelines indicated in Appendix H. See Figure L-2.

b. Each State Officer Strength Manager may require different documents to be included in Accessions Packets. Reach out to the Officer Strength Manager concerned or contact USACC ARNG LNOs CPT Robert Cottingim at Robert.t.cottingim.mil@army.mil or 1LT Matt Payne at matthew.a.payne11.mil@army.mil for more information.

c. Cadets may use the Virtual Branch Outreach at <https://vbo.army.mil> to see possible locations of assignment. They will maneuver to the branch’s page, and view the State Almanac in the Branch Resources tab.

DOCUMENTS	REMARKS
DA Form 71 (Oath of Office)	
Memorandum of Appointment	See USACC Reg. 145-9 Figure 3-2 for new Memorandum. Do not insert branch assigned.
Discharge Order to accept Appointment/Commission	Must be dated the day before appointment/commissioning.
Cadet Contract DA Form 597	DA Form 597-1 (non-scholarship 2 year) or 597-3 (scholarship) if applicable
Enlistment Contract DD Form 4 Series (DD 4/1 and 4/2)	Enlistment/Reenlistment Document Armed Forces of the United States
DD Form 2808 (Report of Medical Examination)	Physical exam must include height and weight. All 3 pages of DD Form 2807. If ht/wt not completed supporting documentation required.
Letter of Acceptance (LOA)	Provided by State OSM ARNG

Figure L-2. Army National Guard Accession Packet Content

d. If the LOA is not submitted within 90 days of the release of the Component Selection results, a branch will be provided in accordance with state/territory branching

process thru each respective State Officer Strength Manager. Once a National Guard selectee has an LOA, contact NGB BOLC Reservations at Toll Free: 1-800-356-2764 Option #2 (BOLC), Direct: (703) 607-3939, or Email: ng.ncr.ngb-ARNGUS.mbx.ARNGUS-rotc-bolc-section@army.mil for a NGB BOLC reservation.

e. The ARNGUS LOA is the source document which informs the Department of the Army that a Cadet will be accessed into the ARNGUS upon commissioning. Timely submission of an LOA mitigates the risk that a Cadet will be accessed in error by another component of the Army, which requires significant State OSM and NGB staff effort, time, and resources to correct each individual case. The ARNGUS LOA is the source document used by the NGB-HRR-O and State G1, OSM for projecting BOLC seats for LTs and scheduling available seats.

f. Dedicated ARNGUS GRFD Scholarship recipients are required to fulfill their military service obligation in the ARNGUS. They must obtain an LOA from an ARNGUS State OSM.

L-5. VHR/LOA Additional Requirements

a. Aviation: The VHR/LOA must be accompanied by a Selection Instrument for Flight Training (SIFT) memorandum and Class 1A Flight Physical 2808 stamped "Qualified" or "Waiver Granted". The VHR/LOA memorandum must reflect a valid flight MTOE Paragraph and Line Number. For USAR Aviation and 67J additional requirements, see L-6 (United States Army Reserve (USAR) Aviation Accession) below.

b. Military Intelligence: Vacancy must clearly state MI AOC, 35 series.

c. Medical Service: Vacancy must be for 70B AOC only.

d. ARNGUS LOA is **required** for all Cadets (GRFD, those who request RFD, and those who are not selected for AD and are accepted by the ARNGUS).

e. LOAs for the Army National Guard are now being populated by the State Strength Management Officer through a secure LOA portal, [\(https://www.atrrs.army.mil/loa/\)](https://www.atrrs.army.mil/loa/). The portal has limited access and only State OSMs can create LOAs. To reserve a BOLC training seat, NGB requires the Cadet to have a valid, signed LOA in the portal. There is no requirement to forward or e-mail the LOA to the National Guard Bureau or the USACC ARNG LNOs.

f. LOAs are required to be uploaded into CCIMM by USACC ARNG LNO IOT change enrollment status to “M- Commissioned”.


L-6. United States Army Reserve (USAR) Aviation Accession

a. Aviation (15A) and Aeromedical Evacuation (67J) assignments in the Army Reserve are highly competitive and require additional considerations above standard branch requirements annotated elsewhere in this Circular.


b. Branch Qualification Requirements. Aviation and Aeromedical Evacuation initial qualifications are the same as the Active Component. A passing SIFT of 40 or greater and Class 1A Flight Physical (stamped “Qualified” or “Waiver Granted” by AAMA) is required for consideration. The timeline for these requirements is listed in Appendix B.

c. Applicant Interest Form. Cadets are encouraged to relay interest in USAR Aviation Officer (15A) or Aeromedical Evacuation Officer (67J) positions to their PMS(s) as early as their MS I year. The Army Reserve Aviation Interest Form can be found online at <https://www.usar.army.mil/Commands/Functional/Aviation-Command/Aviation-Recruitment/Officer-Aviator/>. This form informs the USARC G-3/5/7 Aviation Accessions Officer of the Cadet’s current accomplishments in the selection process and, once submitted, allows for appropriate tracking and visibility. See Figure L-3. Send interest form to usarmy.liberty.usarc-hq.mbx.aviation-accessions@army.mil.

d. Army Reserve Aviation Applicant Checklist. The applicant checklist is designed to assist Cadets in navigating all requirements to remain competitive for an Aviation (15A) or Aeromedical Evacuation (67J) Vacancy Hold Report (VHR). This checklist also assists the HRA and/or PMS in tracking the Cadet’s progress, as well as communicates Cadre awareness to the USARC Aviation Accessions. See Figure L-4.



ARMY RESERVE AVIATION INTEREST FORM



NAME: _____ **PHONE:** _____ **AGE:** _____
(First) (Last) (M.I.)

HOME CITY/STATE: _____ **EMAIL:** _____

COMMISSIONING SOURCE (ROTC/OCS): _____

COLLEGE / UNIVERSITY: _____ **PROJECTED COMMISSIONING DATE:** _____
(DD / MM / YY)

SIFT STATUS: SCHEDULED / DATE: _____ NOT SCHEDULED COMPLETE / SCORE: _____
(DD MM YY)

FLIGHT PHYSICAL: SCHEDULED / DATE: _____ NOT SCHEDULED COMPLETE: _____
(DD MM YY)

ROTC ONLY:

HRA: _____ **EMAIL:** _____ **PHONE:** _____

MAJOR: _____ **CURRENT GPA:** _____

SCHOLARSHIP: YES NO **GRFD:** YES NO

SMP CADET: YES NO *if YES:* USAR ARNG

CURRENT UNIT OF ASSIGNMENT _____

OCS (In-Service):

RECRUITER: _____ **EMAIL:** _____ **PHONE:** _____

STATION NAME: _____ **REGION / BN:** _____

CURRENT UNIT OF ASSIGNMENT (If Applicable): _____

DESTINATION CITY / STATE AFTER COMMISSION / APPOINTMENT: _____

MILITARY EXPERIENCE: _____

AVIATION EXPERIENCE: _____

SUBMIT COMPLETED FORM TO:

ROTC / USMMA / OCS (College Option) - USARC AV Accessions @ usarmy.liberty.usarc-hq.mbx.aviation-accessions@army.mil
 OCS (In-Service) – Army Reserve Careers Group @ usarmy.usarc.arcg.mbx.hq-ops-spcmsn-organizational-mailbox2@mail.mil

USARC AV Form 1 Previous editions are obsolete As of 31 JAN 2024

Figure L-3. USAR Aviation Interest Form



ARMY RESERVE AVIATION APPLICANT CHECKLIST [Part 1]



NAME: _____ **DATE:** _____
(First) (Last) (M.I.) (DD / MM / YY)
PHONE: _____ **EMAIL:** _____ **AGE:** _____
ADDRESS (HOR): _____ **CITY:** _____ **STATE:** _____
COMMISSIONING SOURCE (ROTC/OCS): _____
ROTC HRA / ARCG POC NAME: _____ **PHONE:** _____
POC EMAIL: _____
COLLEGE / STATION NAME: _____

The following documents / information is **REQUIRED** for accession consideration to become an Aviator in the United States Army Reserve. Scan or attach all items to this checklist. Only complete packets will be accepted. Applicant must initial or mark "N/A" in the text box to the left of each item.

- 1. OFFICIAL SELECTION INSTRUMENT for FLIGHT TRAINING (SIFT) SCORE MEMO**
 A minimum score of 40 is required to pass the SIFT and is generally a prerequisite to scheduling the Class 1A Flight Physical.
- 2. CLASS 1A FLIGHT PHYSICAL DD FORM 2808**
 The DD 2808 MUST be stamped "QUALIFIED" or "WAIVER GRANTED" by U.S. Army Aeromedical Activity (AAMA). The average return time for a qualified document is approximately three (3) months. To check the status of your physical, you may contact your Flight Surgeon directly or visit <https://aero.health.mil/>. Must have a valid Common Access Card (CAC) to access the site.
- 3. U.S. ARMY AEROMEDICAL ACTIVITY FLIGHT WAIVER (if applicable)**
- 4. ACFT DA FORM 705-TEST**
 This DA Form must contain legible administrative data and be signed by the administering official.
- 5. HEIGHT / WEIGHT WORKSHEET DA FORM 5500 (if required)**
- 6. UNOFFICIAL COLLEGE TRANSCRIPT**
- 7. LETTERS OF RECOMMENDATION**
 Up to three (3) Letters of Recommendation (LOR) may be submitted. LORs may be from civilian or military leaders with substantial knowledge of candidate. LORs may not be from members of the applicants' family.
- 8. LETTER TO PANEL PRESIDENT**
 This letter should be no longer than 1 page and in memorandum format.
- 9. MILITARY BIOGRAPHICAL SUMMARY (if applicable)**
- 10. CIVILIAN RESUME**
- 11. CONDITIONAL RELEASE FROM STATE (if applicable)**

Figure L-4(a). USAR Aviation Applicant Checklist (Page 1 of 2)



ARMY RESERVE AVIATION APPLICANT CHECKLIST [Part 2]



NAME: **DATE:**

(First) (Last) (M.I.) (DD / MM / YY)

AVIATION BRANCH AND AEROMEDICAL EVACUATION OFFICER PREREQUISITES & ACKNOWLEDGEMENTS

The following items / criteria must be met before or during the application process. Applicants and their HRA, Recruiter, or other Accessions representative must initial next to each statement below.

APP	POC	ALL APPLICANTS:
<input style="width: 30px; height: 15px;" type="checkbox"/>	<input style="width: 30px; height: 15px;" type="checkbox"/>	1. Applicant is a United States Citizen.
<input style="width: 30px; height: 15px;" type="checkbox"/>	<input style="width: 30px; height: 15px;" type="checkbox"/>	2. Applicant is older than 18 years of age, but not more than 32 at the time of selection.
<input style="width: 30px; height: 15px;" type="checkbox"/>	<input style="width: 30px; height: 15px;" type="checkbox"/>	3. Applicant possesses a GT Score of 110 or higher.
<input style="width: 30px; height: 15px;" type="checkbox"/>	<input style="width: 30px; height: 15px;" type="checkbox"/>	4. Applicant has or is able to attain a Secret or Top Secret Security Clearance.
<input style="width: 30px; height: 15px;" type="checkbox"/>	<input style="width: 30px; height: 15px;" type="checkbox"/>	5. Applicant can pass a standard 6-event ACFT, and meet all height and weight standards.
<input style="width: 30px; height: 15px;" type="checkbox"/>	<input style="width: 30px; height: 15px;" type="checkbox"/>	6. Applicant understands that if selected to serve as an Aviator in the United States Army Reserve they will be required to serve a 10-year Service Obligation.
<input style="width: 30px; height: 15px;" type="checkbox"/>	<input style="width: 30px; height: 15px;" type="checkbox"/>	7. Applicant understands they will be required to pass a Class 1A flight physical. If applicant does not report to Initial Entry Rotary Wing (IERW) training within 18 months of physical completion, they will be responsible for renewing their DD 2808 prior to report date.

DESIRED DESTINATION:

Below, list the top FIVE locations of choice by either: specific unit name; city and state; or both. If "anywhere" is the choice, write "ANYWHERE" in block #1.

1.
2.
3.
4.
5.

By signing below, the individual(s) acknowledge all information annotated above and attached have been fully reviewed and are without error and accurate to the best of their knowledge.

CANDIDATE NAME: **SIGNATURE:**

ROTC HRA / ARCG POC NAME: **SIGNATURE:**

AVIATION UNIT POC NAME: **SIGNATURE:**

SUBMIT COMPLETED FORM TO:

ROTC / OCS - USARC AV Accessions @ usarmy.liberty.usarc-hq.mbx.aviation-accessions@army.mil

Figure L-4(b). USAR Aviation Applicant Checklist (Page 2 of 2)

e. Listed below are specific details regarding the documents in the USAR Aviation application:

- USAR Aviation Applicant Checklist
- ACFT DA FORM 705. This form must be completed IAW ATP 7-22.01.
- Three (3) letters of recommendation will be submitted for consideration. These letters of recommendation should showcase your talents, leadership ability, intellect, and discipline regarding Aviation service. It is recommended that one of your letters be signed by your PMS. For all applicants, it is recommended that you have a letter signed by an individual in Aviation service (former or current)
- The letter to the President of the Panel. This letter must be written in memorandum format IAW AR 25-50. (see Figure L-5 below)
- Military Biographical Summary and/or Civilian Resume. These documents (as applicable) should be in chronological order, current, and accurately prepared for the accessions panel. Important information includes schools or specialty training; civilian/military work experience; leadership awards, scholarships, and unique recognition (Updated Soldier Talent Profiles are permissible but must be correct).

f. Cadets not selected for Aviation will retain the branch they were assigned during the fall USAR branching process.



DEPARTMENT OF THE ARMY
ORGANIZATIONAL NAME/TITLE
STANDARDIZED STREET ADDRESS
CITY STATE 12345-1234

OFFICE SYMBOL (ARIMS Record Number)

Date

MEMORANDUM FOR Fiscal Year 2025 United States Army Reserve (USAR) Aviation (15A) and Aeromedical Evacuation (67J) Officers Accessions Selection Panel

SUBJECT: Letter to the President of the Panel

1. The first paragraph should introduce you and express intent to apply for aviation or medical service.
2. The second paragraph should discuss your leadership abilities and any specific talents; specialized training in college or civilian career; distinct honor or awards or ranking amongst peers (ROTC program and OCS or regular unit); specialized certificates (medical or aviation certifications); and anything additional/pertinent.
3. The third paragraph should display your leadership potential and how you will be as a "leader" in an aviation unit. Specifically, how you will continue to learn about your role as a Commissioned Officer and leader of Soldiers.
4. The fourth paragraph should be your plan to accomplish your goals as a leader and aviator. Specifically, your plans after flight school: where you will be located; plan to commute to your unit; how you will balance civilian and military commitments; your expectations for skill level progression at your unit and other special considerations. Make this information as factual as possible.
5. The point of contact for this memorandum is XXX First Name Last Name at phone number or email.

NAME (ALL CAPS)
Cadet, USAR
Commanding

Figure L-5. Letter to Panel President Template

L-7 United States Army Reserve (USAR) Cyber Accession

a. Cyber assignments in the Army Reserve are highly competitive and require additional considerations above standard branch requirements annotated elsewhere in this Circular.

b. Cadets interested in branching Cyber in the USAR must complete the HireVue interview process to be considered for Cyber branch. Cadets must also submit the Army Reserve Cyber Protection Brigade (AR-CPB) Cadet screening checklist (See Figure L-6) with applicable supporting documents to email: usarmy.usarc.arcpb.mesg.bde-tm@army.mil **NLT 21 OCT 24**.

c. Cadets selected by AR-CPB will be branched Cyber (AOC 17A) and will coordinate unit assignment directly with AR-CPB and USARC. USACC will upload the cadet's assignment information into CCIMM.

d. Cadets not selected for Cyber will retain the branch they were assigned during the fall USAR branching process.



Army Reserve Cyber Protection Brigade
2800 Powder Mill Road Adelphi, MD 20783

AR-CPB Cadet Screening Checklist

Contact / Basic Information:

Full Name:		SMP Cadet (Y/N):	NO	Unit:	
Phone #:		E-mail Address:			
University:		Degree Major/Minor:			
Date of Graduation:		Date of Commissioning:			
Current Address:		Location of Unit of Interest:			
		Nearest to HOR			

****E-mail all documents to ARCPB Talent Management Distro at usarmy.usarc.arcpb.mesg.bde-tm@army.mil**

Check if included (*required)	Item / Document	Description
<input type="checkbox"/>	*Transcript(s)	Official or unofficial
<input type="checkbox"/>	Technical Certificate(s)	Any certs obtained to date (if applicable)
<input type="checkbox"/>	*Resume	Civilian or Military
<input type="checkbox"/>	Military Bio	Prior Service Only (Template available upon request)
<input type="checkbox"/>	Security Clearance	Security Manager Memorandum (if available)
<input type="checkbox"/>	*CY Interest Letter	Why Cyber in the USAR / What can you bring to the unit outside of education?
<input type="checkbox"/>	*Letters of Recommendation	Professional / School (2) Character (1): non-family member
<input type="checkbox"/>	*HireView Results Memo from CCoE	Required for branching CY: Qualification Memo from Cyber Center of Excellence (CCoE)
Select One	Ability to obtain a TS/SCI	No derogatory info on file; no foreign contacts

FOR ARCPB USE ONLY:

ADDED TO BDE TRACKER:	NO	OML (# OUT OF #):	/
DATE OF BOARD:		FY OF BOLC SEAT:	
SELECTION RESULTS:	NON-SELECTED	REASON WHY NOT SELECTED:	
NAME / EMAIL/ PHONE # OF SPONSOR:			

ARCPB POC Signature

SELECTION BOARD POC Signature

Version 3.0 – Aug 2023

Figure L-6. AR-CPB Cadet Screening Checklist

APPENDIX M – Gold Bar Recruiter (GBR) Programs

Section I Regular Army (RA) Active Duty (AD)

M-1. Responsibilities

a. U.S. Army Cadet Command G1, Accessions and Standards Division (USACC G1, ASD) will:

(1) Provide administrative and utilization guidance in accordance with AR 601-2 Chapter 7 and USACC policies and procedures.

(2) Receive and process requests from the Professor of Military Science (PMS) through brigade's GBR POC.

(3) Review and approve eligible lieutenants (LTs) for Gold Bar Recruiter (GBR) duty based on:

- Basic Officer Leader Course-Branch (BOLC) quotas have been met. *(BOLC attendance has priority over CST Cadre duty and GBR duty.)*
- Cadet Summer Training 2LT Cadre TDA requirement is filled. 2LTs selected for cadre for Advanced Camp or Basic Camp are NOT eligible for GBR duty. *(CST TDA manning has priority over GBR.)*

(4) Issue and distribute appropriate Active Duty (AD) orders. USACC G1 ASD will also determine the start and end dates of GBR duty and given the opportunity to “access/on-board” Active Duty at Ft Knox, KY. GBR duty will start the day after Active Duty On-Boarding at Ft Knox, KY is completed.

b. PMS(s) will:

(1) Verify eligibility of GBR applicants and secure voluntary commitment to the program.

(2) Verify school's GBR allocation with their BDE before sending a GBR request to the BDE or USACC G1, Accessions and Standards Division GBR Manager.

(3) Brief 2LTs on early termination of GBR duty if a BOLC vacancy becomes available.

(4) Submit requests in accordance with IAW this circular. NOTE: If the Lieutenant performs GBR duty at a school different from the commissioning school, that school will submit the GBR request and obtain coordination and approval from the PMS at the commissioning school and annotate it on the GBR request.

(5) Utilize GBR(s) IAW this circular.

(6) Process DA Form 31 or IPPS-A Absence Request for Non-Chargeable Leave IAW AR 600-8-10 and AR 601-2, Army Promotional Recruiting Support Programs, and this circular.

REQUEST AND AUTHORITY FOR LEAVE						1. CONTROL NUMBER	
This form is subject to the Privacy Act of 1974. For use of this form, see AR 600-8-10. The proponent agency is DCS, G-1. (See instructions by clicking on the instructions button.)							
PART I - REQUESTOR INFORMATION							
2. NAME (Last, First, Middle Initial)			3. DOD ID		4. RANK	5. DATE (YYYYMMDD)	
6. LEAVE ADDRESS (Street, City, State, ZIP Code and Phone Number)				7. ORGANIZATION, STATION, POC EMAIL AND PHONE NUMBER			
8. TYPE OF ABSENCE							
<input type="checkbox"/> CHARGEABLE <input checked="" type="checkbox"/> NON-CHARGEABLE <input type="checkbox"/> COMBINATION							
<input type="checkbox"/> PASS, Regular		<input type="checkbox"/> House Hunting		<input type="checkbox"/> Graduation Leave, Military Academies		<input type="checkbox"/> Excess Leave	
<input type="checkbox"/> PASS, Special 3-Day		<input type="checkbox"/> Proceed Time (OCONUS Restricted PDS)		<input type="checkbox"/> Graduation Leave, ROTC		<input type="checkbox"/> Legal Marriage	
<input type="checkbox"/> PASS, Special 4-Day		<input type="checkbox"/> Privately Owned Vehicle, Pick-up/Delivery		<input checked="" type="checkbox"/> Recruiting Assistance Leave		<input type="checkbox"/> Legal Witness/Jury Duty	
<input type="checkbox"/> Convalescent Leave		<input type="checkbox"/> Retirement or Involuntary Separation (ISAA)		<input type="checkbox"/> Competitive Sporting and Other Events		<input type="checkbox"/> Non-medical Attendant	
<input type="checkbox"/> Maternity Convalescent Leave		<input type="checkbox"/> Transition Administrative Absence		<input type="checkbox"/> Professional Development		<input type="checkbox"/> Rest and Recuperation, Non-Chargeable	
<input type="checkbox"/> Primary Caregiver Leave		<input type="checkbox"/> Transition Assistance Program (TAP) Seminar		<input type="checkbox"/> Professional Meetings		<input type="checkbox"/> Rest and Recuperation, Special	
<input type="checkbox"/> Secondary Caregiver Leave		<input type="checkbox"/> Career Skills Program		<input type="checkbox"/> Credit Union Board Meetings			
<input type="checkbox"/> Retirement Presiding Official							
9a. FROM (YYYYMMDD)			9b. TOTAL DAYS REQUESTED			9c. TO (YYYYMMDD)	
10a. ACCRUED LEAVE (CR BAL)	10b. CHARGEABLE LEAVE REQUESTED		10c. NON-CHARGEABLE ABSENCE REQUESTED				
FROM (YYYYMMDD)	DAYS REQUESTED	TO (YYYYMMDD)	ADVANCE	EXCESS	FROM (YYYYMMDD)	DAYS REQUESTED	TO (YYYYMMDD)
REQUESTOR / SUPERVISOR / APPROVING AUTHORITY SIGNATURES							
11. SIGNATURE OF REQUESTOR (Supervisor can sign for requestor when requestor is not available to sign.)						DATE	
12. SUPERVISOR NAME		TITLE	RANK/GRADE	RECOMMENDATION	SIGNATURE	DATE	
				<input type="checkbox"/> APPROVAL <input type="checkbox"/> DISAPPROVAL			
13. APPROVING AUTHORITY NAME		TITLE	RANK/GRADE	ACTION	SIGNATURE	DATE	
		PMS		<input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED			
14. DEPARTURE - AUTHORITY SIGNATURE							
a. DATE	b. TIME	c. NAME DEPARTURE AUTHORITY		d. TITLE	e. SIGNATURE	f. DATE	
15. EXTENSION - APPROVAL AUTHORITY SIGNATURE							
a. NUMBER DAYS	b. DATE APPROVED	c. NAME APPROVAL AUTHORITY		d. TITLE	e. SIGNATURE	f. DATE	
16. RETURN - AUTHORITY SIGNATURE							
a. DATE	b. TIME	c. NAME RETURN AUTHORITY		d. TITLE	e. SIGNATURE	f. DATE	
17. REMARKS							
Gold Bar Recruiting is Approved IAW AR 601-2 Army Promotional Recruiting Support Program, DAPE-MPO-D Memo, dtd FEB 02, and USACC Circular 601-22-1.							

Figure M-1. Example of DA Form 31 for AD GBR only

M-2. General Information

a. The GBRP supplements the recruiting process by assisting the PMS and Recruiting Operations Officer (ROO). The GBR makes the greatest impact for ROTC by working with select on-campus markets, talking about his or her own experience as a Cadet. Additionally, the benefits of AD (pay, medical care, dental care, etc.) accrue for the officer while on GBR duty.

b. In accordance with AR 601-2 Chapter 7, officers selected as GBR(s), will perform duty in a *Non-Chargeable* Leave status. Per Diem is not payable until the officer begins travel (i.e., departs for BOLC, Advanced Camp, Basic camp, etc.). The GBR will **not** be placed in a TDY status and a Non-Chargeable Leave status simultaneously. The PMS must terminate the IPPS-A Absence Request or DA Form 31 or prior to the first day of TDY. Once the TDY has been completed, a DA Form 31 will be generated for the remaining *Non-Chargeable* period.

c. Green to Gold ADO Cadets selected for CY or MI, must not commission or begin duty as a GBR without an interim or approved TS/SCI.

M-3. Eligibility Criteria

a. Any officer nominated as a GBR must meet the following criteria:

(1) Be selected for AD.

(2) Have a RA Scroll Date in CCIMM prior to date of expected accession onto Active Duty.

(3) Be a volunteer.

(4) Be recommended by his/her PMS.

(5) Have a minimum of 45 working days to perform GBR duties prior to departing for BOLC.

b. The following individuals are NOT ELIGIBLE:

(1) Cadets/2LTs who have not yet accessed/boarded.

(2) Cadets/2LTs who have been selected for Educational Delay (DL).

(3) Cadets/2LTs who have a BOLC start date of October of next FY or later.

(4) Cadets/2LTs who are participating in Cadet Summer Training (Advanced and Basic Camps).

c. Administrative Guidance: PMS(s)/HRA(s) are reminded that Cadets/2LTs who request a branch or duty status change are not eligible for GBR duty until final action is taken on their request. This is necessary because BOLC scheduling must be completed before GBR duty can be confirmed. Additionally, PMS(s) should consider the training requirements associated with each branch and counsel potential GBR(s) on their option *e.g., a 2LT scheduled for a long BOLC and/or follow-on training may significantly limit his/her 2LT time by:*

(1) Serving 140 days GBR duty prior to attending a long BOLC course may place the officer at a disadvantage for promotion consideration.

(2) Early Commissioning Program (ECP) 2LTs selected for Active Duty may not be considered for GBR duty.

(3) Medical Service Corps (MS) 2LTs who meet all eligibility criteria may serve as GBR(s) provided they attend the earliest possible BOLC class.

(4) Army Nurse Corps (AN) 2LTs may serve as GBR(s) provided:

(a) AN Cadet receives Active Duty as their assigned component duty status.

(b) 2LT has passed the National Council Licensure Examination for Registered Nurses (NCLEX-RN) within the required 60 days after graduation. The Brigade Nurse Counselor will inform the USACC Chief Nurse when a 2LT passes the NCLEX-RN and ensure CCIMM is updated to reflect the NCLEX pass date.

(c) Normally AN officers attend the earliest possible BOLC class after passing the NCLEX-RN. AN officers may volunteer and serve as GBRs if there is sufficient time prior (minimum of 45 days and no more than 140 days) to the earliest available BOLC.

(d) Administrative Coordination: The USACC Chief Nurse will coordinate GBR duty status with the USACC, G1, Accessions and Standards Division, AN Branch HR Specialist and the Human Resources Command AN assignments officer. Approval is

based on criteria in paragraph M-3 above as applicable and USACC fiscal year mission requirements. USACC, G1 Accessions and Standards Division will issue and distribute appropriate Active Duty (AD) orders GBR duty will not start on Friday, weekend, or federal holiday. In-processing of GBR(s) will be done during on-boarding at Fort Knox, KY. Travel in a TDY status to Fort Knox, KY will be funded through DTS by the respective brigade.

M-4. Administrative Procedures

a. USACC G1 will execute a Regular Army Oath – DA Form 71 and Regular Army Appointment Memorandum for all incoming GBR(s) during on-boarding at Fort Knox, KY, on their first day of Active Duty (Reference USACC Regulation 145-9.)


b. The PMS of the school where GBR duty will be performed requests a GBR by submitting a GBR request memo through USACC (ATCC-PAA). A fillable .PDF is available via G1 ASD SharePoint or contact ASD GBR POC. There is no requirement that GBR(s) work only at their alma mater, but they should be familiar with the school area in which they are working (e.g., could work in his/her home of record or hometown area). Prior coordination and agreement between both PMS(s) must be reflected in the memorandum requesting the GBR. GBR(s) will not commute more than 50 miles (one way) to perform duty. Mileage will be calculated from “address – expected after commissioning” within CCIMM to the host senior ROTC program address.

c. The Accessions and Standards Division GBR manager will update the Cadet Command Information Management Module (CCIMM) for those selected for GBR duty including the period of GBR duty after BOLC scheduling is finalized. **Attendance at BOLC and CST takes priority over GBR Duty.** Starting and ending dates for 2LTs selected for GBR duty will be established by USACC after coordination with the school concerned. PMS(s) will not allow an officer to begin GBR duty until orders are complete or notified by USACC G1 ASD (No Exceptions).

d. After start and end dates are established, the 2LT will initiate a DA Form 31 or IPPS-A Absence Request in accordance with AR 601-2 Chapter 8 and this circular for the period of Non-Chargeable Leave. The total period of Non-Chargeable Leave, including any leave taken, cannot exceed 140 days and is at no expense to the government.

e. The Army G1, Compensation and Entitlements Branch has clarified JTR, chapter 10, 104 16-D, Basic Allowance for Housing (BAH) for 2LTs assigned to GBR duty.

2LTs without dependents should receive BAH at the rate of Non-Chargeable Leave location, without-dependent rate, if they are not assigned to government quarters. Married 2LTs should be paid BAH, at the dependents rate, for the physical address locality of their dependents.

 DEPARTMENT OF THE ARMY

ATCC-

MEMORANDUM THRU Commander, Brigade, United States Army Cadet Command,

MEMORANDUM FOR Commander, United States Army Cadet Command, ATTN: G1,
Accessions and Standards Division (ATCC-PAS), Bldg 1002, 204 1ST Calvary Regiment
Road, Fort Knox, Kentucky 40121

SUBJECT: Request for Gold Bar Recruiter

1. Request below Officer be designated as Gold Bar Recruiter for the following ROTC Program:

- a) Cadet ID:
- b) Last Name, First Name:
- c) Control Branch:
- d) Commission Date:
- e) BOLC Report Date:
- f) Requested GBR Dates: to
- g) 2LT will be supervised by:
(Must be Military)

2. Requested Officer meets the eligibility requirements and will be managed IAW with USACC Circular 601-22-1, Appendix M.

3. Point of contact is the undersigned at john.j.jones.mil@mail.mil & (555) 555-5555.

PMS Signature Block

Note: If 2LT is performing duties at a program other than alma mater, PMS Signature of other program is required below:

PMS Signature Block of Gaining Program

Figure M-2. Example of AD GBR Request Memorandum

f. If travel is required, it will be at the expense of the individual concerned. There is no entitlement for per diem, travel costs, or movement/shipment of personal baggage or household goods. The PMS must document each Cadet/2LT volunteering for GBR duty and formally counsel on these provisions. Signature authority for the *Non-Chargeable Leave* (IPPS-A) is the PMS at the school where GBR duty is to be performed, once the length of *Non-Chargeable Leave* has been approved by USACC. Minimum distribution of the completed DA Form 31 is as follows:

(1) Original to the individual officer/2LT.

(2) Copies to individual's unit files.

g. The effective date of GBR duty is the established start date. The start date for AN 2LTs is established after results of the NCLEX-RN are received at USACC and start dates are coordinated between G1 Accessions and Standards Division, the Chief Nurse, and the AN Accession Officer.

h. Officers may perform GBR duty for a minimum of 45 workdays and a maximum of 140 total days. Leave taken during GBR duty will be counted against the number of days GBR duty is performed and must be specified on the DA Form 31. Exceptions to the minimum and maximum number of days will not be considered.

i. In-processing of GBR(s) will be done during on-boarding at Fort Knox, KY. Travel in a TDY status to Fort Knox, KY will be funded through DTS by the respective brigade.

j. Utilization. GBR(s) are not stand-alone recruiters and must work under the direct supervision of an officer. They can be sent alone on some missions like the employment of the Cadet S-5 but will probably be most effective in helping the ROO with on-going marketing campaigns. They are likely to be very effective in speaking with incoming freshman students. The PMS/ROO should provide the GBR with a pre-screened quality prospect lists accumulated through the school year so the GBR can employ marketing techniques to obtain one-on-one recruiting interviews. The PMS/ROO must organize the GBR's activities to maximize contact with quality prospects and allow the GBR to supplement the recruiting process by discussing personal experiences more closely related to the concerns of a college student. GBR duty must be conducted within the guidelines outlined in paragraphs j and l below.

k. 2LTs performing GBR duty in a Non-Chargeable Leave status at a location where mission requirement necessitates TDY travel (i.e., events affecting our marketing and recruiting efforts that benefit the command) are authorized TDY travel. TDY orders can

be issued moving the officer/2LT to the TDY location and return to the Non-Chargeable Leave location or the PDS. PMS(s) will be the approval authorities and control funding and orders completion.

l. GBR(s) **are not** authorized to enroll in a graduate degree program or take any classes while assigned to GBR duty.

m. GBR(s) will not be used for:

- (1) Field training exercises.
- (2) Writing and developing lesson plans.
- (3) Supply and logistics trips.
- (4) Instruction of any type.
- (5) CST (Advanced and Basic camps) visits.
- (6) Placement of advertising (i.e., cannot sign contracts or obligate funds for advertising).
- (7) Administrative duties for the ROTC unit, including research into distinguished alumni or other projects.
- (8) Any type of TDY unless approved by brigade commanders in support of marketing and recruiting efforts benefiting the command.
- (9) Performing duties of an investigation officer for disenrollment of Cadets.
- (10) GBR(s) cannot be assigned functional roles/duties of a Cadet "contracting officer".

n. All GBR(s) **must be supervised by an officer present on the campus**. They will not be left as the Officer in Charge (OIC) of a ROTC Program(s) during summer training.

o. Properly trained and licensed GBRs are authorized to drive GSA Vehicles.

Section II United States ARNGUS/Army Reserve Components

M-5. Responsibilities

USACC Assistant Chiefs of Staff for ARNGUS and USAR:

- a. Coordinate with USARC G1/ARNGUS G1 to secure funding for GBR duty.
- b. Act as executive agent for the Reserve Component (RC) and GBR program and serve as LNO between USACC, USARC, and NGB.
- c. Assign the ARNGUS Brigade LNOs as appropriate for each Reserve Component (ARNGUS and USAR), respectively.
- d. Nominations must be submitted to USACC ACoS (ARNGUS) or ACoS (USAR) GBR POC, as appropriate, via complete DA Form 4187 (see appropriate OPOD Annex A for USAR or Annex B for ARNGUS).
- e. Ensure BDE GBR POCs track all GBR issues.
- f. Ensure BDE GBR POCs report monthly to the RC GBR Manager regarding GBR utilization.
- g. Ensure each program representative has a designated daily supervisor for the GBRs.
- h. GBR tour dates are expected to be between 1 October 2024 thru 30 September 2025 lasting for 120 (USAR) or 90 (ARNGUS) days. Exceptions for an earlier start date may be granted, but the start date must be at least 10 duty days (USAR) or 45 days (ARNGUS) after commissioning to allow for necessary post-commissioning processing. All requests for exceptions will be submitted via email through the Brigade GBR POC and must demonstrate a unique circumstance which justifies an early GBR start date. Approval is obtained through the office of the ACoS (ARNG) or ACoS (USAR) respective GBR Manager. No GBR Lieutenant's tour will extend beyond 30 September 2025. The GBR must submit proof of BOLC date (i.e. email from leadership or career manager) to their brigade along with DA Form 4187 and appointment order (if USAR GBR). Tour length could be shortened if an earlier BOLC date becomes available. Priority of selection for GBR duty is Dedicated ARNGUS/USAR, GRFD, non-scholarship SMP, and then all others. Priority of selection should then be given to Cadets who have

BOLC start dates after 1 October 2024 or after their GBR duty is estimated to be completed to ensure full 90-day tours and the complete usage of funds.

i. All requests for additional GBRs or current tour extensions will be submitted by memorandum format via email through the BDE GBR POC and must demonstrate a unique circumstance which justifies the need for extra GBR duty. Approval is obtained through the office of the RC GBR Manager.

j. All BDE GBR POC(s) will coordinate with the appropriate PMS to ensure the following actions have taken place:

(1) PMS has verified eligibility of GBR applicants and ensures voluntary commitment to the program.

(2) Verify the PMS has briefed the 2LTs on early termination of GBR duty if a BOLC vacancy becomes available and submits amendment request to RC GBR Manager as soon as possible.

(3) Coordinate with the PMS to submit the GBR candidates' DA Form 4187 to the RC GBR Manager. USAR GBR nominees will include their Appointment order from HRC. USAR GBR orders will not be approved until a BOLC class is scheduled. ARNGUS GBR nominees must also work thru their respective state and compile a hard copy Active Duty Operational Support (ADOS) packet as well as apply through Tour of Duty online. This process may take over 45 days to complete.

(4) Ensure the PMS coordinates with the 2LT's unit of assignment for pay, drill schedule, rescheduled training policy (RST), etc. At a minimum, the PMS should make positive contact with unit commander and review the GBR tour start and end date, BOLC assignment date, and potential date of arrival at unit of assignment for duty.

(5) For USAR GBRs ensure accession packet is submitted to HRC within 10 working days of commissioning.

(6) For USAR GBRs ensure necessary paperwork is submitted to USAR Pay Center Fort McCoy to initiate GBR pay.

(7) For ARNGUS GBRs coordinate with PMS to receive accession packet NLT 45 days prior to GBR duty start date.

M-6. GBR Roles and limitations

- a. GBR duty is a volunteer only program.
- b. GBR(s) must not have performed GBR duties during the previous fiscal year or have already completed BOLC. Exceptions can be made for previous fiscal year GBR(s) if the BDE doesn't have adequate volunteers.
- c. GBR LTs must be commissioned and accessed as USAR/ARNGUS officers, be assigned to USAR/ARNGUS units, and (USAR GBRs only) have approved BOLC date.
- d. GBR lieutenants should perform recruiting duty at their commissioning host program, but exceptions may be granted if both the commissioning PMS and gaining PMS agree, and no alternative officers are available. Any exceptions to policy must be submitted to the USACC G1 Chief, Accessions and Standards Division for approval.
- e. GBR lieutenants must reside within a 50-mile radius of their place of duty. (Address – Expected after Commission to SROTC Program Address).
- f. Army Reserve Nurse Lieutenants must pass the NCLEX before being brought on tour. See Appendix K 9 for Army Nurse Corps requirements.
- g. USAR/ARNGUS 2LTs branched MI must initiate their TS clearance with their unit before beginning a GBR tour.
- h. GBRs on ADOS-AC may participate in training with their ARNGUS or USAR unit during scheduled AT/IDT periods, provided they volunteer to participate, and it does not interfere with the duties the GBR performs under the authority of 10 U.S.C Section 12301(d). The first Colonel/O-6 in the chain of command where the Service Member is performing Active Duty must approve participation in the training.

(1) For further guidance please refer to USACC OPORD regarding Reserve and National Guard Gold Bar Recruiting (GBR) Program.

(2) USACC ARNGUS Brigade Liaison Officers are Points of Contact:

Brigade	POC	Email	Phone
1 st /2 nd /3 rd /4 th BDE	CPT Robert Cottingim	Robert.t.cottingim.mil@army.mil	502-624-7227
5 th /6 th /7 th /8 th BDE	1LT Matthew Payne	matthew.a.payne11.mil@army.mil	502-624-2073

Figure M-3. Brigade ARNGUS Liaison Officers

PERSONNEL ACTION		
For use of this form, see PAM 600-8; the proponent agency is DCS, G-1.		
DATA REQUIRED BY THE PRIVACY ACT OF 1974		
AUTHORITY: Title 10, USC, Section 3013, E.O. 9397 (SSN), as amended		
PRINCIPAL PURPOSE: To request or record personnel actions for or by Soldiers in accordance with DA PAM 600-8.		
ROUTINE USES: The DoD Blanket Routine Uses that appear at the beginning of the Army's compilation of systems of records may apply to this system.		
DISCLOSURE: Voluntary; however failure to provide Social Security Number may result in a delay or error in processing the request for personnel action.		
1. THRU (Include ZIP Code) BDE: (WHAT BDE DO YOU BELONG TO WITHIN CADET COMMAND)	2. TO (Include ZIP Code) US Army Cadet Command ATTN: ACoS - ARNG Fort Knox, KY 40121	3. FROM (Include ZIP Code) School City, State ZIP Code UIC
SECTION I - PERSONAL IDENTIFICATION		
4. NAME (Last, First, MI) Doc, John M.	5. GRADE OR RANK/PMOS/AOC 2LT/0-1	6. SOCIAL SECURITY NUMBER
SECTION II - DUTY STATUS CHANGE (AR 600-8-6)		
7. The above Soldier's duty status is changed from <u>N/A</u> to _____ to _____ effective _____ hours.		
SECTION III - REQUEST FOR PERSONNEL ACTION		
8. I request the following action: (Check as appropriate)		
<input type="checkbox"/> Service School (Enl only)	<input type="checkbox"/> Special Forces Training/Assignment	<input type="checkbox"/> Identification Card
<input type="checkbox"/> ROTC or Reserve Component Duty	<input type="checkbox"/> On-the-Job Training (Enl only)	<input type="checkbox"/> Identification Tags
<input type="checkbox"/> Volunteering For Overseas Service	<input type="checkbox"/> Retesting in Army Personnel Tests	<input type="checkbox"/> Separate Rations
<input type="checkbox"/> Ranger Training	<input type="checkbox"/> Reassignment Married Army Couples	<input type="checkbox"/> Leave - Excess/Advance/Outside CONUS
<input type="checkbox"/> Reassignment Extreme Family Problems	<input type="checkbox"/> Reclassification	<input type="checkbox"/> Change of Name/SSN/DOB
<input type="checkbox"/> Exchange Reassignment (Enl only)	<input type="checkbox"/> Officer Candidate School	<input checked="" type="checkbox"/> Other (Specify) ADT/ADOS - ARNG GBR
<input type="checkbox"/> Airborne Training	<input type="checkbox"/> Agmt of Pers with Exceptional Family Members	
9. SIGNATURE OF SOLDIER (When required)		10. DATE (YYYYMMDD)
SECTION IV - REMARKS (Applies to Sections II, III, and V) (Continue on separate sheet)		
Operation is in support of: ROTC Gold Bar Recruiter Duty		
First Name:	Last Name:	MI:
Address of Officer (within 50 miles of duty):		
.mil@mail.mil or .edu email only:		
Home Phone: XXX-XXX-XXXX	Cell Phone: XXX-XXX-XXXX	Sex: X
DOB: YYYYMMDD	Marital Status: X	Number of Dependents: X
Duty Position Paragraph: XXX	Duty Position Line Number: XX	
Date of Rank: YYYYMMDD	Pay-Entry Base Date: YYYYMMDD	
Clearance Level: XXX	Branch: XX	MOS (Primary): XX
Mission Start Date: YYYYMMDD	Mission End Date: YYYYMMDD	Tour Length: 90 days
HRA at School, phone number, enterprise email: Mr. John Smith, (XXX)XXX-XXXX, XXXX.XXXX.civ@mail.mil		
Commission Date: YYYYMMDD BOLC Start Date: YYYYMMDD (need to complete GBR duty prior to BOLC)		
HIV Test Date: YYYYMMDD (must be within 2 yrs of ADOS start date)		
Officer is IAW AR 600-9: Y/N Height: XX" Weight: XXX lbs. APFT Date: YYYYMMDD (must be within 6 months)		
PHA or Physical Date: YYYYMMDD (must be within 1 year of start date)		
SECTION V - CERTIFICATION/APPROVAL/DISAPPROVAL		
11. I certify that the duty status change (Section II) or that the request for personnel action (Section III) contained herein -		
<input type="checkbox"/> HAS BEEN VERIFIED <input type="checkbox"/> RECOMMEND APPROVAL <input type="checkbox"/> RECOMMEND DISAPPROVAL <input type="checkbox"/> IS APPROVED <input type="checkbox"/> IS DISAPPROVED		
12. COMMANDER/AUTHORIZED REPRESENTATIVE	13. SIGNATURE	14. DATE (YYYYMMDD)

DA FORM 4187, MAY 2014

SUPERSEDES DA FORM 4187, JAN 2000
AND REPLACES DA FORM 4187-1-R, APR 1995Page 1 of 2
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Figure M-4. Example of ARNGUS GBR 4187

PERSONNEL ACTION		
For use of this form, see PAM 600-8; the proponent agency is DCS, G-1.		
DATA REQUIRED BY THE PRIVACY ACT OF 1974		
AUTHORITY:	Title 10, USC, Section 3013, E.O. 9397 (SSN), as amended	
PRINCIPAL PURPOSE:	To request or record personnel actions for or by Soldiers in accordance with DA PAM 600-8.	
ROUTINE USES:	The DoD Blanket Routine Uses that appear at the beginning of the Army's compilation of systems of records may apply to this system.	
DISCLOSURE:	Voluntary; however failure to provide Social Security Number may result in a delay or error in processing the request for personnel action.	
1. THRU <i>(Include ZIP Code)</i> US Army Cadet Command ATTN: ACoS - USAR Fort Knox, KY 40121	2. TO <i>(Include ZIP Code)</i> HQ, US Army Reserve Command ATTN: AFRC-PRM Fort Bragg, NC 28310	3. FROM <i>(Include ZIP Code)</i> School City, State ZIP Code UIC
SECTION I - PERSONAL IDENTIFICATION		
4. NAME <i>(Last, First, MI)</i>	5. GRADE OR RANK/PMOS/AOC 2LT/0-1	6. SOCIAL SECURITY NUMBER
SECTION II - DUTY STATUS CHANGE (AR 600-8-6)		
7. The above Soldier's duty status is changed from <u>NA</u> to _____ effective _____ hours, _____		
SECTION III - REQUEST FOR PERSONNEL ACTION		
8. I request the following action: <i>(Check as appropriate)</i>		
<input type="checkbox"/> Service School <i>(Enl only)</i>	<input type="checkbox"/> Special Forces Training/Assignment	<input type="checkbox"/> Identification Card
<input type="checkbox"/> ROTC or Reserve Component Duty	<input type="checkbox"/> On-the-Job Training <i>(Enl only)</i>	<input type="checkbox"/> Identification Tags
<input type="checkbox"/> Volunteering For Overseas Service	<input type="checkbox"/> Retesting in Army Personnel Tests	<input type="checkbox"/> Separate Rations
<input type="checkbox"/> Ranger Training	<input type="checkbox"/> Reassignment Married Army Couples	<input type="checkbox"/> Leave - Excess/Advance/Outside CONUS
<input type="checkbox"/> Reassignment Extreme Family Problems	<input type="checkbox"/> Reclassification	<input type="checkbox"/> Change of Name/SSN/DOB
<input type="checkbox"/> Exchange Reassignment <i>(Enl only)</i>	<input type="checkbox"/> Officer Candidate School	<input checked="" type="checkbox"/> Other <i>(Specify)</i> ADT/ADOS - USAR GBR
<input type="checkbox"/> Airborne Training	<input type="checkbox"/> Asgmt of Pers with Exceptional Family Members	
9. SIGNATURE OF SOLDIER <i>(When required)</i>		10. DATE (YYYYMMDD)
SECTION IV - REMARKS (Applies to Sections II, III, and V) (Continue on separate sheet)		
<p style="text-align: center;">Operation is in support of: ROTC Gold Bar Recruiter Duty</p> <p>First Name: _____ Last Name: _____ MI: _____</p> <p>Address of Officer (within 50 miles of duty): _____</p> <p>.mil@mail.mil or .edu email only:</p> <p>Home Phone: XXX-XXX-XXXX Cell Phone: XXX-XXX-XXXX Sex: X</p> <p>DOB: YYYYMMDD Marital Status: X Number of Dependents: X</p> <p>Duty Position Paragraph: XXX Duty Position Line Number: XX</p> <p>Date of Rank: YYYYMMDD Pay-Entry Base Date: YYYYMMDD</p> <p>Clearance Level: XXX Branch: XX MOS (Primary): XX</p> <p>Mission Start Date: YYYYMMDD Mission End Date: YYYYMMDD Tour Length: 90 days</p> <p>HRA at School, phone number, enterprise email: Mr. John Smith, (XXX)XXX-XXXX, XXXX.XXXX.civ@mail.mil</p> <p>Commission Date: YYYYMMDD BOLC Start Date: YYYYMMDD (need to complete GBR duty prior to BOLC)</p> <p>HIV Test Date: YYYYMMDD (must be within 2 yrs of ADOS start date)</p> <p>Officer is IAW AR 600-9: Y/N Height: XX" Weight: XXX lbs. APFT Date: YYYYMMDD (must be within 6 months)</p> <p>PHA or Physical Date: YYYYMMDD (must be within 1 year of start date)</p>		
SECTION V - CERTIFICATION/APPROVAL/DISAPPROVAL		
11. I certify that the duty status change <i>(Section II)</i> or that the request for personnel action <i>(Section III)</i> contained herein -		
<input type="checkbox"/> HAS BEEN VERIFIED <input type="checkbox"/> RECOMMEND APPROVAL <input type="checkbox"/> RECOMMEND DISAPPROVAL <input type="checkbox"/> IS APPROVED <input type="checkbox"/> IS DISAPPROVED		
12. COMMANDER/AUTHORIZED REPRESENTATIVE	13. SIGNATURE	14. DATE (YYYYMMDD)

DA FORM 4187, MAY 2014

SUPERSEDES DA FORM 4187, JAN 2000
AND REPLACES DA FORM 4187-1-R, APR 1995

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Figure M-5: Example of USAR GBR 4187

APPENDIX N – Appointment Checklist, USACC Form 145-5-1, rev 12 Oct 23

ARMY OFFICER APPOINTMENT CHECKLIST	
For use of this form, see USACC Regulations 145-4 and 145-9 and Annual Fiscal Year Accession Circular. The proponent agency is ATCC-PAS	
DATA REQUIRED BY THE PRIVACY ACT OF 1974	
AUTHORITY:	10 USC 2101, 2103, 2104, 2107, 2111, 5 USC 301.
PRINCIPAL PURPOSE(s):	Provides data for the administration, ensuring applicants and recipients are eligible
ROUTINE USES:	IAW this and other applicable regulations. To verify all eligibility requirements for appointment as a commissioned officer as outlined in AR 135-100.
DISCLOSURE:	Disclosure is voluntary. However, failure to provide complete information and provide responses will suspend the eligibility for appointment as a commissioned
The following must be completed prior to executing the DA Form 71, OATH OF OFFICE:	
Cadet seeking appointment: (Last, First, Mi)	
DoD ID:	Proposed Date of Appointment:
Component:	
Host Program	
Academic Program	
<input type="checkbox"/>	Cadet is on a signed officer nomination scroll authorizing appointment into: (All Active Component Selectees will have 2 scrolls and AMEDD will have 3 scrolls.) 1. Reserve of the Army for all Cadets (to include G2GADOs): Signed Date: 2. Regular Army scroll for all Cadets selected for Active Duty: Signed Date: 3. AMEDD for 2LT's selected as Army Nurse or Medical Service Corps: Signed Date:
<input type="checkbox"/>	Cadet is a United States Citizen. Note: Contracted U.S. Nationals must obtain U.S. Citizenship
<input type="checkbox"/>	Cadet requires no waivers. If a waiver(s) was required, it has been approved. (Age, civil conviction, RE Code, dependency, etc) 1. Type of waiver: Approval Date: 2. Type of waiver: Approval Date: 3. Type of waiver: Approval Date:
<input type="checkbox"/>	Cadet has a qualified physical. Date: _____ (less than 2 years old) Medical Exam (SF Fm 88 & 93) or DODMERB Fm 2351 and 2492, 2808 and 2807-1, and medical waiver (if applicable) on hand and ready for iPERMS.
<input type="checkbox"/>	Cadet has completed all Military Science requirements: (CST, Military History, etc)
<input type="checkbox"/>	Cadet verifies he/she is not currently pending legal action or has a date to appear in court.
<input type="checkbox"/>	Cadet has a "SECRET" security clearance. Date Granted: MI branched Cadets – Top Secret initiated (Active Duty only) EOD Cadets – Top Secret initiated (Active Duty only) CY branched Cadets – Top Secret initiated (Active Duty only)
For G2G ADO (MI, CY, EOD) Must have approved or interim approved Top-Secret Clearance. Date Granted:	
For G2G ADO Army Nurse Must have passed the National Council Licensure Examination (NCLEX). Date Passed:	
USACC Form 145-5-1 12 October 2023	

Appointment Checklist, USACC Form 145-5-1, 12 Oct 23, pg. 2

ARMY OFFICER APPOINTMENT CHECKLIST (Cont.)

- Cadet meets age requirements.

- Cadet completed an Army ACFT within 120 days of commission/meets AR 600-9.
 - 1. ACFT Date:
 - 2. Ht (in): Wt: BF% GO NO GO
 - 3. Memorandum from the PMS regarding compliance with height/weight standards.

- Bachelors Degree conferred: Date:

- Urinalysis completed with a negative result within 120 days of commission IAW USACC CoS Memorandum Subject: Interim Change to USACC Regulation 600-85, dated 27 Nov 18.
 - Date of urinalysis Date results received and verified

- If SMP, coordination for ARNG or USAR discharge has been made for the day prior to appointment. SMP Contract DA Form 4824-R USAR or NGB Form 594-1 as applicable is on hand and ready for iPERMS.
 - If selected for commissioned service in the ARNG or USAR, provide the following:
 - 1. LOA or VHR:
 - 2. UIC:
 - 3. Paragraph:
 - 4. Line Number:
 - 5. Branch/AOC:

- If required, Cadet meets minimum English Aptitude (ECL or OPI) for appointment.

- Appointment Date on Oath of Office (DA 71) matches Commission Date in CCIMM.

- Cadet has a DS Logon ID - Required for IPPS-A access to retrieve orders, regardless of component.

I validate, as the appointment recommending and validation officer, that Cadet:
meets all eligibility requirements for appointment.

Last, First, MI

APPENDIX O – Active Duty Service Obligation

O-1. Active Duty Service Obligations (ADSO)

a. Purpose - To provide guidance on the Department of the Army's Officer Career Incentive Programs (Branch for ADSO and Post for ADSO) IAW AR 350-100.

b. General - The Secretary of the Army approved the concept of a menu of ADSO options to increase career opportunities for potential officers on Active Duty. There are two current ADSO options: Branch ADSO (BrADSO) and Post ADSO (PADSO). Cadets may request to participate and be selected in both options. ADSO opportunities are voluntary, but the BrADSO option is incentivized within the branching board due to a percentage of branch allocations being withheld for BrADSO opportunities. The Graduate ADSO (GrADSO) program is suspended indefinitely. Each ADSO that is charged results in an additional three-year ADSO.

c. BrADSO requests will be completed by the Cadet within the Talent Based Branching website during branch preference selection. Once the Cadet saves their selections, the file is digitally signed. Submitting the completed BrADSO (CC Form 597-B) to HQ, USACC G1 is no longer required. The BrADSO will only be charged if it was needed to secure the branch. HQDA G1 (Director of Military Personnel Management) provides a consolidated memorandum of all Cadets that were charged a BrADSO during the annual board. Once received by ASD, this memorandum will be distributed so it may be uploaded to the "Active Duty Service Obligation – Branch" portion of the Cadet's CCIMM record. Uploading to this folder allows automatic transmission to iPERMS.

Note: Aviation branch has a minimum Military Service Obligation of 10 years. Therefore, no ADSO (Post or Branch) will be entertained for Aviation. All other branches offer a BrADSO/PADSO.

d. Post ADSO (PADSO) requests will still be completed manually by completing a CC Form 597-P. The form must be legible and signed and dated by the Cadet and the PMS/APMS. Completed files should be sent via encrypted email IAW the branching board release to Mr. Troy Paisley (troy.d.paisley.civ@army.mil). PADSO requests must be on file at the HQ prior to being considered during normal CC Form 218 data transmission/assignment selection. See Appendix B for the December/January graduate suspense, and spring graduate suspense. If unable to submit the contract via encrypted email, use DoDSAFE (<https://safe.apps.mil>) with the following encrypted passphrase: PADS0YG2025.

Cadets may use the Virtual Branch Outreach at <https://vbo.army.mil> to see possible locations of assignment. They will maneuver to the branch's page, and view, "Where Can I Be Stationed?" for a list of major installations available for that branch.

APPENDIX P – Cadet Accession Actions Procedures

This chapter provides guidance and examples on Cadet Personnel Actions submitted as a result of the annual Selection and Branching Board results, non-selection to post graduate schools/Termination of Educational Delay, or other unexpected situations that impact duty status. The suspense to have branch change/duty status change requests resulting from the annual Selection and Branching Board USACC, G1, Accessions and Standards Division is reflected Appendix B FY24/25 Accession Suspense Timeline. Reference AR 25-50 for guidance on preparing correct formats for military correspondence.

P-1. Branch and Duty Status Change Authorities

a. Approval and Disapproval Authorities: The DA G1 delegates disapproval authority for AD selectees to the Commanding General (CG), Cadet Command. The CG, Cadet Command, further delegated this authority to brigade commanders for those requests that do not warrant consideration due to failure to meet regulatory guidance. (This authority may not be further delegated). Cadet Command will only forward branch change requests to the Human Resources Command (AHRC-OPD) that are of *exceptional circumstances* and warrant consideration. Note: Dissatisfaction with the DA/ROTC Component Selection or Regular Army Branching Board results; or the Cadet changes their mind regarding a Component assignment does not constitute an exceptional circumstance. If branch allocations are exhausted at the time of the request for exception, branch selection will be IAW the needs of the Army.

b. Suspense Dates: Branch and duty status change requests must arrive at USACC by the published suspense dates in Appendix B to allow time for processing and assignment of Basic Officer Leader Course dates actions to both Active and Reserve Forces Duty POCs.

c. Duty Status Change Requests: Cadets may only request branch or duty status changes if a documented administrative error was made in their official accessions CCIMM file which would have resulted in a different branch/duty status, or if exceptional circumstances exist that warrant such a change for the good of the Army (e.g., an individual had a parent or sibling killed in action which in turn caused the Cadet's performance to temporarily decreased.) Specific description of administrative error must be made in the request on DA Form 4187.

d. All actions must be submitted through the proper chain-of-command (i.e., through brigade to USACC) and received at USACC within published suspense dates in

Appendix B. Late submission of any actions or those forwarded to USACC G1, Accessions and Standards Division without supporting documentation will not be favorably considered.

P-2. Categories of Cadet Accession Actions

a. Duty Status Change Request: The Department of the Army/Reserve Officers' Training Corps (DA/ROTC) Selection and Branching Board "duty status" results are binding, and Cadets are not authorized to change their assigned component without approval from HQDA DA G1, Director of Military Personnel Management, or Human Resources Command (AHRC-OPD). Cadets who desire to request a component change must submit a Cadet Action request within suspense established in Appendix B. There are several types of Duty Status Changes.

(1) AD to RD (USAR or ARNG) or RD (USAR or ARNG) to AD.

(2) ARNG to USAR or USAR to ARNG.

(3) Educational Delay Termination (DL Status to AD or RD).

b. Stand-By Board Request: There are multiple circumstances that create the requirement for a Cadet to submit a Stand-By Board request.

(1) Any circumstance that causes the Cadet to miss the established branching board held each fiscal year. (DA ROTC Selection and Branching Board normally held in October-November of each year).

(2) Educational Delay Termination. Cadets awarded Educational Delay may fail to be accepted by the post graduate study program /medical school by the first regular semester or quarter following commissioning. These Cadets who fail to be selected for a professional degree program must request a Termination of Educational Delay and a Stand-By Board for further duty status assignment.

(3) Cadets enrolled in the Army Nurse Corps program who fail to pass the NCLEX twice will be directed to a component and/or branch by the Human Resource Command in accordance with regulatory guidance.

(4) PMS is notified of an approved Medical Determination action and Cadet meets all other commissioning requirements.

(5) Cadet returns to favorable enrollment status after data suspense for a board.

c. Uniformed Services University of the Health Sciences (USUHS) Application: Cadets who desire to apply for admission to the USUHS must submit a memorandum to the Commander, US Army Cadet Command requesting permission to apply. This is a requirement of the USUHS Admissions Office. See Figures P-3 – P-5.

P-3. Administrative Procedures

a. All Cadet Accession actions must be routed through the brigade prior to submission to USACC G1, Accessions and Standards Division. Any action sent from the PMS/HRA directly to USACC G1 will be returned without action. Cadet Actions need to clearly state the basis or justification for the request to include attached appropriate supporting documents.

b. School and brigade HRA responsibilities: Cadet Action packets will have a minimum of the documents listed in paragraph P-3c (1) – (6) below or returned to the brigade S-1 (POC) without action.

c. All email and attachments containing personally identifying information (PII) must be encrypted and digitally signed with a CAC for transmission. In addition, transmit all actions on a secure army.mil email account.

(1) DA Form 4187 - Must have the Cadet's ID, signature, Last 4 SSN, and PMS signature.

(2) PMS Endorsement Memorandum may be returned if the DA Form 4187 does not completely explain the reason for the request.

(3) The Brigade Commander Endorsement Memorandum must specifically state **the reason why the commander is recommending approval** if forwarding to CG, through USACC G1 for further action. **The brigade commander has the authority to disapprove a component change request and return to the ROTC program PMS.**

(4) Valid Vacancy Hold Report or Letter of Acceptance (Component Change/Duty Status Change Requests).

(5) Non-availability letter from a state's Officer Strength Manager reflecting that no lieutenant or Captain positions exist in the specific state requested.

(6) Copy of the signed Accessions Management Sheet.

d. Accessions and Standards Division, HRA responsibilities:

(1) Accessions and Standards Division HRA will staff each packet with the appropriate internal staffing documents in accordance with current Cadet Command policy.

(2) Headquarters staffing begins with the Accessions and Standards Division, Program Analyst Cell. Each request is reviewed based on the appropriate fiscal year cohort DA/ROTC Selection and Branching Board Guidance.

(3) Accessions and Standards Division HRA will ensure CCIMM Personnel Actions Tab is updated to reflect the status of each action. The status of an action may be viewed in CCIMM. Cadre or Staff may direct questions to Accessions and Standards Division Chief, Deputy, or HRA on behalf of a Cadet. Cadets should never contact USACC Accessions and Standards Division POCs or any other agency for status of actions. An Accessions and Standards Division Point of Contact roster is published with each annual board results release email and posted on USACC G1, ASD SharePoint.

(4) Accessions and Standards Division HRA is directly responsible for the status of each action as it progresses; to include external staffing to Human Resources Command (AHRC-OPD) and HQDA G1 (DAPE-MP).

(5) Once final determination is made on a Cadet Action request, the analyst Cell will annotate the CCIMM Accessions Tab and the Accessions and Standards Division HRA will annotate CCIMM Personnel Actions Tab and, notify the brigade HRA, and file the packet IAW internal Standard Operating Procedures (SOP).

P-4. Cadet Personnel Action Examples

a. Branch Change Request – USACC Accessions and Standards Division only processes branch change requests for Active Duty selectees. See Table P-1 for reasons a DA Form 4187 must be initiated. Reserve Forces Duty selectees (USAR and ARNG) are assigned their branches by the USAR or ARNG. Any Reserve Forces branch change request must be submitted to the appropriate component or ARNG State Officer Strength Manager.

PERSONNEL ACTION		
For use of this form, see PAM 600-8; the proponent agency is DCS, G-1.		
DATA REQUIRED BY THE PRIVACY ACT OF 1974		
AUTHORITY:	Title 10, USC, Section 3013, E.O. 9397 (SSN), as amended	
PRINCIPAL PURPOSE:	To request or record personnel actions for or by Soldiers in accordance with DA PAM 600-8.	
ROUTINE USES:	The DoD Blanket Routine Uses that appear at the beginning of the Army's compilation of systems of records may apply to this system.	
DISCLOSURE:	Voluntary; however failure to provide Social Security Number may result in a delay or error in processing the request for personnel action.	
1. THRU (Include ZIP Code) Commanding General United States Army Cadet Command 1st Cavalry Regiment Road Fort Knox, Kentucky 40121-5123	2. TO (Include ZIP Code) Commanding General U.S. Army Human Resources Command 1600 Spearhead Division Avenue Fort Knox, Kentucky 40121-5001	3. FROM (Include ZIP Code) ROTC Program
SECTION I - PERSONAL IDENTIFICATION		
4. NAME (Last, First, MI) Smith, John E.	5. GRADE OR RANK/PMOS/AOC Cadet/Cadet ID#	6. SOCIAL SECURITY NUMBER 000-00-1234
SECTION II - DUTY STATUS CHANGE (AR 600-8-6)		
7. The above Soldier's duty status is changed from _____ to _____ effective _____ hours, _____		
SECTION III - REQUEST FOR PERSONNEL ACTION		
8. I request the following action: (Check as appropriate)		
<input type="checkbox"/> Service School (Enl only)	<input type="checkbox"/> Special Forces Training/Assignment	<input type="checkbox"/> Identification Card
<input type="checkbox"/> ROTC or Reserve Component Duty	<input type="checkbox"/> On-the-Job Training (Enl only)	<input type="checkbox"/> Identification Tags
<input type="checkbox"/> Volunteering For Oversea Service	<input type="checkbox"/> Retesting in Army Personnel Tests	<input type="checkbox"/> Separate Rations
<input type="checkbox"/> Ranger Training	<input type="checkbox"/> Reassignment Married Army Couples	<input type="checkbox"/> Leave - Excess/Advance/Outside CONUS
<input type="checkbox"/> Reassignment Extreme Family Problems	<input type="checkbox"/> Reclassification	<input type="checkbox"/> Change of Name/SSN/DOB
<input type="checkbox"/> Exchange Reassignment (Enl only)	<input type="checkbox"/> Officer Candidate School	<input checked="" type="checkbox"/> Other (Specify)
<input type="checkbox"/> Airborne Training	<input type="checkbox"/> Asgmt of Pers with Exceptional Family Members	<input checked="" type="checkbox"/> Branch Change
9. SIGNATURE OF SOLDIER (When required)	10. DATE (YYYYMMDD)	
SECTION IV - REMARKS (Applies to Sections II, III, and V) (Continue on separate sheet)		
<p>1. The U.S. Army Cadet Command (USACC) recommends the following Cadet for a branch change approval to receive a branch allocation or change. This organization understands that branch requests and changes are filled based on the current needs of the Army. The relative merit of the Cadet, his/her preference, and organizational leadership recommendations for special branching will be overall considerations when processing the allocation request.</p> <p>Name/Cohort / Order of Merit (OML) Position: Smith, John E. / Cohort 2019 / # of # Branch Preferences (In Order): MI AR FA TC EN MP IN CM QM OD AD AG SC MS CY FC Branch Detail: Volunteer / Non-Volunteer Branch Detail Preference in Order: IN / AR / CM / FA Graduation/Commission Date: 11 May 2019 / 12 May 2019</p> <p>2. Background/reason for branch change request: (Provide a narrative reason for request signed by Cadet/2LT)</p> <p>3. Cadet Smith meets all requirements for commission into the Active Duty ranks of the United States Army with no limitations, including branch and service qualification standards in addition to conduct and academic requirements.</p>		
SECTION V - CERTIFICATION/APPROVAL/DISAPPROVAL		
11. I certify that the duty status change (Section II) or that the request for personnel action (Section III) contained herein -		
<input type="checkbox"/> HAS BEEN VERIFIED <input checked="" type="checkbox"/> RECOMMEND APPROVAL <input type="checkbox"/> RECOMMEND DISAPPROVAL <input type="checkbox"/> IS APPROVED <input type="checkbox"/> IS DISAPPROVED		
12. COMMANDER/AUTHORIZED REPRESENTATIVE PMS	13. SIGNATURE	14. DATE (YYYYMMDD)

DA FORM 4187, MAY 2014

SUPERSEDES DA FORM 4187, JAN 2000
AND REPLACES DA FORM 4187-1-R, APR 1995

Page 1 of 2
APD LC v1.03ES

Figure P-1(a). Example of Branch Change Request (page 1 of 2)





15. NAME OF INDIVIDUAL Smith, John E.		16. SSN 000-00-1234	
ADDENDUM - RECOMMENDATIONS FOR APPROVAL/DISAPPROVAL			
AUTHORITY	a. TO Director, Officer Personnel Management (OPMD) 1600 Spearhead Division Avenue Fort Knox, KY 40121-5001		b. FROM CG, U.S. Army Human Resources Command 1600 Spearhead Division Avenue Fort Knox, KY 40121-5001
	c. ACTION: <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED		RECOMMEND: <input type="checkbox"/> APPROVAL <input type="checkbox"/> DISAPPROVAL
d. NAME (Last, First, Middle)		e. RANK	f. DATE (YYYYMMDD)
g. TITLE/POSITION		h. SIGNATURE 	
i. COMMENTS			
AUTHORITY	a. TO		b. FROM
	c. ACTION: <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED		RECOMMEND: <input type="checkbox"/> APPROVAL <input type="checkbox"/> DISAPPROVAL
d. NAME (Last, First, Middle)		e. RANK	f. DATE (YYYYMMDD)
g. TITLE/POSITION		h. SIGNATURE 	
i. COMMENTS			
AUTHORITY	a. TO		b. FROM
	c. ACTION: <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED		RECOMMEND: <input type="checkbox"/> APPROVAL <input type="checkbox"/> DISAPPROVAL
d. NAME (Last, First, Middle)		e. RANK	f. DATE (YYYYMMDD)
g. TITLE/POSITION		h. SIGNATURE 	
i. COMMENTS			
AUTHORITY	a. TO		b. FROM
	c. ACTION: <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED		RECOMMEND: <input type="checkbox"/> APPROVAL <input type="checkbox"/> DISAPPROVAL
d. NAME (Last, First, Middle)		e. RANK	f. DATE (YYYYMMDD)
g. TITLE/POSITION		h. SIGNATURE 	
i. COMMENTS			

Figure P-1(b). Example of Branch Change Request (page 2 of 2)

15. NAME OF INDIVIDUAL Smith, John E.		16. SSN 000-00-1234	
ADDENDUM - RECOMMENDATIONS FOR APPROVAL/DISAPPROVAL			
AUTHORITY	a. TO		b. FROM
c. ACTION: <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED RECOMMEND: <input type="checkbox"/> APPROVAL <input type="checkbox"/> DISAPPROVAL			
d. NAME (Last, First, Middle)		e. RANK	f. DATE (YYYYMMDD)
g. TITLE/POSITION		h. SIGNATURE	
		[Signature]	
i. COMMENTS			
AUTHORITY	a. TO		b. FROM
c. ACTION: <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED RECOMMEND: <input type="checkbox"/> APPROVAL <input type="checkbox"/> DISAPPROVAL			
d. NAME (Last, First, Middle)		e. RANK	f. DATE (YYYYMMDD)
g. TITLE/POSITION		h. SIGNATURE	
		[Signature]	
i. COMMENTS			
AUTHORITY	a. TO		b. FROM
c. ACTION: <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED RECOMMEND: <input type="checkbox"/> APPROVAL <input type="checkbox"/> DISAPPROVAL			
d. NAME (Last, First, Middle)		e. RANK	f. DATE (YYYYMMDD)
g. TITLE/POSITION		h. SIGNATURE	
		[Signature]	
i. COMMENTS			
AUTHORITY	a. TO		b. FROM
c. ACTION: <input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED RECOMMEND: <input type="checkbox"/> APPROVAL <input type="checkbox"/> DISAPPROVAL			
d. NAME (Last, First, Middle)		e. RANK	f. DATE (YYYYMMDD)
g. TITLE/POSITION		h. SIGNATURE	
		[Signature]	
i. COMMENTS			

Figure P-2(b). Example of Component Change Request (page 2 of 2)

c. Stand By Board Request – Includes same basic documents as a branch change request. All supporting documentation to confirm basis for request must be attached as appropriate. See Figures P-1 and P-2 for required information that must be included on these actions and when a Stand-By Board is required.

d. Uniformed Services University of the Health Sciences Request. See examples of the Cadet Request and chain of command endorsements at Figures P-3 thru P-5.

Reason for DA Form 4187	Items to include in Section IV REMARKS from Table P-2
Change from Active Duty to USAR	9 or 11, 3, 13, (16 if Nurse student)
Change from Active Duty to ARNG	9 or 11, 3, 14, (16 if Nurse student)
Change from USAR to ARNG	9 or 11, 3, 13, (16 if Nurse student)
Change from ARNG to USAR	9 or 10 or 11, 3, 13, (16 if Nurse student). If NG does not have an open 2LT position Cadet needs letter from NG OSM stating reason
Stand-By Board for eligibility change	1, 3, 4, 5 or 6, 7, 8 if desired, (13 or 14), (16 if Nurse student)
Stand-By Board for earlier graduation	2, 3, 4, 5 or 6, 7, 8 if desired, (13 or 14), (16 if Nurse student)
Stand-By Board for Education Delay Termination or Extension for Professional Studies Acceptance /not to exceed 6 months	2, 3, 4, 5 or 6, 7, 8 if desired, (13, 14, or 17), (16 if Nurse student)
Stand-By Board for NCLEX failure	16, 3, 4, 5 or 6, 7, 8 if desired, (13 or 14), (16 if Nurse student)
Stand-By Board for administrative error	9, 3, 4, 5 or 6, 7, 8 if desired, (13 or 14), (16 if Nurse student)
Stand-By Board for exceptional circumstance	11, 3, 4, 5 or 6, 7, 8 if desired, (13 or 14), (16 if Nurse student)
*Note: Item numbers are listed in chart in order of placement on DA Form 4187. Ensure Cadet signs and dates blocks 9 & 10. PMS should only use recommend approval or disapproval in block 11.	

Table P-1. DA Form 4187 Section IV –Types of Cadet Personnel Actions

1. I am requesting a Stand-By board as I was not eligible for selection and branching at the time of the Board. () Initials
2. I am requesting a Stand-By board due to an earlier graduation date. () Initials
3. My component preference priority is: a. Active Duty () b. U.S. Army Reserve () c. Army National Guard () () Initials
4. I request selection for the following branches by the indicated preference order: AD() AG() AN() AR() AV() CM() EN() FA() FC() IN() MI() MP() MS() OD() QM() SC() TC() () Initials
5. I further request consideration for my branch with a Branch with Active Duty Service Obligation for my: (include b. only if desired) a. first branch preference of () () Initials b. second preference of () () Initials
6. I DO NOT wish consideration for my branch with a Branch with Active Duty Service Obligation. () Initials
7. I understand that to be considered for Aviation I must have a SIFT score higher than 40 and an approved flight physical dated not later than 26 September 2018. () Initials.
8. I volunteer for Branch Detail to AR () CM () FA () IN () if assigned to a basic branch of Air Defense, Adjutant General, Finance, Military Intelligence, or Signal Corps. () Initials
9. I am requesting a Duty Status Change from United States Army Active Duty (AD) to the United States Army National Guard (ARNG) () Initials OR United States Army Reserves (USAR) () Initials.
10. I am requesting a reconsideration of component from () to () due to inability to find a position in the ARNG with appropriate supporting documents attached: (explain the error) () Initials
11. I am requesting a reconsideration of component/branch from () to () due to an exceptional circumstance as indicated below with appropriate supporting documents attached: (explain the circumstance) () Initials
12. I am requesting a change from educational delay to: (indicate by preference number) a. Active Duty () b. USAR () c. ARNG () () Initials
13. I understand that a Unit Vacancy Hold Report (UVHR) validated by the USAR G1 must accompany this request and is attached. () Initials
14. I understand that a Letter of Acceptance (LOA) validated by the State G1 Officer Strength Manager (OSM) must accompany this request and is attached. () Initials
15. I understand that a duty status change is not guaranteed and must be approved by the Department of the Army G1, Director Military Personnel Management (DAPE-MP) () Initials
16. I am requesting a Stand-By board due to NCLEX failure (s). Documentation of NCLEX failure is attached. () Initials
17. I am requesting an Extension for Professional Studies Acceptance to (insert appropriate school). I estimate to receive the acceptance notification by (insert date).

Table P-2. DA Form 4187 Section IV – Remarks

OFFICIAL SCHOOL LETTERHEAD

OFFICE SYMBOL

DATE

MEMORANDUM THRU

Professor of Military Science, University of Some State, official address,
Somewhere, Some State, 12344
Commander, X Brigade, U.S. Army Cadet Command, Brigade Address
Somewhere, Some State 12345-0000
Commander, U.S. Army Cadet Command, Building 1002, 204 1st Cavalry Regiment Road
Fort Knox, Kentucky 40121-5123

FOR Director of Admissions, School of Medicine, Uniformed Services University of the Health Sciences
(USUHS), 4301 Jones Bridge Road, Bethesda, Maryland 20814

SUBJECT: Request for Approval to Apply for Admission to the Uniformed Services University of Health
Sciences (USUHS)

1. I, (FName, MI, LName), Cadet ID Number, request approval to apply for admission to the School of
Medicine, USUHS.
2. The following information is provided.
 - a. I am a citizen of the United States.
 - b. I am 22 years of age. Therefore, I will not be more than 30 (if enlisted) years of age as of 30 June
in the year of matriculation (or if commissioned: I am 22 years of age. Since I will be more than 30 years
of age as of 30 June in the year of matriculation, a waiver may be requested up to 35).
 - c. I consider myself to be in good health.
 - d. I meet the academic qualifications specified for USUHS School of Medicine admission.
 - e. I am motivated to pursue a medical career in the Uniformed Services.
 - f. I do not have a remaining active duty obligation.
3. If selected and I have a Regular appointment or a Reserve appointment in a pay grade above second
lieutenant (AR 600-8-2 applies), I understand I must tender a resignation contingent upon acceptance of
a regular component commission as a second lieutenant in one of the Uniformed Services. If selected
and I am enlisted in a component of the Army (AR 635-200 applies). I agree to accept appointment in
the Regular component of one of the Uniformed Services as a second lieutenant.
4. The USUHS has informed me that USUHS application materials submitted are governed by the Privacy
Act 1974.

(Cadet Signature Block) |

Figure P-3. Cadet Memo Requesting Permission to Apply to USUHS

OFFICIAL SCHOOL LETTERHEAD

OFFICE SYMBOL

DATE

MEMORANDUM THRU

Commander, X Brigade, U.S. Army Cadet Command, Brigade mailing address,
Somewhere, Some State 12345-0000

Commander, U.S. Army Cadet Command, Building 1002, 204 1st Cavalry Regiment Road, Fort Knox,
Kentucky 40121-5123

FOR Director of Admissions, School of Medicine, Uniformed Services University of the Health Sciences
(USUHS), 4301 Jones Bridge Road, Bethesda, Maryland 20814

SUBJECT: Application for Admission to the Uniformed Services University of Health Sciences (USUHS) –
Cadet Josephine Smith

1. I recommend (*FName, MI, LName*), Cadet ID Number, be given approval to apply to USUHS. I certify no administrative or disciplinary actions are pending on this applicant.
2. Any questions you have regarding this matter please contact the undersigned at 555-555-1212.

(PMS Signature Block)

Figure P-4. PMS Endorsement Memo USUHS Application Request

OFFICIAL BRIGADE LETTERHEAD

OFFICE SYMBOL

DATE

MEMORANDUM THRU Commander, U.S. Army Cadet Command, Building 1002, 204 1st Cavalry Regiment Road, Fort Knox, Kentucky 40121-5123

FOR Director of Admissions, School of Medicine, Uniformed Services University of the Health Sciences (USUHS), 4301 Jones Bridge Road, Bethesda, Maryland 20814

SUBJECT: Application for Admission to the Uniformed Services University of Health Sciences (USUHS) – Cadet Josephine Smith

1. I recommend (*FName, MI, LName*), Cadet ID Number, be given approval to apply to USUHS. I certify no administrative or disciplinary actions are pending on this applicant.
2. Any questions you have regarding this matter please contact the undersigned at 555-555-1212.

(Bde Cdr Signature Block)

Figure P-5. BDE CDR Endorsement Memo USUHS Application Request

APPENDIX Q – Army Scholarships and Fellowships

Q-1. Applicability

This program is available to Cadets who are selected for Regular Army (Active Duty) and desire to participate in graduate study or fellowships pursuant to AR 621-7, AR 350-100, and the Chief of Staff of the Army (CSA) Warrior Scholar Program.

Q-2. Objective and General Information

a. Fellowships and scholarships are available to Active Duty service members to enhance educational opportunities and training of military personnel. The overall objective is to address workforce competency gaps, fulfill anticipated Army requirements and contribute to future capabilities. Commander, Human Resources Command is responsible for career management; to include tracking key performance and selection milestones of participants in these scholarship/fellowship programs to include those covered under the CSA Warrior Scholar Program. CAUTION: The PMS should advise any Cadet applying for these scholarships that DoD travel restrictions may cause an unfavorable decision for Army approval to accept scholarship award.

b. References: AR 621-7, Army Fellowships and Scholarships; and AR 350-100, paragraph 3-4, Officer Active Duty Service Obligations (ADSO).

c. Cadets/Regular Army Officers from ROTC must request permission to compete for and accept fellowships and scholarships. Contact should be made with USACC ASD CSA Warrior Scholar POC before application for fellowship is submitted. Please contact Ms. Nicole Matthews at nicole.l.matthews.civ@army.mil.

d. ADSO: Cadets must sign an ADSO agreement and provide with the application request.

e. Applicable Fellowships and Scholarships: .

Outside the Continental United States	
Anna Sobol Levy Fellowship	Israel
East-West Center Grant	Hawaii
Fulbright Scholarship	Various
German Academic Exchange Office (DAAD) Scholarship	Germany
Rotary Scholarship	Any university, CONUS or OCONUS
Schwarzman Scholarship	China *
Truman Scholarship	Any university, CONUS or OCONUS
	* Currently Unable to support Taiwan or China
Outside the Continental United States – United Kingdom	
Churchill Scholarship	England
Gates-Cambridge Scholarship	England
Marshall Scholarship	United Kingdom
Rhodes Scholarship	England
Southampton-West Point Scholarship	England
Mitchell Scholarship	Ireland or Northern Ireland
Inside the Continental United States	
Barry Scholarship	
Carnegie Mellon-West Point Scholarship	Carnegie Mellon University
Draper Scholar Program	
Hertz Foundation Fellowship	
Knight-Hennessy Scholarship	Stanford University
MIT Lincoln Laboratory Fellowship	Massachusetts Institute of Technology
National GEM Consortium Fellowship	
National Science Foundation Graduate Fellowship	
Purdue Military Research Initiative Fellowship	Purdue University
Soros Fellowship for New Americans	

Table Q-1. Approved Fellowships

Q-3. Administrative Procedures/Responsibilities:

a. Any Cadet selected for Active Duty who desires to apply to one of the scholarship/fellowship graduate programs listed in paragraph S-2d above must receive approval from CG, Human Resources Command, Fort Knox, KY. Effective August 2017 CG, Human Resources Command modified the application procedures and only requires one packet with four critical enclosures.

Enclosures include signed ADSO statement, award letter from Sponsor, acceptance letter from academic institute, and completion certificates from required training that will accompany the Cadet Scholarship/Fellowship Memorandum with brigade commander Endorsement.

b. PMS/HRA Responsibilities:

(1) PMS/SROTC Cadre should inform Cadets of the opportunity to have approval to complete graduate studies while on Active Duty in one of the identified graduate programs mentioned in paragraph S-2 b above. The Cadet/2LT will be accessed onto Active Duty and assigned to the Student Detachment, Fort Jackson, South Carolina while completing graduate studies. Many universities have scholarship advisors that assist students with application requirements and competition.

(2) PMS/HRA notify USACC G1, Accessions and Standards Division POC as soon as a Cadet has informed you of their desire to apply for one of the applicable graduate scholarships or fellowships. (Email or telephonic notification is acceptable. Requested information is Cadet Name, Cadet ID#, Assigned Branch/Branch Detail and specific scholarship/fellowship.)

(3) Assist Cadet Warrior Scholar application and enclosures.

(4) Schedule teleconference with G1 ASD POC once HRC, OPMD Director has approved the Warrior Scholar application and USACC G1 ASD published accession orders.

(5) Foreign Travel Clearance Requirements:

(a) PMS/HRA ensure Cadet completes required training and provide certificates. (Anti-Terrorism Training, SERE_EUCOM training,

ISOPREP_Completion_EUCOM). The officers' request for orders cannot be published if they have **not completed** this training and provided specific certificates.

(b) The Department of State has made it **mandatory** for all personnel under Chief of Mission authority who travels to foreign countries on the high-risk list for 45 days or longer must take the Foreign Affairs Counter Threat (F.A.C.T.) Course. Location dependent, HRC will advise USACC liaison if FACT is required. This course is a 5-day TDY course that is funded by HRC. The Cadet is responsible to enroll after being selected for the award (there may be some exceptions that should be coordinated with the USACC G1 ASD POC. The US Embassies in these countries **will not** grant country clearance access to anyone that has not had the training.

Procedures for completing the SF 182 are listed in Figure Q-1 below:

Instructions to complete SF 182	
Section A	
Block 1	Cadet Name
Block 2	SSN
Block 3	Date of Birth
Block 4	Cadet Home Address
Block 5	Cadet phone number
Block 6	University ROTC address
Block 7	HRA or PMS Phone number
Block 8	Good email for Cadet (this will be the email that the FACT school admin will send the class information through.
Section B	
Block 3	<i>Training start date</i> - refer to FACT website for a list of class dates, and do NOT select a date that will hinder your academic status that may prevent your graduation. https://fsitraining.state.gov/FACT
Block 4	<i>Training end date</i>
Section C	
Block 1a	PMS of program
Block 1b	PMS office number
Block 1c	PMS email
Block 1d	PMS digital signature and date

Figure Q-1. SF 182 – Completion Instructions

Step 1. Cadet will - Go to <https://fsitraining.state.gov/FACT> and select course timelines that meet your academic graduation date.

Step 2. Cadet will - Complete SF-182(s) per the instructions in Figure Q-1 above. Email usarmy.knox.usacc.mbx.hq-g1-rotc-accessions@army.mil for further staffing.

Step 3. G1 ASD POC will - process Cadet's SF-182 and return to the Cadet upon completion.

Step 4. Cadet will – Upon receipt of completed SF 182, email to FSI registrar for further action. Email address – FSIregistrarFACT@state.gov

Step 5. Cadet will receive an enrollment confirmation.

Step 6. Cadet will attend FACT training. FACT Course is funded by USACC via DTS.

c. Upon completion of FACT Course the Cadet will provide a copy of the training certificate to G1 ASD, usarmy.knox.usacc.mbx.hq-g1-rotc-accessions@army.mil

d. The PMS will sign the Cadet Scholarship/Fellowship Application Memorandum that must be submitted to CG, Human Resources Command. This memorandum with enclosures must be routed through brigade commander to USACC G1, Accessions and Standards Division point of contact for review and staffing. (See Figure Q-2). **The application should arrive to USACC G1, Accessions and Standards Division no later than 12 February for staffing.** Those cases where the final award is not given until late April must be coordinated with the G1, ASD POC on a case-by-case basis.

e. PMS/HRA and Cadet must be aware that some scholarships/grants may be awarded in foreign countries with unique and restrictive personnel security concerns for Department of Defense personnel. Department of Defense and/or the scholarship foundation may not allow the “military” status of a student or participation in certain designated countries. It is the cadre’s responsibility to assist the Cadet in determining any restrictions and to obtain a written statement from the awarding scholarship foundation specifically stating that they will allow an Active Duty military member to participate in the program. It is the cadre’s responsibility to assist the Cadet with the application process for the *government/civilian* travel passport requirements.

f. Warrior Scholars will on-board Active Duty at Fort Knox, KY prior to departing CONUS or attending the designated graduate school. G1 ASD will publish accession orders after receipt of RFO instructions from HRC. Active Duty in-processing includes:

execution of RA Oath of Office/DA Form 71, receipt of new military Common Access Identification Card (CAC) depicting lieutenant rank, initiate a military pay record, and complete in-processing on the Ft Jackson, SC U.S. Army Student Detachment website: <http://usasd.armylive.dodlive.mil/in-processing/>.

g. Cadet Responsibilities:

(1) Cadet must coordinate and complete all scholarship/fellowship requirements with the scholarship foundation/sponsor. The Cadet must notify PMS/HRA immediately upon initiation of any scholarship/fellowship competition that impacts your normal progression timeline of attendance at BOLC.

(2) Appendix F-3 paragraph c (13) of this circular explains that Cadets are to inform cadre why they may be unavailable to attend BOLC within 30 days of graduation and commission. The Cadet must specify on the CC Form 218-R that they are competing for Army scholarships and may not be available to attend BOLC. Cadets that request to compete for Army scholarship must recognize that they are doing so in lieu of being considered for a BOLC seat.

(3) Cadet is responsible to notify and provide the Professor of Military Science all information in accordance with AR 621-7, paragraphs 4-3. The application packet format is consolidated into one packet. See example provided at Figure Q-1. The ADSO agreements are provided at Figures Q-2 and Q-3.

(4) Cadet must complete training prior to commission. Training certificates must be enclosed with Human Resources Command application memorandum. Military and DOD personnel must complete training prior to departure for graduate programs in the foreign countries. All ROTC Cadets must coordinate this training thru the SROTC Program(s) and brigade S2/3 POC prior to commissioning and loss of Cadet CAC card. Required training includes Anti-Terrorism Training, SERE_EUCOM training, ISOPREP_Completion_EUCOM.

(5) Cadet must provide the award letter from the scholarship sponsor/foundation.

(6) Cadet must provide acceptance letter from the academic institution.

(7) Cadet must provide a signed ADSO statement for participation in program.

(8) Cadet is responsible for determining the following in-country information for country clearance consideration:

(a) US Government military member or Department of Defense Civilian in country of program attendance.

(b) Full name of academic institution and address for program participation.

(c) Lodging address while residing in country.

(9) Cadet is responsible to apply for all required government/civilian passport requirements

UNIVERSITY LETTERHEAD

ATCC-XXX

MEMORANDUM THRU Commander X Brigade, US Army Cadet Command, 1234
Smith Ave, Windy Hollow, VA 11111-2222

FOR U.S. Army Human Resources Command, ATTN: AHRC-OPL-C, 1600 Spearhead
Division Avenue, Fort Knox, KY 40122

SUBJECT: Cadet Scholarship/Fellowship Application

1. Request the approval of the following request to accept an awarded
scholarship/fellowship, IAW 621-7 Chapter 2.

- a. Name:
- b. SSN:
- c. Branch:
- d. Email address:
- e. Source and Date of Commissioning:
- f. Name of Scholarship/Fellowship
- g. Purpose of Scholarship/Fellowship:
- h. Conditions, if any, of Scholarship/Fellowship
- i. Name and Location where Study/Training will take place:
- j. Field of Study and Degree to be awarded:
- k. Length of Award:
- l. Can this Scholarship/Fellowship be deferred? If so, how long?
- m. Start/End dates of Academics:
- n. Requested report date:
- o. Name/Phone number/email/duty title/duty location of in-country POC (if
overseas):
- p. Name/relationship & location of dependents, if any:

2. Point of contact for this memorandum is name/email/phone number.

4 Encls

PMS Signature Block

- 1. ADSO
- 2 Award Letter from Sponsor
- 3. Acceptance Letter from academic institution
- 4. Certificate from required training

Figure Q-2. Cadet Scholarship/Fellowship Application

**ACTIVE DUTY SERVICE OBLIGATION (ADSO)/UTILIZATION TOUR
STATEMENT**

**(One-Year Civilian Scholarships
IAW AR 350-100, paragraph 3-4)**

I understand that participating in a one-year designated civilian education program following commissioning, I will acquire a separate ADSO for a period at least three times the length of the education or training. I understand that I will begin to serve my initial ADSO and the separate civilian education ADSO on the first day my civilian education program is complete. I further understand that only two-years, of my civilian education ADSO, will be served concurrently and one-year will be served consecutively with my initial ADSO. My total ADSO in the U.S. Army will be five years, following successful completion of my one-year civilian education.

(Print full name)

(Signature)

(Rank) (Branch) (SSN)

(Date)

Figure Q-3. ADSO (One-Year if applicable) Enclosure 1

**ACTIVE DUTY SERVICE OBLIGATION (ADSO)/UTILIZATION TOUR
STATEMENT**

**(Two-Year Civilian Scholarships
IAW AR 350-100, paragraph 3-4)**

I understand that participating in a two-year designated civilian education program following commissioning, I will acquire a separate ADSO for a period at least three times the length of the education or training. I understand that I will begin to serve my initial ADSO and the separate civilian education ADSO on the first day my civilian education program is complete. I further understand that my civilian education ADSO and my initial ADSO will be served concurrently. My total ADSO in the U.S. Army will be six years, following successful completion of my two-year civilian education.

(Print full name)

(Signature)

(Rank) (Branch) (SSN)

(Date)

Figure Q-4. ADSO (Two-Year if applicable) – Enclosure 1

APPENDIX R - ROTC Accessions and Standards Division - Frequently Asked Questions

Accessions Branch

Q1: I want to change my duty status/component from Army Reserve to Active Army?

A1: This action is best completed immediately following the annual accessions and branching board. If commissioned, submit DA Form 4187, Personnel Action, through your USAR unit directly to their headquarters for approval/disapproval. If not commissioned, submit DA Form 4187 through the chain of command to Headquarters, Cadet Command (USACC), for approval/disapproval.

Q2: I understand that my branch decision is final. What if I still want to change my branch after I go on Active Duty (AD)?

A2: You must complete 3 years of Active Duty time before being eligible to submit the request.

Q3: I have been selected for a Reserve Component but did not receive a branch. What do I do?

A3: You obtain a Vacancy Hold Request (USAR) to obtain a by-name Vacancy Hold Report or a Letter of Acceptance (ARNGUS) from a unit of your choice. If no action is taken, your component will choose for you based on the needs of the Army. USAR Cadets send an inquiry to: usarmy.usarc.usarc-hq.mbx.accessionsdiv@army.mil ARNG Cadets contact the desired state Strength Management Officer

Q4: If branched into one Reserve Component, can I switch to the other if I get a letter of acceptance (LOA) from a National Guard unit or a VHR from the USAR?

A4: If you have not commissioned you must submit a DA Form 4187, including a LOA or VHR, requesting a component change through USACC chain of command per instruction in Appendix L and Duty Status Change Request packet provided in Figure P-2 of this Circular. The request must be submitted within 30 days following the annual Selection and Branching Board and meet the specified criteria for duty status changes IAW the deadline annotated in Appendix B. The LOA or VHR does not guarantee the request will be approved by HQDA Director of Military Personnel Management.

Q5: Can I switch branches with another Cadet?

A5: No, you cannot switch branches with another Cadet. The Selection and Branching board results are binding and informal swaps or exchanges are not authorized. Numerous individual factors are considered in the branching process.

Q6: Can a Cadet be released from branch detail if it is a branch they did not request?

A6: Yes. As of Cohort 2021, branch detail is **voluntary only**.

Q7: I was commissioned at the end of ADVANCED CAMP and desire to change my duty status from ARNGUS. Can I submit a DA Form 4187 to USACC?

A7: Once commissioned, you must submit a request through your ARNGUS unit directly to their higher headquarters for approval/disapproval.

Q8: How does the branch detail program work?

A8: If you were selected for a branch detail during the ROTC Branching Board (i.e., Basic branch is Military Intelligence and control branch is Armor the Detail branch), you will serve approximately 36 months at your initial permanent duty station after completion of your detail branch basic officer course. Your initial accession orders will specify your report dates to your BOLC whether you complete your initial military training in a TDY enroute status or PCS status.

Q9: Who does the 10-year Military Service Obligation for Aviation service apply to?

A9: The 10-year Service Obligation established in ALARACT 069/2020 applies to “anyone selected for and enters into Initial Entry Flight Training.” This includes individuals branching Aviation and Medical Service 67J (Aeromedical Evacuation Officer). This Service Obligation is regardless of Component.

Q10: Can I request more than one Active Duty Service Obligation (ADSO) option?

A10: Yes. They may submit a Branch ADSO and Post ADSO. The suspense’s are listed in Appendix B. No ADSO is authorized for Aviation branch.

Q11: Can a Cadet submit a Branch for Active Duty Service Obligation (ADSO) request for each branch they desire?

A11: Yes. All branch ADSOs (except Aviation) are available for selection within Talent Based Branching.

Q12: Can a Cadet submit a Branch and a Post for Active Duty Service Obligation (ADSO) requests at the same time?

A12: Yes, you may request two ADSO options. The suspense’s are listed in Appendix B.

Q13: Why am I not reporting for Active Duty until November when I was commissioned in May?

A13: The HQDA/TRADOC Basic Officer Leader's Course Annual Scheduling Conference establishes the number of quotas for BOLC courses for each commissioning source. Each BOLC installation has a maximum number of lieutenants it can support in each course based on instructors, training equipment, funding, etc. The Army active component accesses approximately 4,500 - 4,700 officers annually from all commissioning sources. Over 3,200-3,500 ROTC Cadets are commissioned and accessed into the Active Component each year. The largest number of those newly commissioned officers are spring graduates from Cadet Command. The Army does not have the resources to train all the summer surge commissionees at one time. Therefore, the incremental phasing of Active Component accessions leads to extended BOLC wait times for training.

Q14: When can I expect my assignment location and orders?

A14: USACC, G1, Accessions and Standards Division, in conjunction with Human Resources Command, is continually trying to improve the orders process to ensure that Cadets are notified as soon as possible. Accessions and Standards Division staff members have an established goal to provide orders to Cadets no later than 45 days prior to their departure date (exceptions include: December graduates and early spring/ April and early May graduates). Not all HRC OPMD Assignment branches work on the same timeline; therefore, some branches may receive orders earlier than others.

Q15: Which Cadets require T5 Investigations?

A15: Cadets accessed with a control branch of MI, CY, SC, and any Cadet selected for EOD. See paragraph 2-8c.

Q16: What is required for a T5 investigation?

A16: If the Cadet has an open T3 investigation, contact the USACC G33, Security Division Brigade POC and request the investigation be upgraded to a T5. If the T3 investigation has closed, refer to paragraph 2-8c (2). Once the T3 investigation has been adjudicated the PSOA will submit a request for a T5 investigation via PSIP. If the Cadet was selected for Reserve Forces Duty, the ARNGUS or USAR will request the T5 investigation to be initiated. USACC SROTC Program(s) will assist the Cadet (ARNGUS or USAR) with completing fingerprints.

Q17: What is the suspense for submitting a T5 investigation request?

A17: Refer to Appendix B for T5 submission date. Cadre/Staff at the ROTC Program should verify CCIMM to ensure the PSOA has entered the T5 submitted date to OPM date.

Q18: What does SAC stand for in DISS under Investigation Summary?

A18: SAC is a Special Agreement Check is the term used for fingerprints, and indicates they have been uploaded to DISS. Fingerprints are valid for 120 days.

Q19: What does No Determination Made and Loss of Jurisdiction mean in DISS under Adjudication Summary?

A19: It means that the investigation has not been adjudicated. Do not initiate a new investigation. Immediately contact the USACC G33, Security Division Brigade POC request adjudication of the investigation.

Q20: What are the steps to report credible derogatory information?

A20: First ensure an SIR has been completed, complete a Report of Unfavorable Information for Security Determination (DA FM 5248-R), and submit to HQ, USACC G33 Security Division with supporting documents.

Q21: Does HQ, USACC grant security clearances?

A21: No, all security clearances are granted by the Department of Defense Consolidated Adjudication Facility (DOD CAF).