

**iMILPER Message Number  
16-218**

**Proponent  
ATSS-CD**

**Title  
Fiscal Year 2017 U.S. Army Sergeants Major Academy Fellowship  
Program**

**...Issued:[8/8/2016 9:43:49 AM]...**

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- A. AR 350-100 (Officer Active Duty Service Obligation), 8 August 2007
  - B. ALARACT 188/2014, subject: HQDA EXORD 193-14 Screening of Sexual Harassment/ Assault Response and Prevention Program Personnel and Others in Identified Positions of Significant Trust, 26 July 2014.
  - C. FM 7-22 (Army Physical Readiness Training), 16 October 2012
  - D. AR 600-9 (The Army Weight Control Program), 27 November 2006
  - E. AR 614-200, (Enlisted Assignments and Utilization Management), 26 February 2009, (RAR, 3 September 2009).
  - F. AR 25-50, (Preparing and Managing Correspondence), 17 May 2013
1. This MILPER message will expire on 30 October 2016.
  2. Guidance:
    - a. Please read this MILPER message completely, prior to submitting any questions to the point of contact listed at paragraph eleven.
    - b. Email your complete application, not later than 30 October 2016 to the point of contact (POC) listed at paragraph eleven.
    - c. Applications must be emailed in “tagged image file” format (TIFF).
    - d. Each document must be its own \*.tiff attachment (example: if your application is ten

pages long, you will submit it as ten \*.tiff attachments.)

- e. Be sure the output resolution is 300 by 300 dots-per-inch (DPI) no more and no less.
- f. All college/university transcripts must be uploaded to your personnel electronic records management system (IPERMS) file not later than the suspense date listed at paragraph one.
- g. Applicants are responsible to update their record brief and official photo.
- h. Documents received after the suspense date will not be accepted or included into your application packet. Any application packet that is not complete, as directed in this MILPER message, will be returned to candidate and may result in missing the submission suspense date and not being considered for this program.
- i. If you will be pending an evaluation that won't be uploaded to IPERMS in time for the selection panel, you may email a copy with your application, providing your rater and senior rater have signed it.

3. Program Description: The U.S Army Sergeants Major Academy (USASMA) Fellowship Program is aimed at Sergeants Majors who have potential and a strong desire to be an educator for future Sergeants Majors. Selected candidates will pursue a Master's Degree in Lifelong Learning and Adult Education through Pennsylvania State University (Penn State). The Master's Degree is a 30 semester hour online program focusing on the knowledge and skills required to develop professionals who work with adult learners in the academic disciplines of distance and continuing education; program planning, research and evaluation of adult learners; course design and development.

4. Selection Process: The U.S. Army Sergeants Major Academy Fellowship Program Selection Panel will convene 15 November 2016 at The Human Resources Command (HRC), Fort Knox Kentucky, to establish a best qualified list to present to the Commandant, USASMA for final selection of fellows. The USASMA Commandant will send notification letters to selected fellows, January 2017 timeframe. Notification of acceptance by Penn State will occur approximately 30 days after selection to the fellowship program. The Director, of the USASMA Fellowship Program will provide additional information on applying to Penn State University. Fellows must be enrolled in core courses not later than 30 June 2017 for the fall 2017 session.

5. Funding: There is no cost to selected fellows for this program. All costs (application fee, tuition, books) will be borne by USASMA. Selectees' education benefits (i.e., GI-Bill, Post 9-11 Education Bill, etc.) will not be affected for payment in this program. Applicants may be required to pay for transcripts from previous institutions of education

to be submitted to Penn State.

6. Tenure/Location: Assignment will be to the USASMA UIC (W3QTB1), Fort Bliss, Texas 79918. Participants will begin the fellowship with a Permanent Change of Station to USASMA at Fort Bliss, Texas by 10 July 2017, with 60 days early report authorized. Classes begin o/a 21 August 2017 and complete o/a 10 August 2018.

7. Obligations incurred:

a. Following successful completion of the Master of Education Program with Penn State, Active Duty & Active Guard Reserve fellows will incur a three for one Active Duty Service Obligation, IAW AR 350-100, para 2-8. USAR/National Guard will incur a 2 year service obligation after graduation.

b. Fellows will be assigned to a 24-36 month utilization assignment to the USASMA UIC (W3QTA1) Fort Bliss, Texas 79918 as Sergeants Major Course Instructors.

c. Students who participate in this funded educational program may be required to reimburse the U.S. Government the costs if they voluntarily or involuntarily fail to complete the Master of Education Degree or the required 24-36 month service obligation.

8. Eligibility Criteria:

a. Active Component (AC); National Guard; Troop Program Unit (TPU); or Active Guard Reserve (AGR) Sergeant Major with DA Form 1059 (Service School Academic Evaluation Report) course completion of the U.S. Army Sergeants Major Resident/Non-Resident Course.

b. Must possess a completed Bachelor's degree with a GPA of 3.0 or higher from a regionally accredited university, which holds accreditation from one of the following:

New England Association of Schools and Colleges
North Central Association Commission on Accreditation and School Improvement
Middle States Association of Schools and Colleges
Southern Association of Colleges and Schools
Western Association of Schools and Colleges
Northwest Commission on Colleges and Universities
Or Tertiary (Postsecondary) Degree that is deemed comparable to a four year bachelor's degree from a regionally accredited U.S. institution

- c. Must be able to complete full fellowship and utilization without interruption.
- d. All packets will be considered regardless of Mandatory Retirement Date (MRD) unless a retirement application has been submitted. Commandant, USASMA may waiver, beyond 30 years' time in service, on a case by case basis with the approval of the SMA.
- e. Possess interpersonal skills and ability to interact and form professional educational relationships with individuals of diverse backgrounds.
- f. Not pending adverse actions nor have any history of type 1 or type 2 offenses, IAW ALARACT 188/2014 (Sharp Personnel Screening and Others in Positions of Significant Responsibility). Checks will be conducted by the Enlisted Personnel Management Directorate (EPMD), HRC prior to the Selection Panel.
- g. Meet Army Physical Fitness Test requirements, IAW FM 7-22 and Army Height and Weight Requirements, IAW AR 600-9.
- h. Meet the requirements of AR 614-200, para 6-9 and 6-12.
- i. Active Duty/AGR competing for Command Select List (CSL) or nominative positions will be authorized after successful completion of the Master's degree program and a minimum of two years as an instructor at USASMA. If selected for CSM on an Army approved CSL list, PCORD date should be after successful completion of the third year of SMC Instructor requirement. Early release from program for Army critical personnel needs, on a case by case basis, will be at the sole discretion of the Commandant, USASMA.
- j. Applicants currently serving as a CSM, must be able to adjust their PCORD date to arrive to USASMA by 10 August 2017. Do not presume this will happen if you are selected. If your command does not concur with an earlier PCORD date, or if HRC cannot support due to not having a replacement, you will not be selected for the fellowship.
- k. Applicants must not have been selected for any of the Broadening Opportunity Programs, listed at: <http://www.hrc.army.mil/bop> within the last ten years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminars Programs.

9. How to Apply: (ARNG & USAR-TPU Service Members, please submit your application to the point of contact in paragraph eleven.)

- a. Active Component (AC) and U.S. Army Reserve-Active Guard Reserve (USAR-AGR) Service Members, please submit the following to [joel.d.strout.civ@mail.mil](mailto:joel.d.strout.civ@mail.mil), not

later than 30 October 2016. Subject title of email “Request to Compete for B.O.P.”:

(1) DA FORM 4187 (Personnel Action) with the following information:

BLOCK 1	Type the address of the approver that will sign/endorse your DA Form 4187 requesting to compete.
BLOCK 2	Type in AHRC, ATTN: Mr. Strout, 1600 Spearhead Division Ave, Fort Knox, KY 40122.
BLOCK 3	Your military address.
BLOCK 4	Your last name, first name, middle initial.
BLOCK 5	Your current grade/rank and career field/military occupational series.
Block 6	Your social security number.
Block 7	Leave blank.
BLOCK 8	Check line titled “other” and type in USASMA Fellowship Program.
BLOCK 9	Hand sign or electronically sign this block with your signature.
BLOCK 10	Type in the date you are signing your DA Form 4187 requesting to compete.
SECTION IV REMARKS	(A) Type in the following statement: I hereby apply for the FY2017 USASMA Fellowship Program. I understand I cannot compete for any other program listed at <a href="http://www.hrc.army.mil/bop">http://www.hrc.army.mil/bop</a> .
	(B) I understand I may be required to reimburse the U.S. Government the costs of training, if I voluntarily or involuntarily fail to complete the Master’s Degree with Penn State or the required 24-36 month service obligation.
	(C) I understand that I am not eligible to compete for CSL or a nominative assignment until after successful completion of the Master’s Degree Program and two years as an instructor at USASMA. Selection on CSL or nominative list during 3rd year of instructor requirement will normally result in PCORD/report date for assuming CSM/nominative duties being after 3rd year of instructor requirement is fulfilled.
	(D) My email address is:_____.
BLOCK 11	Your chain of command colonel or higher must recommend approval for you to submit your request to compete.
BLOCK 12	Type approver’s signature block.
BLOCK 13	Approver must hand sign or electronically sign this block.
BLOCK 14	Type in the date the approver signs this form.

(2) Most current DA Form 705 (Army Physical Fitness Test Score Card) and DA Form 5500/5501 (Body Fat Content), if applicable.

(3) DA Form 1059 course completion of the U.S. Army Sergeants Major Resident/Non-Resident Course.

(4) Statement of purpose addressed to the Commandant, USASMA explaining reason(s) why you are applying for this program. Typed in memorandum format, IAW AR 25-50, no longer than 500 words. Place your name/grade on the statement. The subject of this memorandum will be "Why I Should be Selected for the USASMA Fellowship Program."

(5) Letters of Recommendation (LOR). Minimum of two and a maximum of three. One LOR must be from current chain of command and one from the first nominative CSM in your chain. The LOR can be in letter or memorandum format, IAW AR 25-50. Address LOR to the Commandant, USASMA. LOR becomes part of the application packet and are not sent directly to Commandant, USASMA.

(6) Memorandum for Record with the following information (any format): grade, name, last four of your SSN, baccalaureate degree GPA, graduate degree GPA (if applicable), GRE scores (verbal/quantitative/analytical), defense language aptitude battery scores (if applicable), and the following statement: "I understand that if I am selected for a Broadening Opportunity Program, I will incur an active duty service obligation of three days for each day I am in my selected Broadening Opportunity Program. I also understand I will be obligated to serve a utilization assignment immediately following my fellowship/scholarship tenure, if so stated in the MILPER message announcing my selected program. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program".

b. Your nomination will be reviewed by your career branch and Leader Development Division for eligibility, availability and derogatory information. You will receive an email stating your status within ten working days from submission.

10. Conclusion: The purpose of fellows (officer or enlisted) is two-fold. Both are as equally important. First, fellows are personal representatives, even ambassadors for the Chief of Staff and the Sergeants Major of the Army. In this role, they provide the civilian community with a sense of what the Army is doing and how they serve as personal envoys for senior leaders. Secondly, the fellowship program is the Army's response to Department of Defense instructions which require each service to have these outreach programs. The Office of the Secretary of Defense (OSD) guidance recognizes that fellowships provide "unique opportunities" for professional development which is not available within our own PME systems and therefore, the NCO program at Penn State will bring a distinctive opportunity. Fellows are future Army senior leaders

and must be capable of interaction with the federal government, the private sector, and academia. The title of fellows says: I am an ambassador of the Army; I was specifically selected for this purpose, I have the professional and academic credibility to be here. Fifteen years of conflict has demonstrated that the future battle space will continue to grow in complexity and bring amplified intellectual challenges therefore, an educated force of leaders and senior leaders is required. CSA waypoint 2, "Adaptive Army Leaders for a Complex World" outlines the gaps we are addressing...we must be "cultivating strategic perspective and leadership from senior NCOs"..."educate and develop all soldiers and civilians to grow the intellectual capacity to understand the complex contemporary security environment". The Penn State Program along with the other strategic broadening seminars is but one step of many to build a cadre of future senior NCO's that are capable of providing sound strategic level advice to their leaders.

#### 11. Points of Contact:

- a. USASMA: SGM Daryl L. Harris; [daryl.l.harris.mil@mail.mil](mailto:daryl.l.harris.mil@mail.mil) (Director USASMA Fellowship) or Mr. Jesse McKinney; [jesse.w.mckinney2.civ@mail.mil](mailto:jesse.w.mckinney2.civ@mail.mil) (Director Human Resources, USASMA), Mr. Sylvester L. Smith; [sylvester.l.smith.civ@mail.mil](mailto:sylvester.l.smith.civ@mail.mil) (Fellowship Program Manager).
- b. ARNG: SGM Chris L. Padgett at [christopher.l.padgett.mil@mail.mil](mailto:christopher.l.padgett.mil@mail.mil).
- c. USAR-TPU: [usarmy.knox.hrc.mbx.epmd-ared-sgm@mail.mil](mailto:usarmy.knox.hrc.mbx.epmd-ared-sgm@mail.mil).
- d. HRC (AC & USAR-AGR): Mr Joel D. Strout; [joel.d.strout.civ@mail.mil](mailto:joel.d.strout.civ@mail.mil).