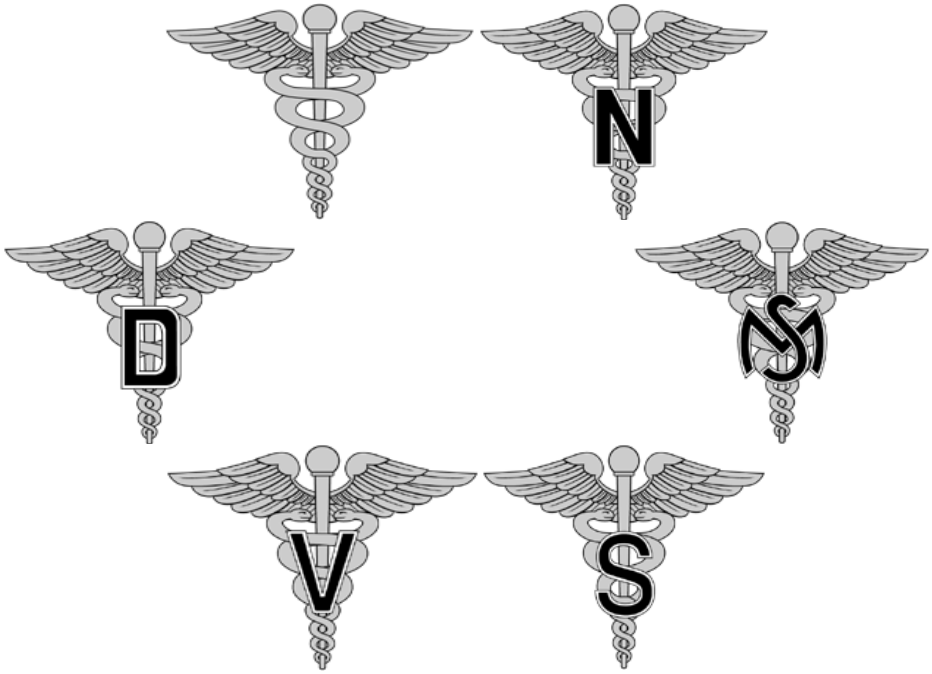
FY 2012 ARMY MEDICAL DEPARTMENT RECRUITING PROGRAM GUIDE



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FY 2012 Army Medical Department Recruiting Guide

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5 Oct 2011 update includes AR Medical-Surgical Nurses for HPLR only.
14 Oct 2011 update corrects missing MC AOCs from HPLR.
4 Nov 2011 update MS 73A OAPP mission change (not authorized).
20 Mar 2012 update AR MS 73B HPLR amount.
3 Apr 2012 update CRNA website, GPN website.

PURPOSE:

The purpose of the "FY 2012 Army Medical Department Recruiting Program Guide" is to outline the Army Medical Department's programs and incentives in a pocket format. It serves primarily as a ready reference for commanders, recruiters, and staff within the US Army Recruiting Command.

Information contained in this guide is current at the time of publication, but subject to change and should not be construed as a guarantee of the availability of these programs and incentives at a given time. The date of publication is October 2011 and supersedes all previous editions.

The proponent of this guide is the Director, Health Services Directorate, Recruiting Command. Users are invited to send comments and suggestions directly to:

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SCOPE OF RESPONSIBILITY

USAREC is responsible for recruiting for the Army Medical Department. We recruit highly qualified health care professionals for the Army in all six AMEDD Corps:

COMMISSIONED OFFICERS:

ARMY MEDICAL SPECIALIST CORPS
DENTAL CORPS
MEDICAL CORPS
MEDICAL SERVICE CORPS
NURSE CORPS
VETERINARY CORPS

All the above Corps requires specialized training and licensure/certification, and are recruited primarily from accredited university and college programs throughout the United States.

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ARMY MEDICAL SPECIALIST CORPS

Physical Therapists (PT), Occupational Therapists (OT), Registered Dietitians (RD), and Physician Assistants (PA) make up the Army Medical Specialist Corps. Health care recruiters focus their recruiting efforts at accredited colleges and universities where these specialties are trained.

- Direct all interested applicants to the nearest Health Care Recruiting Team.
- Must be a U.S. citizen for Regular Army or a permanent resident for Army Reserve.
- OT and RD applicants must have national registration from the National Board for Certification of Occupational Therapists (NBCOT) and the Commission on Dietetic Registration (CDR), respectively, and a state license.
- Physical Therapists must have a state license.
- Physician Assistants must be certified by the National Commission for Certification of Physician Assistants (NCCPA) and are not required to have a state license.
- Students who will graduate within 6 months with their qualifying degree from a US-accredited school may apply for Active Duty. They must provide an official transcript with their degree awarded and appropriate registration/certification and/or license before being allowed to report to AD.
- Reserve applicants must be graduates of US-accredited schools and fully qualified, to include appropriate registration/certification and/or license
- Must be less than 42 years of age upon initial appointment for Active Duty, unless prior commissioned service. Reserve applicants must also be less than age 42 upon initial appointment, but waivers are possible for older applicants.
- ROTC cadets who apply for educational delay to attend graduate school for one of the above specialties are eligible for appointment as a commissioned officer. They may be branched RA or Army Reserve, contingent on the needs of the Army once all requirements are met to include licensure/registration or certification. ROTC Cadets are also eligible to apply directly any of the Student Programs.

Active Duty Army Medical Specialist Corps Student Programs

U.S. Army-Baylor University Doctoral Program Occupational Therapy

This program provides a Doctor of Science in Occupational Therapy (DScOT) degree. This program is an opportunity for fully-qualified Occupational Therapists to improve their clinical skills and earn an advanced degree. . It is an 18-month training program at Brooke Army Medical Center in San Antonio, Texas. Applicants must possess a Bachelor's or a Master's degree in Occupational Therapy. Applicants with a Bachelors Degree must have earned at least 9 post-graduate, clinically oriented credits. Applicants must also have a minimum GPA of 3.0 and have current Graduate Record Exam Scores. Active duty obligation is 5 years, including the program.
For more information: http://www.baylor.edu/graduate/index.php?id=74409

Active Duty Specialist Corps Student Programs: (Cont)

U.S. Army — Baylor University Doctoral Program in Physical Therapy
Provides a Doctor of Physical Therapy degree, which is an entry-level degree. Applicants must possess a bachelor's degree or be in their last semester of undergraduate school to apply to the 30-month training program. Active duty obligation is 81 months, including the program. Other prerequisites: minimum cumulative and prerequisite GPAs of 3.1, minimum GRE score of 1000, minimum GRE verbal score of 450. Visit http://www.baylor.edu/graduate/pt/splash.php for more information.

U. S. Army-Baylor University Graduate Program in Nutrition
Provides a Master's of Science degree in Nutrition from Baylor University, the sponsoring university. The program consists of nine months of graduate education with an emphasis on clinical and humanitarian nutrition, food service, performance nutrition, research, and leadership at the AMEDD Center and School; and a twelve-month dietetic internship and research at one of three Army Medical Centers (BAMC, WRAMC, or MAMC). Applicants must have completed or be in their last semester of dietetics academic work to apply. Applicants must complete bachelor's degree and Didactic Program in Dietetics (DPD) prior to beginning Graduate Program in Nutrition. Active duty obligation is six years, including internship and program. Other prerequisites: minimum cumulative and prerequisite GPAs of 3.0, minimum GRE score of 1000, minimum GRE writing score of 3.5. Visit http://www.baylor.edu/graduate/nutrition for more information.

Inter service Physician Assistant Program (IPAP)
The program provides a Master's degree in Physician Assistant studies. Two-year training program (one year didactic, one year clinical) leading to an appointment as a First Lieutenant in the Army Medical Specialist Corps. Applicants must be Active duty, Reserve or National Guard service members who have completed a minimum of 60 semester hours of prerequisite undergraduate work. Enlisted students are Officer Candidates while in the program and commissioned as First Lieutenants upon graduation. Commissioned officers are reappointed as SP Officers prior to starting the program. Active duty obligation, for active duty applicants, is 4 years after graduation. Visit www.usarec.army.mil/armypa for more information.

Health Professions Loan Repayment Program (HPLRP)

This program will repay up to $40,000 of qualified loans annually for a maximum of three years for Physician Assistants. Active duty obligation is one year for each year receiving loan repayment with a minimum period of three years on active duty.

Active Duty Specialist Corps Incentives: (Cont)

Specialty Pay

Occupational Therapists, Physical Therapists, Dietitians, and Physician Assistants are entitled to Non-Physician Health Care Provider Board Certification Pay. They must have a post-baccalaureate degree in their respective specialty, and have been awarded board certification in their clinical specialty. Physician Assistants need only have a Master's degree or higher – they do not need any certifications other than their NCCPA. Board Certification must be current. Board Certification Pay is based on years of creditable service, determined by the health professional pay entry date (HPPED):

	Annual Rate of Special Pay
Less than 10 years	$2,000
10 but less than 12	$2,500
12 but less than 14	$3,000
14 but less than 18	$4,000
18 or more years	$5,000

* The above information is subject to change.

Special Pay (HPO)

All qualified physician assistants (PA) who do not currently hold a commission as a PA in any service may be eligible to receive $12,500 a year for a three year obligation and $15,000 a year for a four year obligation. This incentive cannot be combined with any other incentive.

Officer Accession Pilot Program (OAPP) Option C

Officer Accession Pilot Program (OAPP) Option "C" will allow qualified medical professionals between the ages of 42 and 60 for initial appointment in the Army as AMEDD officers with only a two-year Military Service Obligation (MSO). Officers are eligible for year-to-year Board Certification Pay, Additional Special Pay, and Incentive Special Pay. Officers will not be eligible for accession bonuses, loan repayment, or multi-year specialty pay. Applicants must be able to complete the full two-year MSO prior to their 62nd birthday. Please note that at this point in time, ASA age for entry waivers are still required for applicants over the age of 51.5, even if they are participating in this program. Specialist Corp authorized twenty (20) personnel total from all SP AOCs. (65A, 65B, 65C, 65D)

Army Reserve Specialist Corps Incentives (Cont):

Special Pay

This incentive provides up to $60,000 special pay for Physician Assistants. The soldier must serve in an AR Troop Program Unit, AMEDD Professional Medical Command (APMC) or in the Individual Mobilization Augmentee Program while receiving the special pay. Individuals may be eligible, if qualified, to participate in another AR incentive program. Special pay may not be offered concurrently with STRAP. Applicant must possess a current, unrestricted state license to apply. The applicant may continue to reapply for special pay if AOC is on the critical wartime specialty list.

Health Professional Loan Repayment Program (HPLRP)

This program provides up to $50,000 for repayment of qualified education loans for Physician Assistants. For each year of satisfactory service in an AR Troop Program Unit, AMEDD Professional Medical Command (APMC) or the Individual Mobilization Augmentee Program, any DOD authorized student loan will be considered eligible for repayment. Payment is made over three years in increments of $20,000, $20,000 and $10,000 per year not to exceed $50,000. Applicant may be eligible, if qualified, to participate in another AR incentive program. Applicant must possess a current, unrestricted state license to apply.

Dental Corps

Health care recruiters focus on recruiting dental students at ADA accredited four year dental schools, working dentists, and residents in oral surgery and prosthodontic, programs.

- Direct all interested applicants to the nearest Health Care Recruiting Team.
- Must be a U.S. citizen for Regular Army or a permanent resident for Army Reserve.
- RA applicants may apply during last 12 months of dental school.
- Working dentists must be licensed to practice dentistry and be a graduate of an ADA-accredited dental school in the United States, District of Columbia, Puerto Rico, or Canada.
- Must be less than 47 years of age upon initial appointment (may request a waiver).
- ROTC cadets who apply for educational delay to attend dental school are eligible to be selected to serve in the Dental Corps.

Active Duty Dental Corps Programs

Health Professions Scholarship Program (HPSP)

This program provides one, three and four year scholarships for students enrolled in an ADA accredited D.D.S. or D.M.D. program. Applicant must be a U.S. Citizen. The program provides full tuition, monthly stipend of $2088 for 10 and one-half months and reimbursement of certain academic fees. Provides Second Lieutenant pay for 45 days during non-active or active duty training (ADT). Appointed and commissioned as a Second Lieutenant in the Medical Service Corps while participating in the HPSP program. Soldier is commissioned as a Dental Corps Captain upon graduation from dental school. Active duty obligation is year for year for each year receiving the scholarship with a minimum obligation of three years.

Health Professions Scholarship Program Accession Bonus (HPSP AB)

MC and DC HPSP applicants, regardless of scholarship length, are eligible to receive HPSP AB. Applicants must meet the HPSP eligibility requirement. Provides $20,000 bonus (taxable) paid in three increments between first and second HPSP monthly stipend phase. Amount will be disbursed in $9,000, $9,000 and last payment of $2,000. Active duty obligation in conjunction with HPSP is four (4) years, regardless of length of HPSP participation. The HPSP AB obligation is served concurrently with the HPSP ADSO.

Active Duty Dental Corps Programs: (Cont)

Advanced General Dentistry 1-Year Program (AGD)

One year training program – target audience is senior dental students. Practicing dentists who graduated within the past three years may request an exception to policy to apply for this program. Graduate dentists must be licensed. Six training sites: Ft. Lewis, WA; Ft. Campbell, KY; Ft. Carson, CO; Ft. Benning, GA; Ft. Jackson, SC; Ft. Sill, OK. Direct accession civilians, HPSP Dental Students, and ROTC Educational Delay Student are eligible to apply

Financial Assistance Program (FAP)

Open to Dentists at any point during their residency training. However, only open to Dental AOCs where inventory is low. Eligibility is determined on a case by case basis by OTSG. Recruiters with an interested applicant should send an e-mail to the SVD Program Manager, requesting consideration of FAP support. FAP provides an annual grant of $45,000 plus a monthly stipend of $2088. Active duty obligation is two years for the first year of FAP participation plus one-half (1/2) year for each additional one-half (1/2) year (or portions thereof) of participation with a minimum period of three years on active duty for Dentists participating in FAP. Individuals must be U.S. citizens and be fully-qualified for appointment as a Dental Corps officer, to include having a valid state license.

Health Professions Bonus Program (HBP)

Program provides a $75,000 accession bonus. Individuals incur a four year active duty obligation. Bonus is paid in a lump sum at first duty station. Individuals may be eligible, if qualified, to participate in the active duty loan repayment program. Students in their last year of dental school may apply. Individuals who have held an appointment as a Dental Corps officer with any branch of service or component within twenty four months at time of application are not eligible. Individuals are not eligible if they received any financial assistance from DOD to pursue their dental degree or specialty including HPSP and FAP, even if the obligation for this assistance has been served. Please note that 28% taxes are taken out of the $75K up front, and ensure applicant is aware of this.

Health Professions Loan Repayment Program (HPLRP)

Program provides up to maximum of three years of repayment of qualified education loans. Payment is made in increments of $40,000 annually (less taxes) for each year of participation. Active duty obligation is three years. It may be combined with the Health Professions Bonus; obligations are additive to a maximum of seven years.

Active Duty Dental Corps Programs: (Cont)

Critical Wartime Skills Accession Bonus (CWSAB)

Bonus provides a $300,000 accession bonus for Oral Maxillofacial Surgeons and Comprehensive Dentists who sign a written agreement to serve on Active Duty for not less than 4 consecutive years in exchange for receiving the CWSAB. The bonus will be paid in 4 annual payments. The first payment will be requested upon completion of Officer Basic Leadership Course (OBLC) and arrival at the first duty station. Applicants must meet all requirements for appointment as a Dental Corps officer. Individuals who have held an appointment as a Dental Corps officer with any branch of service or component within twenty four months at time of application are not eligible. Individuals are not eligible if they received any financial assistance from DOD to pursue their dental degree or specialty including HPSP and FAP, even if the obligation for this assistance has been served.

Specialty Pay

All active duty Dental Corps Officers may be eligible for one or more of the four categories of special pay, in addition to their base pay: Variable Special Pay (VSP) - Paid monthly based on creditable service and annual rates. VSP can range between $3,000 and $12,000 annually based on length of service. Board Certified Pay (BCP) - Paid monthly based on creditable service and annual rates. The officer must be board certified. BCP can range between $2,500 and $6,000 annually based on creditable service. Dental Additional Special Pay (DASP) - Payable in one annual sum. DASP can range between $10,000 and $15,000 based on creditable service. Dental Officer Multiyear Retention Bonus (DOMRB) ranges from $13,000-50,000 annually, based on specialty and length of contract.

Officer Accession Pilot Program (OAPP) Option C

Officer Accession Pilot Program (OAPP) Option Charlie will allow qualified medical professionals between the ages of 42 and 60 for initial appointment in the Army as AMEDD officers with only a two-year Military Service Obligation (MSO). Officers are eligible for year-to-year Board Certification Pay, Additional Special Pay, and Incentive Special Pay. Officers will not be eligible for accession bonuses, loan repayment, or multi-year specialty pay. Applicants must be able to complete the full two-year MSO prior to their 62nd birthday. RA applicants over age 51.5 and USAR applicants over age 53.5 will still require the ASA age for entry waiver. Dental Corps is authorized ten (10) personnel total from the following AOCs: 63A, 63B, 63N, 63E, and 63F.

Reserve Dental Corps Incentives:

Special Pay

Special pay provides up to $75,000 special pay for General Dentists, Comprehensive Dentists, Prosthodontists and Oral Surgeons. The special pay is paid in increments of $25,000 and paid yearly up to a total of three years. Soldier must serve in an AR Troop Program Unit, AMEDD Professional Medical Command (APMC) or in the Individual Mobilization Augmentee Program while receiving the special pay. Individuals may be eligible, if qualified, to participate in one other AR incentive program. Special pay may not be offered concurrently with STRAP. Residents in their last year of their residency may apply. Applicant must possess a current, unrestricted state license to apply. Applicant may continue to reapply for special pay if AOC is on the critical wartime specialty list.

Health Professional Loan Repayment Program (HPLRP)

Program provides up to $250,000 for repayment of qualified education loans for General Dentists, Comprehensive Dentists, Prosthodontists and Oral Surgeons. For each year of satisfactory service in an AR Troop Program Unit, AMEDD Professional Medical Command (APMC) or the Individual Mobilization Augmentee Program, any DOD authorized student loan will be considered eligible for repayment. Payment is $40,000 per year not to exceed $250,000. Applicant may be eligible, if qualified, to participate in another AR incentive program. HPLR and STRAP may be offered at the same time. Applicant must possess a current, unrestricted state license to apply.

Specialized Training Assistance Program (STRAP)

Stipend Program of $2088 per month for general dentists, comprehensive dentists, prosthodontists and oral surgeons currently enrolled in an accredited residency program. Applicants must be a U.S. citizen. Incurs a one year obligation in the AR for each 6 months (or partial 6 month period) of financial assistance. Upon completion of residency training must serve in an AR Troop Program Unit, AMEDD Professional Medical Command (APMC) or the Individual Mobilization Augmentee Program. Applicant can participate in the HPLR program while under STRAP in the STRAP stipend phase. Applicant must possess a current, unrestricted state license to apply.

Medical/Dental School Stipend Program (MDSSP)

Provides a monthly stipend of $2088 to individuals accepted into an accredited dental program. Participants are assigned the primary AOC of 00E67 and branched into the Medical Service Corps as a Second Lieutenant. Must be a US citizen. Incurs a one year obligation in the AR for each 6 months (or partial 6 month period) of financial assistance. Upon completion of residency training must serve in an AR Troop Program Unit, AMEDD Professional Medical Command (APMC) or the Individual Mobilization Augmentee Program.

Medical Corps

- Direct all interested applicants to the nearest Health Care recruiting team.
- Commissions are available to qualified physicians in the Regular Army and Army Reserve.
- Must be a U.S. citizen for Regular Army or a permanent resident for Army Reserve.
- Regular Army and Army Reserve applicants must have a doctor of medicine or osteopathy degree from an accredited U.S. school of medicine or osteopathy. Foreign graduates may apply if they have a permanent certificate from the Educational Council of Foreign Medical Graduates.
- Must have completed at least one year of an approved Graduate Medical Education (GME) internship.
- Must be less than 47 years of age at the time of commissioning/appointment (waivers granted on a case by case basis).
- Must hold a current unrestricted and unexpired license to practice medicine in the U.S., District of Columbia, or Puerto Rico.
- Must be at least board eligible.

Active Duty Medical Corps Programs:

Health Professions Scholarship Program (HPSP) —

Program provides up to a four-year scholarship to students accepted to or enrolled in accredited schools of medicine or osteopathy. Applicant must be a U.S. Citizen. HPSP provides full tuition, monthly stipend of $2088 for 10 and one-half months and reimbursement of certain academic fees. Provides Second Lieutenant pay for 45 days during non-active or active duty training (ADT). Appointed and commissioned as a Second Lieutenant in the Medical Service Corps while participating in the HPSP program. Soldiers are commissioned as Medical Corps Captains upon graduation from medical school. Soldiers incur an active duty obligation of two (2) years for the first two (2) years, or portion thereof, of program participation. Participation for more than two (2) years will result in an additional active duty obligation of one-half (1/2) year for each additional one-half (1/2) year or portions thereof.

Health Professions Scholarship Program Accession Bonus (HPSP AB)

MC and DC HPSP applicants, regardless of scholarship length, are eligible to receive HPSP AB. Applicants must meet the HPSP eligibility requirement. Provides $20,000 bonus (taxable) paid in three increments between first and second HPSP monthly stipend phase. Amount will be disbursed in three payments of $9,000, $9,000 and last payment of $2,000. Active duty obligation, served in conjunction with HPSP, is four (4) years, regardless of length of HPSP participation.

Active Duty Medical Corps Programs: (Cont)

Uniformed Services University of Health Sciences (USUHS) School of Medicine

Applicants must possess a baccalaureate degree. Students receive full pay and allowances commensurate with rank during entire program; tuition expenses paid by the Army. Graduates receive MD degrees and are reappointed as RA captains in the Medical Corps. Active duty obligation is seven years, not counting medical school, internship, or residency. Direct all interested individuals to call the USUHS at 1-800-772-1743 or visit the USUHS Web site at **www.USUHS.mil .**

Financial Assistance Program (FAP)

Open to physicians at any point during their residency training, such as, Post Graduate Year (PGY) II and above. Certain individuals may be eligible to apply in PGI, based on OTSG guidance. Provides an annual grant $45,000 plus a monthly stipend of $2088. Active duty obligation is two years for the first year of FAP participation plus one-half (1/2) year for each additional one-half (1/2) year (or portions thereof) of participation with a minimum period of two years on active duty. Individuals must be U.S. citizens. Eligibility is determined on a case by case basis by OTSG/GME.

Critical Wartime Skills Accession Bonus (CWSAB)

Provides a $400,000 accession bonus for General Surgery, $400,000 for Neurosurgeon, $292,000 for Pulmonary Medicine, $280,000 for Urology, $276,000 for Emergency Room Physicians, $272,000 for Psychiatrists, $252,000 for Family Practice Physicians, $240,000 for Internal Medicine Physicians, $240,000 for Obstetrics/Gynecology and $220,000 for Preventive Medicine Physicians and Pediatricians who sign a written agreement to serve on Active Duty for not less than 4 consecutive years in exchange for receiving the CWSAB. The payments will be paid in 4 annual payments. The first payment will be requested upon completion of Basic Officer Leadership Course (BOLC) and arrival at the first duty station. The remaining three payments will be made on the anniversary date of the first payment.

Officer Accession Pilot Program (OAPP) Option C

Officer Accession Pilot Program (OAPP) Option Charlie will allow qualified medical professionals between the ages of 42 and 60 for initial appointment in the Army as AMEDD officers with only a two-year Military Service Obligation (MSO). Officers are eligible for year-to-year Board Certification Pay, Additional Special Pay, and Incentive Special Pay. Officers will not be eligible for accession bonuses or multi-year specialty pay. Applicants must be able to complete the full two-year MSO prior to their 62nd birthday. Medical Corps is authorized twelve (12) personnel total from the following AOCs: (60N, 61Z, 60R, 61J, 61W, 60F, 61M, 60T, 61N, 62A, 61H, 60J, 60W, 60K, 60S, 60C, 60P)

Army Reserve Medical Corps Programs:

Health Professional Special Pay

Special pay provides a $75,000 special pay for physicians in eligible specialties joining the Army Reserve. The bonus is paid in increments of $25,000, and awarded yearly up to a total of three years. Physicians must have completed a residency program in the specialty in which they are applying. Participants must serve in an Army Reserve Troop Program Unit, AMEDD Professional Management Command, or Individual Mobilization Augmentee Program. Individuals may be eligible, if qualified, to participate in one other Army Reserve incentive program. Special pay may not be offered concurrently with STRAP. Eligible AOCs are 60C, 60J, 60K, 60N, 60S, 60T, 60W, 61H, 61J, 61K, 61M, 61N and 62A

Specialized Training Assistance Program (STRAP)

Stipend program for physicians in designated specialties currently enrolled in accredited residency programs. Participants receive a monthly stipend, currently $2088. Participants incur a 1-year obligation in the Army Reserve for every six months or portion thereof of financial assistance. STRAP participants must serve in an Army Reserve Troop Program Unit, AMEDD Professional Management Command, or the Individual Mobilization Augmentee Program after completing residency**;** must be a U.S. citizen. Eligible AOCs are 60C, 60J, 60K, 60N, 60S, 60T, 60W, 61H, 61J, 61K, 61M, 61N and 62A

Health Professionals Loan Repayment Program (HPLR)

Program provides up to $250,000 for repayment of education loans for physicians in certain specialties (60C, 60J, 60K, 60N, 60S, 60T, 60W, 61H, 61J, 61K, 61M, 61N and 62A) who are serving in an AR Troop Program Units, AMEDD Professional Management Command, or the Individual Mobilization Program. For each year of satisfactory service in an Army Reserve Troop Program Unit, AMEDD Professional Management Command, or the Individual Mobilization Augmentee Program, a maximum of $40,000 will be applied to an education loan, up to a total of $250,000. Individuals may be eligible, if qualified, to apply for one other Army Reserve incentive. HPLR and STRAP may be offered at the same time.

Medical/Dental School Stipend Program (MDSSP)

Provides a monthly stipend of $2088 to individuals accepted into an accredited medical program. Participants are assigned the primary AOC of 00E67 and branched into the Medical Service Corps as a Second Lieutenant. Must be a US citizen. Incurs a one year obligation in the AR for each 6 months (or partial 6 month period) of financial assistance. Upon completion of residency training must serve in an AR Troop Program Unit, AMEDD Professional Medical Command (APMC) or the Individual Mobilization Augmentee Program.

Medical Service Corps

- Direct all interested applicants to the nearest Health Care recruiting team.
- Based on the annual needs of the Army commissions may be available to applicants in the RA or Army Reserve.
- Commissions are available in the areas of audiology, biochemistry, clinical laboratory, clinical psychology, entomology, environmental science, health services administration, immunology, microbiology, nuclear medical science, parasitology, pharmacy, podiatry, research psychology, sanitary engineering, and social work.
- Specific degree requirements may be obtained from the local Health Care recruiter.
- Applicants must be between 21 and 42 years of age (must be less than 42 years of age at the time of accession) to qualify for appointment.

Active Duty Programs:

Health Professions Scholarship Program (HPSP) -- Optometry

Provides two and three year scholarships to students enrolled in or accepted to accredited optometry programs. Applicants must be a U.S. Citizen. HPSP provides full tuition, monthly stipend of $2088 for 10 and one half months and reimbursement of certain academic fees. Provides Second Lieutenant pay for 45 days during non-active or active duty training (ADT). Appointed and commissioned as a Second Lieutenant in the Medical Service Corps while participating in the HPSP program. Active duty obligation is year for year for each year receiving the scholarship with a minimum obligation of three years.

Health Professions Scholarship Program (HPSP) -- Counseling/Clinical Psychology

Provides one and two year scholarships to students in APA accredited clinical or counseling psychology doctoral programs. Applicant must be a U.S. Citizen. HPSP provides full tuition, monthly stipend of $2088 for 10 and one half months and reimbursement of certain academic fees. Provides Second Lieutenant pay for 45 days during non-active or active duty training (ADT). Appointed and commissioned as a Second Lieutenant in the Medical Service Corps while participating in the HPSP program. Active duty obligation is year for year for each year receiving the scholarship with a minimum obligation of three years.

Medical Service Corps Active Duty Programs (cont.)

ROTC-HPSP Cooperative Pharmacy Program

This is a combined scholarship from the Reserve Officers' Training Corps (ROTC) and the Health Profession Scholarship Program (HPSP) to provide financial assistance throughout a student's entire pharmacy education so he/she may obtain a commission with concurrent call to active duty in the rank of captain. Participants will incur an active duty service obligation (ADSO) from both ROTC and the HPSP that must be served consecutively, resulting in a six-year ADSO.

Clinical Psychology Internship Program (CPIP)

The Army sponsors a one-year clinical psychology internship program at five military medical treatment facilities: Walter Reed National Medical Center, Bethesda, MD; Tripler Army Medical Center, Honolulu, Hawaii; Brooke Army Medical Center, Fort Sam Houston, Texas; Madigan Army Medical Center, Fort Lewis, Washington; and Dwight D. Eisenhower Army Medical Center, Fort Gordon, Georgia. Applicants must have completed all course work toward a doctorate in psychology. Officers enter the program in the rank of captain and incur a 49-month duty obligation (including the one-year internship); must be a U.S. citizen.

Clinical Psychology Post Doctoral Supervision Pilot Program

The Army sponsors a one-year clinical psychology residency program for students at one of five military medical treatment facilities: Walter Reed National Medical Center, Bethesda, MD; Tripler Army Medical Center, Honolulu, Hawaii; Brooke Army Medical Center, Fort Sam Houston, Texas; Madigan Army Medical Center, Fort Lewis, Washington; and Dwight D. Eisenhower Army Medical Center, Fort Gordon, Georgia. Applicants who are currently completing an American Psychological Association (APA) accredited civilian clinical psychology internship are eligible to compete for this one year of post-doctorial supervision requirement towards licensure. Officers enter the program in the rank of captain and incur a 36 month obligation upon completion of the residency and licensure; must be a U.S. citizen.

Audiology Externship Program (AEP)

AEP provides a one year clinical audiology externship to students who have completed all academic coursework for their clinical doctorate in audiology and are eligible for the one year program. Training is conducted at Walter Reed National Medical Center, Bethesda, MD. A 36 month obligation following completion of the externship is incurred.

Medical Service Corps Active Duty Programs (cont.)

Health Professional Loan Repayment Program

HPLRP provides up to $120,000 for repayment of educational loans for postgraduate education. Paid at $40,000 per year (less taxes) with a three-year minimum obligation; must be a U.S. citizen. Authorized AOCs: 67E Pharmacist, 73B Clin Psych, 73A Social Worker

Pharmacist and Social Worker Accession Bonus

Active Duty accession bonus for qualified pharmacist and social worker of $30,000 paid in lump sum at the first permanent duty station. Active duty obligation is a minimum of 48 months.

Special Pay (HPO)

All qualified clinical psychologists (73B) and licensed clinical social workers (73A) who do not currently hold a commission as a clinical psychologists or licensed clinical social worker in any service may be eligible to receive special pay. 73A may receive $6,250 a year for a three year obligation and $7,500 a year for a four year obligation. 73B may receive $12,500 a year for a three year obligation and $15,000 a year for a four year obligation. This incentive cannot be combined with any other incentive.

Podiatric Surgical Residency

The Army sponsors a 36-month podiatric surgery residency at Womack Army Medical Center, Fort Bragg, North Carolina. Applicants must have a doctor of podiatric medicine (DPM). Officers enter the program in the rank of captain and incur an 84-month active duty obligation (including the 36-month residency).

The Army-Fayetteville State MSW Program

The Army-Fayetteville State MSW Program is a 14-month, for non-Bachelor of Social Work (BSW), and 9-months accelerated program advanced standing applicants with a BSW. Regular track students must complete 61 semester hours and advanced standing students must complete 35 semester hours. This program is open to civilians or enlisted Soldiers who are requesting to become active duty Medical Service Corps Army officers so that they may pursue the MSW via the Army-Fayetteville State University MSW Program. Applicants must have a liberal arts undergraduate degree from an accredited university, preferably in the social sciences (sociology, psychology, social work, political science, criminal justice, or similar areas of focus). To enter into the MSW program students must have completed undergraduate coursework that includes 3 semester hours of humanities, 18 semester hours of social and/or behavioral sciences, and 3 semester hours of human biology. Applicants incur a 62 month ADSO. This is a one time a year board meeting in FEB 2012.

Medical Service Corps Active Duty Programs (cont.)

Officer Accession Pilot Program (OAPP) Option C

Officer Accession Pilot Program (OAPP) Option Charlie will allow qualified medical professionals between the ages of 42 and 60 for initial appointment in the Army as AMEDD officers with only a two-year Military Service Obligation (MSO). Officers are eligible for year-to-year Board Certification Pay, Additional Special Pay, and Incentive Special Pay. Officers will not be eligible for accession bonuses or multi-year specialty pay. Applicants must be able to complete the full two-year MSO prior to their 62nd birthday.
Medical Service Corps is authorized ten (10) personnel total from the following AOCs: (67E, 67F, 67G, 72A, 73B)

Army Reserve Medical Service Corps Program:

Health Professionals Loan Repayment Program:

HPLRP provides education loan repayment for qualified optometrists (67F), clinical laboratory (71E), nuclear medicine (72A), and entomologists (72B) who are serving in an AR Troop Program Unit, the AMEDD Professional Management Command, or the Individual Mobilization Augmentee Program. For each year of satisfactory service in an AR Troop Program Unit, the AMEDD Professional Management Command, or Individual Mobilization Program, a maximum of $20,000 will be applied to an education loan up to a total of $50,000. Clinical psychologists (73B) who are serving in an AR Troop Program Unit, the AMEDD Professional Management Command, or the Individual Mobilization Augmentee Program. For each year of satisfactory service in an AR Troop Program Unit, the AMEDD Professional Management Command, or Individual Mobilization Program, a maximum of $40,000 will be applied to an education loan up to a total of $250,000. Individuals may be eligible, if qualified, to participate in one other Army Reserve incentive program; must be a U.S. citizen.

Health Professionals Special Pay

Provides a $60,000 special pay (paid $20,000 annually) for optometrists (67F), and entomologists (72B) joining the Army Reserve. A $30,000 special pay (paid $10,000 annually) for clinical laboratory (71E) and nuclear medicine (72A) joining the Army Reserve; and a $75,000 special pay (paid $25,000 annually) for clinical psychologists (73B). Participants must serve in an Army Reserve Troop Program Unit, AMEDD Professional Management Command, or Individual Mobilization Augmentee Program. Individuals may be eligible, if qualified, to participate in one other Army Reserve incentive program.

Army Nurse Corps

Direct all interested applicants to the nearest Medical Recruiting Company/Health Care Recruiting Station. Commissions are available to qualified Registered Nurses in the Active Army or the Army Reserve. Active and Reserve Army applicants must have a minimum of a baccalaureate degree in nursing. Applicants must be between 21 and 42 years of age (i.e., must be less than 42 years of age at the time of commission/accession) to qualify for appointment (not waivable for RA). Days of prior commissioned time are credited one for one against the 42 year age cutoff.

"To ensure the viability of the Army Nurse Corps, The Office of the Surgeon General (OTSG) input to the Army Reserve Fiscal Year FY (2012) Army Medical Department (AMEDD) Accession Mission recommends a Baccalaureate of Science in Nursing (BSN), or higher be required for all entry level nurse applicants."

For FY 2012 there is no mission identified for the recruitment of RN applicants which do not meet this recommendation.

All applicants:

- Must be a graduate of a nursing program accredited by the National League for Nursing (NLN) or the Commission on Collegiate Nursing Education (CCNE), or accepted by the U.S. Secretary of Education.
- Must hold a current, valid, and unrestricted license to practice nursing.
- Must be a U.S. citizen for active duty. Permanent residents are only eligible for Army Reserve.

Nurse ROTC Scholarships:

- Two-, 3-, and 4-year ROTC scholarships are available for students pursuing a baccalaureate degree at an accredited school of nursing.
- Two-year scholarships are available for 1st semester junior nursing students. Two year scholarships are also available to college graduates pursuing certain advanced practice nursing master's degree.
- ROTC program requirements and benefits outlined in the pocket guide also apply to nursing students.
- Direct all interested individuals to call 1-800-USA-ROTC or visit the ROTC Web site at **www.armyrotc.com** **.**

AMEDD Enlisted Commissioning Program (AECP):

Provides active, reserve and NG component enlisted Army Soldiers with the opportunity to complete their bachelor's of science in nursing (BSN). The Army pays up to $9,000 per academic year for tuition and mandatory fees for a maximum of 24 months of schooling along with book reimbursement up to $1,000 per year. Direct all interested individuals to the AECP Manager, DSN 536-0381, commercial (502) 626-0381 or send inquiries to **aecp@usarec.army.mil.**

Active Duty Army Nurse Programs:

Active Duty Army Nurse Accession Bonus:

All qualified nurses who do not currently hold a commission as a nurse in any service may be eligible to receive from $20,000 to $30,000 bonus, if loan repayment is not taken. If loan repayment is taken, they can only receive a maximum of $10,000 accession bonus.

Health Professions Loan Repayment (HPLR)

Active Duty Nurse Loan Repayment Program will repay up to a maximum of $120,000 towards qualified loans for three years (maximum amount repaid each year is $40,000). Obligation for HPLR is three (3) years. When special pay is taken in conjunction with HPLR the obligation is (6) years.

Army Nurse Candidate Program (ANCP)

This is a BSN degree program only. Students must be eligible to enlist in the Army Reserve. Provides $10,000 bonus (split disbursement) and $1,000 per month stipend during months enrolled in a full-time CCNE or NLN accredited BSN producing nursing program. Must complete BSN between 6 months to 24 months then pass NCLEX-RN exam before commissioning as an Army Nurse Corps officer. Obligation is four years for a one year completion of program or five years for a two year completion program. Commissioned officers are not eligible, prior enlisted Army soldiers must have completed all Mandatory Service Obligations and have less than 10 years active federal service at the time of commissioning.

U.S. Army Graduate Program in Anesthesia Nursing (AMEDD Center and School)

This is a Doctorate of Nursing Program. Students are commissioned RA and receive full pay and allowances commensurate with rank during entire program. Tuition expenses are paid by the Army. Active duty obligation is 60 months. The applicant must meet all admission requirements for Northeastern University. Visit http://www.northeastern.edu/bouve/nursing/add/armyprograman.html . Your applicant must be board selected for Active Duty and successfully admitted to Northeastern University to attend this program. Candidates must have at least one year of Critical Care Nursing experience and competitive Graduate Record Exam scores. If your applicant is not admitted to Northeastern University, they still have the option of accessing to Active Duty in the boarded AOC.

Active Duty Army Nurse Programs: (Cont)

Generic Course Guarantee

Eligibility:

- Any company grade medical surgical nurse (66H) that has not already received specialized training.
- Any registered nurse with at least two years licensed RN work experience.
- Not applicable if first active duty tour is OCONUS.

16 Week courses available:

- Critical Care Nursing
- Operating Room Nursing
- Maternal/Child Nursing
- Psychiatric/Mental Health Nursing

Obligation:

- One year concurrent with initial active duty service obligation

Precision Course Guarantee:

- Any Registered Nurse that has at least two years licensed RN work experience prior to the board. Will attend training after BOLC (or upon accession for prior service) as TDY enroute or TDY and return to initial duty station. Must request course dates using UF 1248, page 2 at application.

16 Week courses available:

- Critical Care Nursing
- Operating Room Nursing
- Psychiatric/Mental Health Nursing
- Emergency Room Nursing
- Obstetric and Gynecological nursing

Obligation:

- One year concurrent with initial active duty service obligation

Active Duty Army Nurse Programs: (Cont)

LTHET CRNA PhD Program

Must be AOC qualified as a 66F and meet RA appointment criteria prior to selection. Students are commissioned RA and receive full pay and allowances commensurate with rank during entire program. Tuition expenses are paid by the Army. Active duty obligation is based on length of course study. The applicant must meet all admission requirements for USUHS. Applicant selects PhD course of study either in neuroscience, pharmacology, or nursing science. Visit http://www.usuhs.mil/gsn/ for further information on the program. Your applicant must be board selected for Active Duty and successfully admitted to USUHS to attend this program. If your applicant is not admitted to USUHS, they still have the option of accessing to Active Duty as a 66F.

Psychiatric Nurse Practitioner, Certified Registered Nurse Anesthetist (CRNA), and Family Nurse Practitioner Health Professions Scholarship Program (HPSP)

Active Duty Psychiatric Nurse Practitioner, CRNA, Family Nurse Practitioner Programs will pay a stipend of $2088 and full tuition towards obtaining a Psychiatric Nurse Practitioner, CRNA, Family Nurse Practitioner MSN with prescriptive privileges. Obligation for HPSP is three (3) years.

Army Reserve Nurse Programs: FY2012

Eligibility Update Special Pay

Provides a special pay of $60,000 ($20,000 per year/ max 3 years) for Community Health Nurse (66B), Psychiatric Nurse Practitioner (66CM8), Operating Room Nurses (66E) with BSN or higher, and Nurse Anesthetists (66F) with a BSN or higher. Participants must serve in a U.S. Army Reserve Troop Program Unit (TPU), AMEDD Professional Management Command (APMC), or Individual Mobilization Augmentee (IMA) Program. Individuals may be eligible, if qualified, to participate in one other Army Reserve incentive program. 66H accessions with a BSN or higher are eligible for HPLR only.

Specialized Training Assistance Program (STRAP)

B-STRAP is not available as a recruiting or retention incentive this FY. MSN STRAP is available as a Recruitment tool for 66B Community Health Nurses, 66CM8 Psychiatric Nurse Practitioner, and 66F Nurse Anesthetists. All MSN STRAP applicants must provide proof of unconditional acceptance to an accredited graduate program. Participants receive a monthly stipend, currently over $2088. Participants incur a 1-year obligation in the Army Reserve for each six months or less of financial assistance and must serve in an Army Reserve Troop Program Unit, AMEDD Professional Management Command, or Individual Mobilization Augmentee Program upon completion of training. Individuals may be eligible, if qualified, to participate in one other Army Reserve incentive program; must be a U.S. citizen.

Health Professional Loan Repayment Program (HPLR)

Provides education loan repayment for nurses qualified as Nurse Anesthetists, Community/Public Health, Medical-Surgical and Perioperative Nurses who are serving in an Army Reserve Troop Program Unit, AMEDD Professional Management Command, or the Individual Mobilization Augmentee Program. For each year of satisfactory service in an Army Reserve Troop Program Unit, AMEDD Professional Management Command, or Individual Mobilization Program, a maximum of $20,000 will be applied to an education loan for each of the first two years and $10,000 for the third year for a total of $50,000. First payment is made on the anniversary date upon completion of a good year. Individuals may be eligible, if qualified, to participate in one other Army Reserve incentive program.

Veterinary Corps

Health care recruiters focus on recruiting veterinary students at AVMA accredited veterinary schools and working veterinarians.

- Direct all interested applicants to the nearest Health Care recruiting team.
- Must be a U.S. citizen for Regular Army or a permanent resident for Army Reserve.
- Direct commissions are available in the Regular Army and Army Reserve for working veterinarians who are licensed to practice veterinary medicine and are graduates of an AVMA accredited veterinary school in the United States, District of Columbia, Puerto Rico, or Canada. Foreign graduates may apply if they have a permanent certificate from the Educational Commission for Foreign Veterinary Graduates (ECFVG) and hold a current, unrestricted state license to practice veterinary medicine.
- Veterinary students may apply for AD during their last year of veterinary school.
- HPSP applicants may apply at any point during veterinary school, although there are not projected to be one-year scholarships available during FY 11.
- Must be less than 42 years of age upon initial appointment for Active Duty, unless prior service. Reserve applicants must also be less than age 42 upon initial appointment, but waivers are possible for older applicants.
- ROTC cadets who apply for educational delay to attend veterinary school are eligible to be selected to serve in the Veterinary Corps.

Active Duty Veterinary Corps Programs:

Health Professions Scholarship Program (HPSP)

Provides a one, two, or three year scholarship for students enrolled in an AVMA accredited DVM or VMD program. USAREC has no mission for four-year scholarships, however, so recruiters should check with SVD program manager in advance if they have an interested applicant. Applicants must be a U.S. citizen. HPSP provides full tuition, monthly stipend of $2088 for 10 and one half months and reimbursement of certain academic fees. Provides Second Lieutenant pay for 45 days during non-active or active duty training (ADT). Appointed and commissioned as a Second Lieutenant in the Medical Service Corps while participating in the HPSP program. Soldier is commissioned as a Veterinary Corps Captain upon completion of training. Active duty obligation is year for year for each year receiving the scholarship with a minimum obligation of three years.

Active Duty Veterinary Corps Incentives:

Health Professions Loan Repayment Program (HPLRP)

HPLRP provides up to maximum of three years of repayment of qualified education loans. Payment is made in increments of $40,000 annually (less taxes) for each year of participation. Active duty obligation is three years.

Active Duty Veterinary Corps Incentives (Cont):

Special Pay (HPO)

All qualified licensed veterinarians (64A) who do not currently hold a commission as a licensed veterinarian in any service may be eligible to receive $5,000 per year for a four year obligation. This incentive cannot be combined with any other incentive.

Specialty Pay

Diplomate Board Certified Pay (DBCP) requires the award of a diploma as a Diplomate in a specialty recognized by the American Veterinary Medical Association. DBCP can range between $2,000 and $5,000 annually based on creditable service.

Reserve Veterinary Corps Incentives:

Special Pay

Special pay provides a $75,000 special pay for veterinarians (64 A-F). The special pay is paid in increments of $25,000 and paid yearly up to a total of three years. Soldier must serve in an AR Troop Program Unit, AMEDD Professional Medical Command (APMC) or in the Individual Mobilization Augmentee Program while receiving the special pay. Individuals may be eligible, if qualified, to participate in one other AR incentive program. Applicant must possess a current unrestricted state license to apply.

Health Professional Loan Repayment Program (HPLRP)

HPLRP provides up to $40,000 annually with a lifetime maximum of $250,000 for repayment of qualified education loans for Veterinarians. For each year of satisfactory service in an AR Troop Program Unit, AMEDD Professional Medical Command (APMC) or the Individual Mobilization Augmentee Program, any DOD authorized student loan will be considered eligible for repayment. Applicant must possess a current unrestricted state license to apply.