

SWO(N) Ready Reference – Graduate Education

This Ready Reference discusses graduate education opportunities through various programs available in the Navy, including information about degrees conferred, Joint Professional Military Education (JPME), application processes, and obligated service/contract requirements.

Topics in this ready reference include:

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- [NROTC Locations](#)

References:

[OPNAVINST 1520.23C Graduate Education](#)

[NPSINST 1520.1K Admin and Mgmt of Navy Funded Grad Ed](#)

[OPNAVINST 1520.37B Graduate Education Voucher \(GEV\)](#)

[NAVADMIN 175/20 FY21 GEV](#)

[Navy College Program Website](#)

[Naval Postgraduate School \(NPS\) Distance Learning \(DL\) Website](#)

[NAVADMIN 121/21 Low Residency Grad Education Program \(LGEP\) Ac Yr 2021-2022](#)

[NAVADMIN 263/18 Update to Navy Grad Ed Program \(YG15 and Junior – **In Residence** Grad Ed Required\)](#)

[NAVADMIN 135/21 FY22 Grad School Opportunities at MIT and WHOI](#)

[NAVADMIN 260/20 Ac Yr 21-22 Fleet Scholars Education Program](#)

[NAVADMIN 206/20 Ac Yr 21-22 Pol Mil Masters, Sec Def Strat Thinkers, and Moreau Programs](#)

[NAVADMIN 170/20 Update to FY22 Olmsted Scholar Program](#)

[NAVADMIN 131/20 FY22 Olmsted Scholar Program](#)

Resident Course Descriptions

Note: YG15 and Junior Officers are required to complete in-residence graduate education prior to assuming Major Command (NAVADMIN 263/18).

1. **Talent Management (TM) Programs:** The following programs are covered under the Talent Management

Program, which means your application to participate is due before the PERS-412 Talent Management Board convenes. **More information on Talent Management Administration is covered here: [FY 22 Talent Management](#) and on the MyNavyHr website via Career Management → Detailing → Officer → PERS-41 SWO → Detailers → 412 Division under the “Shore Tour” heading.** DHRB is not required to apply for a TM program. If you are nominated for a TM program, then a DHRB contract is required to accept the program. Note: If you think you may want to apply to a TM Program for shore duty, understand the lead time required to apply to both the TM Board and the associated programs. You must plan ahead. For example, the board held in August 2021 considered YGs 16-18. Given that most civilian programs start in August, the application windows began the fall prior. The GRE/GMAT is often required and should be factored into your planning.

-Fleet Scholar Education Program (FSEP) – Up to 24 months at school of choice; defined list of over 100 schools with 8 billets given to SWOs. Communities control their own selection process and criteria. Once selected, the FSEP student is managed by the NPS Civilian Institutions (CIVINS) office: [NPS CIVINS FSEP](#). NPS CIVINS office must have an Education Service Agreement (ESA) with the school to attend. A current list of schools with existing ESAs can be found by clicking on the map or link on the NPS CIVINS webpage: [NPS CIVINS Office](#). It can take up to six months to develop a new ESA. If your desired school is not listed on the website, the potential student must inform CIVINS immediately (during the school application phase). Participants are responsible for researching and completing school prerequisites, to include the GRE, GMAT, etc. Participants selected at the FY22 TM Board must select from the following areas of study: Data Science Engineering, Master of Business Administration (MBA), Public Policy/Administration, or Technology Innovation/Management. A subspecialty association is not required, but can be pursued (information on subspecialty codes related to education are found [here](#).)

-Leadership, Education and Development (LEAD)* – 5-7 billets annually; earn a Professional Masters of Business Administration (PMBA) with concentration in leadership education and development from NPS with a follow-on commitment to serve as a company officer at the United States Naval Academy (USNA). Typically, you will need 36 months of shore duty available but SWO(N)s have been able to negotiate shorter tours to make it to DH School on time. Officers will be stationed in Annapolis, MD for the duration of their tour, completing the PMBA curriculum via distance learning, in-residence courses taught at USNA, and two accelerated one-week courses taught at NPS. The program prepares incoming Company Officers for their critical role in the Naval Academy’s mission of developing midshipmen into future leaders. The program attracts highly-qualified warfighters from the fleet to serve as role models and mentors for midshipmen, provides them with quality credentials for teaching in the classroom, and is a valuable opportunity for the individual officer to enhance personal and professional goals. The TM board will select the nominees for this program; a separate application process with USNA is required.

-Graduate Education plus Teaching (GE+T)* – Officers pursue a one-year Master’s Degree from a university in the National Capital region and then teach in that subject area at USNA. GRE is required for this program. The TM board will select the nominees for this program; a separate application process with USNA is required. After nomination at the TM board, concentration areas will be approved by USNA. Information for LEAD and GE+T, to include potential disciplines and school options, can be found on the MyNavyHR website [here](#).

Notional GE+T Timeline:

- Aug 2021: TM Board nomination.
- Oct 2021: Applications forwarded to USNA for selection/approval.
- Dec 2021: USNA selection board complete. Selectees notified.
- June 2022: Selectees report to grad school.

-Purdue Military Research Initiative (PMRI)*- Nominally a 24-month (Masters) or 36-month (PhD) program, but SWO(N)s are eligible to apply as academic timelines can be adjusted to support SWO career timing. Undergrads

with technical expertise are highly encouraged but not required. Information on the program can be found [here](#).

-MIT-Wood's Hole Oceanographic Institution (MIT-WHOI)* – Pursue a degree related to Oceanography from MIT. To be eligible, you must have received a strong technical undergraduate degree with an above average GPA (3.8 or better is recommended to be competitive for selection but not required). The program is designed to be complete in 27 months (two years and a summer), so contact your detailer early if you are interested. Information on the program is found on the MIT WHOI website [here](#). Application and admissions information is found [here](#). The TM board will select nominees for the program; a separate application process through MIT exists. Once selected, students are managed by the NPS CIVINS office as CIVINS Program 375.

- Georgia Tech Research Institute (GTRI) Program – Offers military graduate degree fellowship to a student pursuing a Science, Technology, Engineering, or Math related Master's degree at Georgia Tech. The TM board will select nominees for this program; a separate application process applies to GTRI.

- Graduate Education Voucher (GEV) – Approximately 8-10 SWO quotas annually. Education voucher that pays up to \$20,000 annually for a maximum of two years towards grad school tuition, books, and most fees. GEV funding is for off-duty master degrees programs, which meets the requirements of at least one approved Navy subspecialty code, as verified by NPS. You can use the GEV at any accredited university as long as the curriculum is approved by NPS and results in a subspecialty code. The number of SWO GEV quotas and curricula (subspecialty code) are defined in the annual GEV NAVADMIN found [here](#).

- Low Residency Graduate Education Program (LGEP) - LGEP provides a Navy-funded graduate degree opportunity in strategy, management and international relations through a low-residency delivery model at selected regionally accredited partner universities or colleges. The program offers studies that are designed to fit into shore duty tours, allowing officers with compressed career paths to stay close to the waterfront while earning a Master's degree. LGEP studies range from 10-24 months in duration at partner universities that may include Old Dominion University, William and Mary, American University, Johns Hopkins University, University of California San Diego and the University of Washington. Partner university programs require short or intermittent periods of in-residence education on campus to ensure minimal disruption to a typical career path and participants will remain at their current duty stations. This program is ideal for YG15 and junior officers desiring to meet the "in-residence" graduate education requirement from NAVADMIN 263/18 (link above). Information on the program is found [here](#).

-Naval Reserve Officer Training Corps (NROTC), various locations – Pursue graduate education while simultaneously serving as an NROTC instructor. A list of all NROTC locations is provided at the end of this document.

* The Talent Management Board selects the nominees for many of these programs, but the admission process is maintained by the institution. Please review the summary above and the information provided in the link for each program for specific application information. Normally, a program-specific NAVADMIN will be released detailing timelines and other application criteria.

2. Additional Programs.

- Naval Postgraduate School (NPS), Monterey, CA – Most NPS quotas are available via a rolling application process with program priorities promulgated each year by OPNAV N12. For programs with limited quota availability, applicants must compete for acceptance, normally through the Talent Management Board. If Department Head Retention Bonus (DHRB) is required for the program desired (normally is), submit the request in conjunction with Talent Management Board. JPME Phase I is included with the NPS curriculum.

- Naval War College (NWC) – Junior Course, Newport, RI – Operated on a trimester system with programs that generally last 9-12 months. Programs in excess of 12 months include Maritime Advanced Warfighter School (MAWS) - 13 months; Advanced Strategist Program (ASP) - 13 months; Advanced Research Program (ARP) - 15 months. Graduates receive a Master's of Arts Degree in National Security and Strategic Studies and JPME Phase I. Attendees have generally completed their department head tours; however, officers may attend following division officer tours if quotas permit (MILPERSMAN 1301-904 governs both Intermediate and Senior Service College eligibility).

- Naval War College (NWC) – Senior Course, Newport, RI – Operated on a trimester system with programs that last 9-12 months. Graduates receive a Master's of Arts Degree in National Security and Strategic Studies and JPME II. Students must have completed JPME Phase I and must be at least selected for promotion to CDR to attend (MILPERSMAN 1301-904 governs both Intermediate and Senior Service College eligibility).

- Army Command and General Staff College, Ft. Leavenworth, KS – A 1-year graduate level program that results in JPME Phase I and a Master's of Military Art and Science (MMAS) degree (when degree requirements are met). LTs are accepted into this course on a case-by-case basis without a waiver. There is another degree option here that takes on a cohort approach with Kansas State University, University of Kansas, Central Michigan University or Webster University. By exercising this option, students can pursue graduate degrees in the following concentrations: Administration, Adult Education, Security Studies, Supply Chain Management, HR Management, International Relations, Procurement and Acquisitions, General Administration, Leadership or Public Administration. The cohort option typically requires some weekend or weeknight commitments and students can use TA, GI Bill or GEV (must apply for quota) to cover the out-of-pocket expenses.

- Air Command and Staff College, Maxwell Air Base, Montgomery, AL – A 10-month graduate-level program designed for mid-level officers (LCDR or LCDR select) resulting in JPME Phase I credit and a Master's of Military Operational Art and Sciences from Air University (when degree requirements met).

- Air War College, Maxwell Air Base, Montgomery, AL – A 1-year program designed for senior level officers (CDR/CAPT) that results in a Master's of Strategic Studies degree and completion of JPME Phase II.

- Marine Corps University Command and Staff College, Quantico, VA – A 10-month program designed for LCDR and LCDR select officers that fulfills JPME Phase I and includes an option of completing a Master's of Military Studies (MMS) degree.

- Marine Corps War College (Senior Course), Quantico, VA – An 11-month program designed for CDR or above (CDR selects can attend and will be frocked) that fulfills JPME Phase II and awards a Master’s of Arts in Foreign Affairs. Service obligation incurred is 2 years. Joint outplacement is not required.

- Joint Advanced Warfighting School (JAWS), Norfolk VA - An 11-month program designed for CDR or above (CDR selects can attend and will be frocked) that fulfills JPME Phase II and awards a Master’s of Arts in National Security Studies and Foreign Affairs. Service obligation incurred is 2 years. 100% joint outplacement is required.

- Eisenhower School (National Defense University), Fort McNair, DC: An 11-month program for CDR or above (CDR selects can attend and will be frocked) that fulfills JPME Phase II and awards a Master’s of Arts in Foreign Affairs. Service obligation incurred is 2 years. 50% +1 joint outplacement required.

- National War College (National Defense University), Fort McNair, DC: An 11-month program for CDR or above (CDR selects can attend and will be frocked) that fulfills JPME Phase II and awards a Master’s of Arts in Foreign Affairs. Service obligation incurred is 2 years. 50% +1 joint outplacement required.

- Olmsted Scholar Program: The Olmsted Scholar Program provides an opportunity to achieve fluency in a foreign language, pursue graduate study at an overseas university, and acquire an in-depth understanding of foreign culture. Olmsted Scholar eligibility is limited to active duty regular or full-time support commissioned officers with at least 3 years, but not more than 11 years, of total active Federal service as prescribed by the Olmsted Foundation. The program is three years in length – contact your detailer early if you are interested. Applications are due in the fall and scholar selection results are released the following spring. Links to the program NAVADMINS are found above in the references section.

Distance Education

1. Programs offering credit for completion of the Naval Nuclear Propulsion Program (NNPP) Training pipeline.

Note The following list highlights the most popular programs offering credit. Additional programs may also offer credit.

- NPS Master of Science Engineering Science in Mechanical Engineering (MSES-ME) Distance Learning Program for Nuclear Trained Officers (curriculum 527). Designed to provide maximum flexibility for nuclear-trained Officers on sea, shore, or overseas assignment. Provides 28.5 graduate credits to graduates of the Naval Nuclear Propulsion Training program. To earn the degree, officers are required to complete an additional five courses and a research paper. The program is nominally 24 months; officers normally take one course at a time and should complete each course within 6 months. Course delivery is via CD/DVD and via correspondence with professors via phone/email. Students may begin coursework immediately upon acceptance (normally 2-3 weeks after application) Requires a B.S. in Engineering (or closely related field).

More information can be found here: <https://nps.edu/web/mae/nnps>

- Old Dominion University (ODU) – As a graduate of the Navy Nuclear Power Training program, you are

eligible to receive 12 credit hours based upon your experience, leaving only 19 credit hours to be completed through ODU. Your program will culminate in a one-credit capstone course. Course materials are delivered via portable media (CD-ROM), to allow you to work independently to complete coursework. The Master's of Engineering Management (MEM) by Portable Media Course tuition is the responsibility of the student, but cost may be defrayed or covered by Tuition Assistance or GI Bill, as eligible.

More information can be found at <https://online.odu.edu/programs/engineering-management-by-portable-media>.

- Duke University Master of Engineering Management Program (Duke MEMP) – As a graduate of the Navy Nuclear Power Training program, you receive credit for two of the eight courses required to earn your Master's Degree in Engineering Management from Duke, not including a Capstone project. Course materials are delivered online and three weeklong on-campus visits are required to complete the program. Tuition is the responsibility of the student, but cost may be defrayed or covered by Tuition Assistance or GI Bill, as eligible.

More information can be found at <https://memp.pratt.duke.edu>

- Catholic University of America Master of Science in Engineering Management for U.S Navy Officers (nuclear trained) – As a graduate of the Navy Nuclear Power Training program, you are eligible to receive 12 credit hours of advanced standing based upon your experience, leaving only 18 credit hours (six courses) to be completed through Catholic University. Course materials is offered at multiple locations in the National Capital Region and is also fully available online. Tuition is the responsibility of the student, but cost may be defrayed or covered by Tuition Assistance or GI Bill, as eligible.

More information can be found at: <https://engineering.catholic.edu/management/programs/mse-for-us-navy-nuclear-officers/index.html>

2. NPS Distance Programs.

NPS Distance Learning Master's Programs – 24-month programs include Master's of Systems Analysis Degree (MSA, Curriculum 363), Executive Master's of Business Administration (EMBA, Curriculum 805) and Master's of Science Engineering Science (Mechanical Engineering) (MSES, Curriculum 572). Officers will incur a 2-3 year OBLISERV following graduation.

- MSA: The Master's of Systems Analysis (MSA) (Curriculum 363) is a professional Master's Degree awarded for completing a curriculum focused on practice of the Operations Research (OR) / Systems Analysis profession as a basis for aiding key decisions on force requirements, weapon systems, and other defense matters. Students who successfully complete the program earn the MSA degree plus the Certificate in Systems Analysis. Graduates earn the 3210P Operations Research Analysis subspecialty code. This enables graduates to fill subspecialty-coded billets (3211-coded OR Analysis assessment and analysis billets). In this role, you would conduct and supervise analysis to support major Chief of Naval Operations decisions needed to turn strategy and guidance into the fleet that delivers the right capabilities within the resources available to the Navy with a balance of risk across capability areas. The skill set also applies to analytical thinking and decision making in operational assignments. Numerous distance delivery methods exist, ranging from asynchronous (web-based courses), collaborate (web-based collaboration system that supports Video and VOIP, document sharing, etc.) and Video-Tele-Education (VTE, a two-way audio-video teleconferencing that requires specific system requirements). Visit the MSA webpage for program information and to apply: https://my.nps.edu/web/dl/degProgs_MSA.

- Executive Masters of Business Administration (EMBA) (Curriculum 805): Students acquire the latest knowledge and skills in financial management, acquisition, program management, policymaking, and decision-making. This 24-month, part-time, non-resident distance learning program permits students to continue supporting the mission of their command. With the exception of a one-week residency session at NPS prior to the first quarter of courses, the remainder of the curriculum is completed via distance applications. Students take two courses per quarter and attend classes during normal work hours, meeting one day per week for approximately 6-7 hours. In addition to the class time, students spend, on average, ~15-20 hours per week on course work. Students that complete the degree program also earn DAU Level II equivalencies for all program management functional training. Graduates earn the Navy 3100P subspecialty code. Open to LCDR and above (LT's admitted by waiver). Visit the EMBA website at www.nps.edu/emba for more information.

Funding Options

1. CIVINS at the Naval Postgraduate School provides the funding for the FSEP and MIT/WHOI programs. Under both programs, tuition and mandatory fees are covered. Costs such as books, course materials, transit, parking, travel, etc. are the student's responsibility.
2. Graduate Education Voucher (GEV) – Included in the Talent Management Program; provides an opportunity for URL officers to attain Navy-relevant graduate education in certain areas of study during off-duty hours (designed for off-duty educational opportunities in conjunction with shore duty). It covers graduate costs, including tuition, books, and registration, up to \$40,000 per degree, with a maximum of \$20,000 per fiscal year, and participants are allotted a maximum of 24 months to complete a degree program. OPNAVINST 1520.37B refers. 9 SWO quotas for GEV are available through the FY22 TM Board.
3. Tuition Assistance (TA): Tuition Assistance (TA) is the Navy's educational financial assistance program. It provides active duty personnel funding for tuition costs for courses taken in an off-duty status at a college, university or vocational/technical institution, whose regional or national accreditation is recognized by the U.S. Department of Education. Beginning June 1, 2018, there is no longer a semester hour limit for Tuition Assistance (TA) and Sailors can use TA up to the Department of Defense's (DOD) fiscal year funding cap of \$4,500. TA will continue to be paid up to the current DOD limits of \$250 per semester hour, \$166.67 per quarter hour, or \$16.67 per clock hour. Discuss your education goals and how to maximize your TA benefits with education counselors at the Navy College Virtual Education Center (NAVE) on the Navy College Program Website at <http://www.navycollege.navy.mil/> and at Navy College Offices, if overseas. For the latest information, refer to [NAVADMIN 114/19 Tuition Assistance Policy Update](#).

Obligated Service (OBLISERV)

OPNAVINST 1520.23C ([link](#)) covers obligated service from funded graduate education. Unless otherwise noted, a full-time master's program 12 months or longer will obligate 3 years of service, served concurrently with other obligations. See Enclosure 7 of OPNAVINST 1520.23 for more detailed information, broken down by program.

NROTC Unit Locations

School Name	City	State
Auburn University	Auburn	Alabama
University of California at Berkeley	Berkeley	California
University of California at Los Angeles	Los Angeles	California
The Citadel	Charleston	South Carolina
University of Colorado	Boulder	Colorado
Cornell University	Ithaca	New York
Duke University	Durham	North Carolina
University of Florida	Gainesville	Florida
Florida A&M University	Tallahassee	Florida
Georgia Institute of Technology	Atlanta	Georgia
The College of the Holy Cross	Worcester	Massachusetts
University of Idaho	Moscow	Idaho
Illinois Institute of Technology	Chicago	Illinois
University of Illinois	Champaign	Illinois
Iowa State University	Ames	Iowa
Jacksonville University	Jacksonville	Florida
University of Kansas	Lawrence	Kansas
Hampton University	Hampton	Virginia
Maine Maritime Academy	Castine	Maine
Marquette University	Milwaukee	Wisconsin
Massachusetts Institute of Technology	Cambridge	Massachusetts
Miami University	Oxford	Ohio
University of Michigan	Ann Arbor	Michigan
University of Minnesota	Minneapolis	Minnesota
University of Mississippi	University	Mississippi
University of Missouri	Columbia	Missouri
University of Nebraska	Lincoln	Nebraska
University of New Mexico	Albuquerque	New Mexico
North Carolina State University	Raleigh	North Carolina
University of North Carolina	Chapel Hill	North Carolina
Northwestern University	Evanston	Illinois
University of Notre Dame	Notre Dame	Indiana
Ohio State University	Columbus	Ohio
University of Oklahoma	Norman	Oklahoma
Oregon State University	Corvallis	Oregon
Pennsylvania State University	University Park	Pennsylvania
University of Pennsylvania	Philadelphia	Pennsylvania
Prairie View A&M University	Prairie View	Texas
Purdue University	West Lafayette	Indiana
Rensselaer Polytechnic Institute	Troy	New York
Rice University	Houston	Texas
University of Rochester	Rochester	New York
Savannah State University	Savannah	Georgia
University of South Carolina	Columbia	South Carolina
University of Southern California	Los Angeles	California
Southern University And A&M College	Baton Rouge	Louisiana
Texas A&M University	College Station	Texas

University of Texas	Austin	Texas
Tulane University	New Orleans	Louisiana
University of Utah	Salt Lake City	Utah
Vanderbilt University	Nashville	Tennessee
Villanova University	Villanova	Pennsylvania
University of Virginia	Charlottesville	Virginia
University of Washington	Seattle	Washington
University of Wisconsin	Madison	Wisconsin
State University of New York Maritime College	Bronx	New York
Virginia Military Institute	Lexington	Virginia
Old Dominion University	Norfolk	Virginia
University of San Diego	San Diego	California
San Diego State University	San Diego	California
Virginia Polytechnic Institute and State Univ.	Blacksburg	Virginia
Boston University	Boston	Massachusetts
University of Arizona	Tucson	Arizona
George Washington University	District Of Columbia	District Of Columbia
University of Memphis	Memphis	Tennessee
Norwich University	Northfield	Vermont
Carnegie Mellon University	Pittsburgh	Pennsylvania
Morehouse College	Atlanta	Georgia
Norfolk State University	Norfolk	Virginia
University of South Florida	Tampa	Florida
Embry Riddle Aeronautical University	Daytona Beach	Florida
Arizona State University	Tempe	Arizona
Tuskegee University	Tuskegee	Alabama
Yale University	New Haven	Connecticut
Rutgers University	New Brunswick	New Jersey