

Program Authorization: The Health Services Collegiate Program (HSCP) is a scholarship program designed to provide financial incentives for students in designated health care professions to complete degree/certification requirements and obtain a commission in the medical corps (MC), dental corps (DC) or medical service corps (MSC). The Surgeon General of the Navy (OPNAV N093) is the resource sponsor.

1. Program Authority: Title 10 U.S. Code sections 531, 532 and 533.
2. Cancellation: Program Authorization 132, July 2019.
3. Quota: As prescribed by the Deputy Chief of Naval Operations Personnel, Manpower, and Training, N1. Officers commissioned from this program are accounted for as student option accessions.
4. Qualifications:
 - a. Citizenship: Applicants must be United States citizens.
 - b. Age: Applicants must be at least 18 years old and be able to commission before their 42nd birthday. Waivers will be considered on a case by case basis per paragraph 5c.
 - c. Education:
 - (1) Applicants must be enrolled in, or accepted for enrollment/transfer to, an accredited college, university or school of study for a designated health profession. Online/distance learning degree programs do not meet this requirement.
 - (a) In the case of medical school, the school must be accredited through Liaison Committee for Medical Education (www.lcme.org) or American Osteopathic Association Commission on Osteopathic College Accreditation (www.osteopathic.org).
 - (b) In the case of dental school, the school must be accredited by American Dental Association (www.ada.org).
 - (c) In the case of MSC education programs, the school must be accredited in line with the subspecialty requirements set forth in PA 115 (direct appointment as officers in the MSC).
 - (2) Degree or certification requirements must be fulfilled within 12, 24, 36 or 48 months after enlistment. Selectees must have an approved degree or course of study completion plan prior to enlistment in order to determine the projected graduation or completion date.
 - (3) Applicants must have a cumulative grade point average (GPA) of at least 3.0 on a 4.0 scale. Waivers will be considered on a case by case basis in line with subparagraph 5a.

(4) Selectees must complete their studies or training as full-time students attending all normal school sessions to include summer, cohort or internship. Students must maintain a GPA of at least 2.5 after selection.

(5) Official transcripts must be submitted to Commander, Navy Recruiting Command (COMNAVCRUITCOM) upon completion of each school term. Failure to maintain the prescribed 2.5 GPA, failure to disclose complete academic transcripts or any evidence of tampering or academic fraud may result in a selectee's disenrollment from HSCP. Waivers will be considered on a case by case basis, for failure to maintain prescribed GPA requirements, in line with subparagraph 5b. For those schools on a pass/fail system, students must remain in good academic standing to complete school as stipulated by their degree completion plan at the beginning of their HSCP. COMNAVCRUITCOM will provide the respective officer community manager (OCM) notification of any selectee's failure to meet requirements, as well as a recommendation for waiver or disenrollment.

(6) Participation in a non-mandatory co-op or work-study program will not be authorized if such participation will cause a delay in the projected graduation date.

(7) Selectees will not be permitted to extend their projected graduation date, cease attending classes, change majors, enter exchange programs or transfer schools without specific approval of the OCM via COMNAVCRUITCOM. Failure to obtain prior permission may result in disenrollment.

(8) For MC only: Applicants must take and pass the United States Medical Licensing Examination (USMLE) step 1 and step 2 Clinical Knowledge (step 2-CK) or the Comprehensive Osteopathic Medical Licensing Examination (COMLEX) level 1 and level 2 Cognitive Evaluation (level 2-CE) prior to graduating and accessing to active duty. USMLE step 1 or COMLEX level 1 must be completed before the beginning of the third year academic curriculum of medical school and results provided to COMNAVCRUITCOM by 15 September of the third year academic curriculum. Failure to pass these examinations after three attempts will result in separation from the U.S. Navy or extension on active duty according to the terms and provisions of the service agreement and applicable Navy regulations. Inability to obtain a valid state license following completion of internship may result in administrative separation and recoupment of Navy expenditures received during participation in HSCP.

(9) For DC only: Applicants must take and pass part I of the National Dental Board Examination (NDBE) prior to the beginning of the third year academic curriculum and the results provided to COMNAVCRUITCOM by 15 September of the third year academic curriculum. Failure to take the examination or provide the score to COMNAVCRUITCOM may result in administrative actions, which could include discharge. Applicants must take part II of the NDBE in December during the fourth year academic curriculum and provide the results to COMNAVCRUITCOM by 15 February (second attempts must occur by the following March and results provided by 15 April). A second time failure of any part of the NDBE may result in discharge from this program and a requirement to complete obligated service for training in an active duty enlisted status. This option requires the disenrolled candidate to attend recruit training. If curricula requirements are not completed in time for their respective examinations,

dental program participants must submit a written waiver request to the DC OCM via COMNAVCRUITCOM, supported by a letter from the dean of student affairs. Personnel will not be commissioned as a DC officer upon graduation from dental school without passing parts I and II of the NDBE and may be subject to recoupment of Navy expenditures received during participation in HSCP.

(10) For MSC only: MSC uses this program specific to medical program specialty. The MSC OCM, in conjunction with Bureau of Navy Medicine and Surgery (BUMED) Manpower and Resources - Total Force (M1) and the MSC Chief's office, reviews and designates which specialties in the MSC are eligible for this program. Subparagraphs 4c(10)(a) through 4c(10)(i) provide specific guidance to the healthcare administration, environmental health, industrial hygiene, audiology (externship), pharmacy, occupational therapy, podiatric residency, entomology, and physician assistant specialties.

(a) Healthcare Administration: Applicants must be enrolled in, or accepted for enrollment/transfer to an accredited college, university or school of study for a master's degree in health care, hospital or health service administration, health policy or a master's in business administration with a concentration in health care administration. Applicants must be enrolled in a program accredited by the Commission on Accreditation of Healthcare Management Education (www.cahme.org), the Association to Advance Collegiate Schools of Business (www.aacsb.edu) or Council on Education for Public Health (www.ceph.org).

(b) Environmental Health: Applicants must be enrolled in, or accepted for enrollment/transfer to an accredited college or university for a baccalaureate or master's degree in environmental health from a National Environmental Health Science and Protection Accreditation Council (www.ehac.org) accredited program or a master's of public health degree with a concentration in environmental health from a college of public health accredited by the Council on Education for Public Health (www.ceph.org). Degree plans should include coursework in environmental health, epidemiology, food safety, water quality, air quality, solid waste and wastewater management, communicable diseases, public health sanitation, vector control, toxicology, risk assessment, risk communication, biostatistics and microbiology. Master's degree applicants should have an undergraduate degree in environmental health, biology, chemistry, physics or other science.

(c) Industrial Hygiene: Applicants must be enrolled in, or accepted for enrollment/transfer to an accredited college, university, or school of study for a master's of science (MS) or master's of science public health (MSPH) degree, with a concentration in industrial hygiene, from an institution accredited by Accreditation Board for Engineering and Technology (www.abet.org). Ideal applicants will have an undergraduate degree in industrial hygiene, environmental health, biology, chemistry, or an engineering degree aligned with industrial hygiene. All applicants must have completed two academic years of chemistry to include inorganic and organic with laboratory, one year of biology, one semester of calculus and physics, and a total of at least 40 semester hours of pure science courses. GPA must be 3.0 or higher on a 4.0 scale. Exceptions to requirements may be considered on a case-by-case basis for applicants with relevant industrial hygiene work experience and professional certification.

(d) Occupational Audiology (Externship): Applicants must be enrolled in an accredited college, university or school of study for a clinical doctorate degree in audiology. Applicants should be at the end of their second year of study or in their third year in order to be eligible for the externship the following year.

(e) Pharmacy: Applicants must be enrolled in, or accepted for enrollment/transfer to an accredited college, university or school of study for a doctor of pharmacy degree. The program must be accredited by Accreditation Council for Pharmacy Education (www.acpe-accredit.org). Graduates should take licensure exam prior to Officer Development School (ODS) and must receive licensure within one year of entry onto active duty from the state or jurisdiction in which they are seeking licensure. Failure to pass the licensure exam within one year of commissioning may result in administrative separation from the U. S. Navy and possible recoupment of Navy expenditures in line with the terms and provisions of the service agreement and applicable Navy regulations.

(f) Occupational Therapy: Applicants must be enrolled in, or accepted for enrollment/transfer to an accredited college, university, or school of study for a master's degree in occupational therapy from a university or college accredited by American Council for Occupational Therapy Education of the American Occupational Therapy Association (www.aota.org). All internships must be focused in one of the following specialty areas: rehabilitation sciences (upper extremity/hand therapy, occupational/human performance), behavioral/mental health (post-traumatic stress syndrome focus), neuroscience/traumatic brain injury (mild to moderate populations preferred) or pediatrics (early intervention and school based services focus). Applicants must pass National Board for Certification in Occupational Therapy (NBCOT) (www.nbcot.org) at the completion of their program. Failure to pass the NBCOT examination within one year of commissioning may result in administrative separation from the U. S. Navy and possible recoupment of Navy expenditures in line with the terms and provisions of the service agreement and applicable Navy regulations.

(g) Podiatric Residencies: Applicants must be a graduate from a podiatric medical school accredited by the Council on Podiatric Medical Education (CPME) (<https://www.cpme.org>). Applicants must be accepted to a three year surgical residency approved by the CPME of the American Podiatry Medical Association and must take and pass the National Boards of Podiatry Medical Examiners (NBPME) American Podiatric Medical Licensing Exam (APMLE) parts I and II before entering the program. APMLE part III of the examination must be completed before entering active duty. Failure to pass these examinations after three attempts will result in separation from the U. S. Navy or extension on active duty according to the terms and provisions of the service agreement and applicable Navy regulations. Inability to obtain a valid state license following completion of residency may result in administrative separation from the program and recoupment of Navy expenditures received during participation in HSCP.

(h) Entomology: Applicants must be enrolled in, or accepted for enrollment/transfer to an accredited college or university or school of study for a master's degree (thesis program) or doctoral degree in entomology. Degree plans should include at least 30 hours of entomology

courses including the areas of medical entomology, pest management, insect taxonomy, insect morphology, vector biology, medical veterinary entomology, insect ecology, insect toxicology and insect physiology.

(i) Physician Assistants: Applicants must be enrolled in, or accepted for enrollment/transfer to an accredited college or university for a master's degree in physician assistant studies. The program must be accredited by Accreditation Review Commission on Education for the Physician Assistant (www.arc-pa.org). Degree requirements must be completed within 12 to 24 months after enrollment to accommodate the standard two year program. The benefit can be extended up to 30 months to accommodate those academic programs requiring 30 months to complete. Determination of a 30 month contract will be made prior to the applicant's entry into the program by the professional review board. Prior to commissioning, applicants must pass the Physician Assistant National Certification Exam (PANCE) (www.nccpa.net). Failure to pass the PANCE within 180 days of graduation may result in administrative separation from the U. S. Navy and possible recoupment of Navy expenditures in line with the terms and provisions of the service agreement and applicable Navy regulations.

d. Physical: In line with the Manual of the Medical Department (NAVMED P-117), Chapter 15 and as detailed in DoD Instruction 6130.03 of 6 May 2018 (Medical Standards for Appointment, Enlistment, Or Induction in the Military Services). DCNO N1 upon recommendation of BUMED, may waive physical conditions that will not interfere with the performance of active duty within the guidelines of NAVMED P-117.

e. Duty Preference: Not applicable.

f. Program Specific Requirements: Licensure/Certification/Registration:

(1) Health care professionals must obtain and maintain an appropriate license, certifications, and/or registration as required by the applicable initial appointing directive (OPNAVINST 1120.4C (Appointment of Regular and Reserve Officers in the Medical Corps of the Navy), OPNAVINST 1120.5B (Appointment of Regular and Reserve Officers in the Dental Corps of the United States Navy) or OPNAVINST 1120.8A (Appointment of Regular and Reserve Officers in the Medical Service Corps of the Navy)) and as designated by BUMEDINST 6010.30 (Credentialing and Privileging Program).

(2) Obtaining and maintaining a license, certification and registration are an expense and responsibility incurred by the individual. Failure to obtain licensure, certification or registration within prescribed timeframes will result in the HSCP candidate/graduate being required to fulfill enlisted obligation service requirement identified in original contract/agreement and possible recoupment of Navy expenditures received during participation in HSCP.

5. Waivers:

a. Applicants who do not meet undergraduate GPA criteria follow the steps below prior to the convening of the Professional Review Board (PRB):

(1) Applicant Contents: The member should formally request a waiver via hand written statement (HWS) and provide explanation of exceptional circumstance.

(2) Routing: GPA waivers will be routed to the President of the PRB via the Program Manager (PM) at NRC.

(3) Approval Authority: President of the PRB.

(4) Notifying the Applicant: COMNAVCRUITCOM will notify the applicant of waiver status.

b. GPA. Waivers for Current HSCP Students: GPA waivers will be considered on a case by case basis for failure to maintain prescribed GPA requirements and will be dependent upon the student's current academic standing with their school and overall performance as a member of HSCP.

(1) Applicant Contents: Provide official transcripts. The member should also request a waiver via personal letter and provide justification.

(2) Routing: Requests will be routed to COMNAVCRUITCOM. Waivers cannot be sub-delegated below the flag officer level and CNRC will maintain on file written justification for each waiver granted. Additionally, CNRC will coordinate with the appropriate OCM on each request received.

(3) Approval Authority: COMNAVCRUITCOM.

(4) Notifying the Applicant: COMNAVCRUITCOM will notify the applicant of waiver status.

c. Age Waivers for applicants between the ages of 42 and 47. In cases where the applicant does not meet the age requirement, but otherwise has an exceptional record or proven skillset required by the Navy, a waiver may be authorized in limited numbers. When considering an age waiver request, strong emphasis will be place on undermanned specialties and those with a pattern of missed recruitment goals. If a waiver is requested, then follow the steps below prior to the convening of the selection board.

(1) Application Contents: The member should formally request a waiver.

(2) Routing: Age waiver requests will be routed to COMNAVCRUITCOM. Waivers cannot be sub-delegated below the flag level and COMNAVCRUITCOM will maintain on file written justification for each waiver granted. Additionally, COMNAVCRUITCOM will coordinate with the appropriate OCM on each request received.

(3) Approval Authority: COMNAVCRUITCOM.

(4) Notifying the Applicant: COMNAVCRUITCOM will notify the applicant of waiver status.

6. Accession Source:

a. Civilians.

b. Enlisted applicants (active or reserve) are required to submit a conditional release from active duty or reserve status, a copy of their enlisted performance summary record and their most recent three years of evaluations.

c. Officer applicants (Active or Reserve) are required to submit a contingent resignation from active duty or reserve status, a copy of their officer summary record and their most recent three years of fitness reports. HSCP is primarily intended as a civilian direct procurement program. Consequently, student seats for individuals serving on active duty or in training and administration of the reserve status are subject to limitation.

7. Indoctrination: Upon receiving a commission, members will receive military orientation training at ODS in Newport, RI.

8. Enlistment:

a. Civilians: Once selected for the program, civilians will be enlisted by their recruiting district. They will be ordered to the Navy Talent Acquisition Group (NTAG) nearest their college and will be placed in an active duty status as an E-6, officer candidate first class (OC1) in the Navy.

b. Military:

(1) Officers: Officers must request a contingent resignation and are enlisted as an E-7, officer candidate chief petty officer (OCCPO) in the Navy.

(2) Enlisted: Enlisted personnel equal to or below the paygrade of E-6 will be reenlisted as E-6, OC1 in the Navy. Enlisted personnel equal to or above the paygrade of E-7 will be reenlisted as E-7, OCCPO in the Navy.

(3) Permanent change of station orders are not authorized under this program.

c. Requirements of Enlistment:

(1) As an active duty enlisted member in the Navy, HSCP students will be required to maintain contact with the local NTAG where assigned. The NTAG will ensure students maintain minimum physical fitness standards and assist students with attaining an adequate level of military awareness. The NTAG will report all physical fitness assessment failures and/or failure of students to maintain contact with designated OCM via COMNAVCRUITCOM.

(2) **Conduct:** Applicants selected for this program are required to maintain professional conduct throughout the program. Misconduct (civilian or military conviction) during enlistment may result in immediate disenrollment subject to guidelines set in subparagraphs 11e(2) and 11e(3) of this document.

(3) **Advancement:** Program participants are ineligible for advancement examinations. The maximum pay grade that will be allowed in this program is E-7 and this must be approved by Director, Military Personnel Plans and Policy (OPNAV N13) via COMNAVCRUITCOM. Advancement to E-7 can be accomplished by the following: HSCP students who make referrals that result in a new accession to any medical department officer accession program will be eligible for one time advancement to OCCPO.

9. **Constructive Entry Credit:** Entry grade credit will be awarded in line with DoD Instruction 6000.13 of 30 December 2015 (Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOS)) prior to commissioning.

10. **Appointments:** Upon completion of degree/certification requirements, candidates will be commissioned in the appropriate health care designator, U. S. Navy, under the guidance of OPNAVINST 1120.4C (MC), OPNAVINST 1120.5B (DC) or OPNAVINST 1120.8A (MSC).

11. **Service Obligation**

a. Total commissioned obligation is eight years for all designators, a portion which will be an Active duty obligation:

(1) Active duty commissioned obligation is a minimum of three years from the date of commissioning or as specified by the requirements set forth in the member's service agreement and outlined below.

(2) Obligated commissioned service not spent on active duty will be served in the selected reserve or Individual Ready Reserve.

b. MC selectees must obligate to serve year for year with a minimum obligation of three years active duty. A medical internship is considered a neutral year and will not be counted as one of the obligated years for HSCP active duty payback.

c. DC selectees must obligate to serve year for year with a minimum obligation of three years active duty. An Advanced Education in General Dentistry program or General Practice Residency is considered a neutral year and may not be counted as one of the obligated years for HSCP active duty payback.

d. MSC selectees must obligate to serve a minimum of three years active duty from the date of commissioning for any one, two or three year program. Selectees enrolled in a four year program will have a four year active duty obligation from the date of commissioning.

e. Disposition of HSCP students who disenroll or attrite from this program prior to commissioning for any reason other than non-temporary physical disqualification will be determined by the respective OCM via COMNAVCRUITCOM.


(1) Students who become not physically qualified for commissioning but physically qualified for enlistment may be made available for recruit training or discharged.

(2) Candidates (civilian at entry) who attrite or disenroll and who are required to serve the obligated three years enlisted active duty from the date of disenrollment will be administratively reduced to the paygrade of E-3 (seaman) prior to entry into recruit training. Enlisted active duty will normally commence within 60 days of disenrollment.

(3) Candidates (military at entry) who attrite or disenroll and who are required to return to active duty will maintain their previously held rank and rate before entry into this program, and will fulfill the remainder of their enlistment contract or 36 months, whichever is greater. Return to active duty will normally commence immediately upon disenrollment.

(4) No specialized Navy training will be authorized following recruit training unless the member agrees to extend active duty obligation to meet the service obligation of the training program requested.

12. Pay and Allowances: Participants will receive full pay and allowances (except clothing) of their designated rank in line with paragraph 8, but must pay for tuition, books and other school related expenses.

Approved: 

J. P. WATERS
Rear Admiral, U. S. Navy
Director, Military Personnel Plans
and Policy (OPNAV N13)

Date: 31 Oct 22