Program Authorization: The Medical Service Corps (MSC) In-service Procurement Program (IPP) provides a pathway to officer commissions for Active Duty enlisted personnel who meet eligibility criteria for direct commission or training programs in health care administration, physician assistant, radiation health, environmental health, industrial hygiene, occupational therapy, clinical social work, entomology, medical laboratory science, pharmacy, optometry, and clinical psychology. Naval Medical Leader and Professional Development Command (NMLPDC) is the Program Manager. BUPERS-311-MSC is the Officer Community Manager (OCM).

1. Program Authority: Title 10 U.S. Code 532, 2013, and 8323. OPNAVINST 1420.1B.

2. Cancellation: Program Authorization 115B of September 2023.

3. Quota: As prescribed by the Deputy Chief of Naval Operations for Personnel, Manpower and Training, N1. MSC sub-specialties with available quotas will be published in the Navy Administrative (NAVADMIN) message.

4. Qualifications

a. Program Qualifications:

Qualification	Minimum	Maximum	Notes
Citizenship	-	-	U.S.
Age (Years)	18	42	Selection criteria will take into consideration the ability of the candidate to complete all pre-commissioning educational requirements.
Education	-	-	Specific requirements listed under Program Specific Qualification section. Standardized test results are not required for application except those applying for Physician Assistant program. Degree granting institutions may require standardized test scores as part of the admission process prior to issuing an acceptance letter.
GPA	3.0	-	3.0 on a 4.0 scale
Paygrade	E-5	E-9	
Physical/Medical	-	-	In accordance with the Manual of the Medical Department, Chapter 15. Must meet pre-commissioning/accession physical standards at the time of

			application and at the time of commissioning. Must maintain eligibility for sea duty and world-wide assignments. Commander, Naval Medical Forces Development Command (CNMFDC) is designated as the approval and disapproval authority for physical standard waivers with the recommendation of the Director, Bureau of Medicine and Surgery (BUMED) Qualifications and Standards. NMLPDC will route medical/physical standard waivers to CNMFDC.

b. Program Specific Qualifications:

(1) Health Care Administration (HCA):

(a) Candidates for direct accession must possess a qualifying baccalaureate or graduate degree. The chief, MSC, may authorize limited waivers for exceptionally qualified candidates with science, technology, engineering, and mathematics degrees. Preferred candidates for HCA training should possess a qualifying baccalaureate degree.

(b) Qualifying baccalaureate degrees include HCA, health services administration or management, or in an applicable business/management discipline. Acceptable disciplines include accounting, business economics and policy, finance, information systems management, logistics, manpower (human resources), materials management, and public administration.

(c) Qualifying graduate degrees include health care administration, health services administration, hospital administration, public health administration with an emphasis in health care administration, or business administration with an emphasis in health care administration. Degrees must be accredited by the Commission on Accreditation of Healthcare Management Education (see www.cahme.org), the Association to Advance Collegiate Schools of Business (see www.aacsb.edu), or the Council on Education for Public Health (CEPH) (see www.ceph.org). Master's degrees in public administration with emphasis in healthcare administration accredited by the National Association of Schools of Public Affairs and Administration (see www.naspaa.org) are also accepted.

(2) Physician Assistant (PA):

(a) Possess a high school diploma or equivalency certificate and have completed a minimum of 60 semester hours of fully transferable college credit that can be applied towards completion of a qualifying degree in the physical sciences, math, physics, biology,

or chemistry. A 3.0 GPA for all science/biology courses is required. Applicants must take the Scholastic Aptitude Test (SAT) and submit scores prior to acceptance. Applicants must have a minimum math score of 500 and no less than a combined overall score of 1000 on the SAT.

(b) Thirty of the 60 semester hours are prerequisite requirements and must be in-residence (classroom) courses. College Level Examination Program (CLEP) validation is not accepted for prerequisite requirements. Only baccalaureate credit on joint service transcripts will be accepted and are considered in-residence hours. The prerequisite requirements include six semester hours of English composition, six semester hours of chemistry, six semester hours of Anatomy and Physiology (A&P), six semester hours of humanities and social sciences, three semester hours of psychology, three semester hours of algebra, and a minimum of two semester hours of college-level medical terminology. Prerequisite courses must be completed within the past ten years and before the annual application deadline.

(c) The remaining 30 semester hours can consist of transferable general education college credits in-residence (classroom) or distance learning courses. Distance learning courses must be taken for a grade with proctored exams and be fully transferable to be eligible. 18 of these 30 semester hours must be in the biological/chemistry sciences. Successful completion of the hospital corps independent duty tech schools satisfies these 30 hours and the six semester hours of A&P prerequisite requirements but not the six semester hours of chemistry.

(d) Credit for CLEP is possible. However, not for any of the core required courses.

(e) Applicants must notify NMLPDC that they intend to submit official transcripts for review with a complete list of all schools attended. Applicants must submit all official transcripts to NMLPDC by the date published in the annual IPP NAVADMIN. Transcripts will be reviewed by the degree granting institution for academic eligibility and NMLPDC will notify applicants of their eligibility after transcripts are reviewed.

(3) Radiation Health (RH):

(a) Specific degree/education requirements for completion of baccalaureate degree: Applicants must have 60 semester hours of fully transferable college credit that can be applied toward completion of a qualifying degree in radiation health, health physics, radiobiology, physics, chemistry, mathematics, engineering, nuclear engineering, or biology and have a letter of acceptance with a degree completion plan to attend an accredited university.

(b) Specific degree/education requirements for applicants with completed baccalaureate degree from an accredited university: applicant must have a qualifying degree in radiation health, health physics, radiobiology, physics, chemistry, mathematics, engineering, nuclear engineering, or biology.

(c) Preference will be given to applicants interested in pursuing a qualifying graduate degree prior to commissioning. The applicant must provide an acceptance letter or a tentative letter of acceptance to a full-time graduate degree program from an accredited university in medical physics or health physics. Medical physics programs must be accredited by the Commission on Accreditation of Medical Physics Education Programs (www.campep.org). Health physics programs are preferred to be accredited by the Accreditation Board for Engineering and Technology (www.abet.org).

(4) Environmental Health (EH):

(a) Specific degree/education requirements for completion of baccalaureate degree: applicants must have 60 semester hours of fully transferable college credit that can be applied towards completion of a baccalaureate degree. Preference will be given to candidates who possess a Registered Environmental Health Specialist/Registered Sanitarian Credential or Certified in Public Health Credential and/or have two or more years of full-time, paid experience working in environmental health. Eligible areas of environmental health include general environmental health (including inspections, environmental microbiology, and contamination control), food protection, potable water, inspections of facilities, vector/pest control, and occupational safety and health.

(b) Specific degree/education requirements for applicants interested in pursuing a qualifying graduate level degree. Applicants must have a Bachelor of Science degree from a regionally accredited university/college with a major in epidemiology, statistics, life sciences, and/or physical sciences such as biology, chemistry and physics, or engineering program aligned with environmental sciences or environmental health. Applicants must have an acceptance letter or a tentative letter of acceptance to a full-time resident graduate degree program, Master of Public Health with a concentration in environmental health or Master of Science in environmental health from a university accredited by the CEPH or National Environmental Health Science and Protection Accreditation Council.

(5) Industrial Hygiene (IH):

(a) Specific degree/education requirements for completion of baccalaureate degree. Applicants must have 60 semester hours of fully transferable college credit that can be applied towards completion of a Bachelor of Science degree with a major in industrial hygiene, occupational health, toxicology, chemistry, biology, environmental sciences, physical sciences, physics, or engineering aligned with industrial hygiene, and have a letter of acceptance with a degree completion plan to a regionally accredited university/college. Applicant must be able to complete degree within 24 months. Applicants must have coursework in chemistry to include inorganic and organic with laboratory, biology, calculus and physics, and a total of at least 40 semester hours of pure science courses.

(b) Specific degree/education requirements for applicants with completed baccalaureate degrees: degrees from accredited university/colleges with a major in industrial hygiene, occupational health, toxicology, chemistry, biology, environmental sciences, physical

sciences, physics, or engineering aligned with industrial hygiene. Applicants must have coursework in chemistry to include inorganic and organic with laboratory, biology, calculus and physics, and a total of at least 40 semester hours of pure science courses.

(c) Specific degree/education requirements for applicants seeking a graduate degree: Applicants must have a Bachelor of Science degree from a regionally accredited university/college with a major in toxicology, chemistry, biology, environmental sciences, physical sciences, physics, or engineering program aligned with industrial hygiene. All applicants must have completed coursework in chemistry, to include inorganic and organic with laboratory, biology, calculus and physics, and a total of at least 40 semester hours of pure science courses. Preference will be given to candidates who have completed coursework in industrial hygiene, occupational safety and health, environmental health, and public health. Applicants must provide an acceptance letter or tentative letter of acceptance to a full-time industrial hygiene graduate degree program from a university accredited in industrial hygiene by the Accreditation Board for Engineering and Technology (www.abet.org).

(6) Occupational Therapy (OT): Applicants interested in pursuing a qualifying graduate level degree prior to commissioning must provide an acceptance letter or a tentative letter of acceptance to a full-time occupational therapy graduate degree program from a university accredited in occupational therapy by the Accreditation Council for Occupational Therapy Education (www.acoteonline.org).

(7) Clinical Social Work (CSW): Applicants interested in pursuing the 24 months, post-graduate supervised social work fellowship with requirement to complete the program and secure an unrestricted independent clinical practice license must have a Master of Social Work (MSW) from a graduate school of social work accredited by the Council of Social Work Education prior to the annual application deadline as published in the annual IPP NAVADMIN. Candidates with a clinical background are strongly preferred, with preference given to those candidates able to demonstrate proficient MSW coursework and/or practice experience in diagnosis, assessment, and evidenced based treatment of behavioral health disorders of adults. A post-graduate social work license or equivalent is required for fellowship participation in those states that license post-MSW social workers.

(8) Entomology: Applicants interested in pursuing a qualifying graduate level entomology degree prior to commissioning must provide an acceptance letter or a tentative letter of acceptance to a full-time graduate degree program from an accredited university in entomology.

(9) Medical Laboratory Science (MLS): Applicants must have a qualifying bachelor's or master's degree from an accredited university in Medical Technology (MT), Clinical Laboratory Science (CLS), Medical Laboratory Science (MLS), or a natural science, and current certification as a Medical Laboratory Scientist from the American Society for Clinical Pathology. Applicants must have taken four college-level courses in biological, chemical, or natural sciences after graduation from their Enlisted Medical Laboratory Technician program. The applicant must have a 3.0 GPA or better for core MT, CLS, MLS, or MLT science coursework. Candidates must have at least three years of direct Laboratory Officer supervised experience (research and

veterinary laboratory experience are excluded) in a medical treatment facility clinical laboratory over the most recent six-year period.

(10) Pharmacy: Applicants interested in pursuing a qualifying degree prior to commissioning must have a letter of acceptance into a doctor of pharmacy degree program that is accredited by a nationally recognized pharmacy accreditation agency and must be able to complete the requirements for a doctor of pharmacy degree within 48 consecutive months.

(11) Optometry: Applicants interested in pursuing a qualifying degree prior to commissioning must have a letter of acceptance into a doctor of optometry degree program that is accredited by the Accreditation Council on Optometric Education and must also be able to complete the requirements for a doctor of optometry degree within 48 consecutive months. Failure to obtain a valid state license within one year of commissioning will result in redesignation and completion of incurred active duty service obligation in another community or separation from the U.S. Navy and recoupment of Navy expenditures according to the terms and provisions of the service agreement and applicable Navy regulations.

(12) Clinical Psychology: Applicants interested in pursuing doctoral training in Clinical Psychology must possess a baccalaureate or a master's degree from an accredited college or university: This degree should be in psychology or a similar behavioral health-related field. Given the timing of the MSC-IPP Selection Board, acceptances to the Clinical Psychology will be contingent upon subsequent acceptance to an acceptable accredited doctoral program. Applicants must indicate the programs to which they are applying on their application. Acceptable programs include clinical or counseling psychology programs that are accredited by the American Psychological Association (APA) or the Psychological Clinical Science Accreditation System (PCSAS), and that have an Examination for Professional Practice in Psychology (EPPP) licensure exam pass rate of over 50%, as reported by the Association of State and Provincial Psychology Boards (ASPPB). Waivers of this criterion can be made on a case-by-case basis in consultation with the Navy Clinical Psychology Specialty Leader. Those applicants accepted in the fall of the board convening date will commence their doctoral programs in the fall of the following year. Once enrolled in MSC-IPP, applicants must be able to complete all pre-internship academic requirements within 48 months, prior to the start of the required doctoral internship.

c. Program Specific Requirements:

(1) Rating: No restrictions.

(2) Conduct: Applicants must have no record of non-judicial punishment, conviction by court martial or civil court for other than minor traffic violations during the three years preceding the fiscal year of the selection board for which the application is made. All minor traffic violations must be listed on the application. Driving under the influence of intoxicant violations will be considered major traffic violations and are disqualifying if within five years preceding the fiscal year of the selection board for which the application is made. Applicants must have no record of bankruptcy within five years preceding the fiscal year of the selection board for which the application is made.

(3) Recommendation: Applicants must be recommended by their commanding officer.

(4) Amplifying Information: The MSC-IPP website will publish amplifying information to include the frequently asked questions.

(5) Selection: Eligible applicants will be considered by an annual selection board convened by Chief of Naval Personnel under the guidance of OPNAVINST 1420.1B (Enlisted to Officer Commissioning Programs Application Administrative Manual) which delineates program management and administration functions.

(6) License/National Registry Certification:

(a) MSC sub-specialties requiring licensure must obtain unrestricted, independent practice level licensure or certification from the appropriate certifying body, U.S. state, U.S. territory, or the District of Columbia prior to commissioning or within one year after commissioning, as dictated by the standard practices and procedures of the sub-specialty for which appointed.

(b) Failure to obtain an unrestricted, independent practice level, valid license or required certification within the time period prescribed by the sub-specialty accessioning program will either result in redesignation and completion of incurred active-duty service obligation in another community or separation from the U.S. Navy and recoupment of Navy expenditures according to the terms and provisions of the service agreement and applicable Navy regulations.

(c) Obtaining and maintaining a license/certification to practice is an expense incurred by the individual. Prior to appointment, applicants will be required to acknowledge in writing that they are aware of license/certification.

5. Waivers: If available, waiver types will be published in the NAVADMIN. In the event an applicant does not meet all qualifications but otherwise has an exceptional record or proven skillset required by the Navy, a waiver request may be submitted for consideration if available. Waivers must include the steps outlined below.

a. Application Contents: A letter requesting a waiver (age, GPA, paygrade) must be submitted with a complete application package.

b. Routing: Application packages to include the waiver request will be submitted to Commanding Officer, NMLPDC. The MSC-IPP Program Manager will route the waiver request to the MSC OCM for review and the MSC OCM will provide recommendations to the MSC-IPP selection board.

c. Approval Authority

(1) Age Waivers: MSC-IPP selection board..

(2) GPA Waivers: MSC-IPP selection board.

(3) Paygrade Waivers: MSC-IPP selection board.

d. Notification: Waiver adjudication notifications to the applicants will be made by NMLPDC.

6. Accession Source: This program is open to enlisted Sailors and Marines in the Active Component or Training and Administration of the Reserve (TAR) in any rating or military occupation specialty in the paygrades of E-5 through E-9 at the time of application.

7. Indoctrination: Upon commission, all selectees will be assigned to the next available class at Officer Development School, Newport, RI..

8. Enlistment: Not applicable.

9. Constructive Entry Credit: Entry grade credit will be awarded in accordance with Department of Defense Instruction 6000.13 of 30 December 2015 (Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers).

10. Appointment: Direct commission selectees and graduates of training programs will be commissioned in the Staff Corps of the U.S. Navy, designator 2300, in a grade commensurate with their level of education. Appointments shall be made subject to the guidance governing entry grade, date of rank, precedence, and application processes. No subsequent reversion to an enlisted status is authorized.

11. Service obligation:

a. Selectees receiving a direct commission will incur an eight-year service obligation comprised of a minimum service obligation of four years on active-duty and the remainder in the Selected Reserve (SELRES) or the Individual Ready Reserve per service directives. Selectees entering a training program will incur a minimum active-duty obligation of three years for the first year or any part of the first year of training and six months for each additional six months or any part of six months of additional training. Selectees entering training must reenlist for six years from the date of execution of orders to begin training. The reason for reenlistment should state "Training (Health Care Administration IPP, MSC; Physician Assistant IPP, MSC)" or appropriate program. The following statement of understanding should be included: "I understand that upon selection for the IPP (as appropriate), this agreement becomes binding and may not thereafter be canceled except as provided by the MILPERSMAN 1306-106." Orders will be issued contingent upon reenlistment before transfer. The Commanding Officer, NMLPDC should be notified immediately if applicant who receives orders does not desire to re-enlist to qualify. Selectees will be required to complete a minimum of ten years of active service as a commissioned officer and 20 total active years of service to be eligible for retirement in the officer grade held.

b. Selectees will maintain their enlisted status and be eligible for advancement in rating under the Navy advancement system and appropriate Marine Corps non-competitive promotion process. Payment of the selective re-enlistment bonus is not authorized for selectees who re-enlist for the purpose of meeting this obligated service requirement.

c. Selectees who attrite or complete degree requirements but fail to commission, will remain in their enlisted rate in the Navy or Navy Reserve and be made available for general assignment to serve the time remaining on their current obligation.

d. Selectees will be required to reimburse the United States for costs of education if selectee fails to complete the service obligation.

12. Pay and Allowances: Selectees entering training programs will receive pay and allowances at their current enlisted paygrade. NMLPDC manages program funding.

Approved: _____
JENNIFER S. COUTURE
Rear Admiral, U.S. Navy
Director, Military Personnel
Plans and Policy, N13

Date: 23 Feb 26