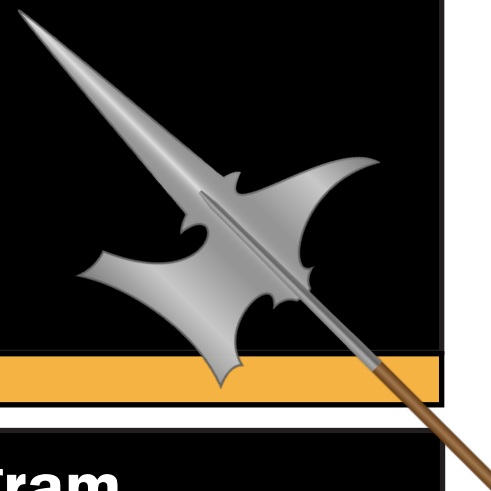




THE NCO LEADERSHIP
CENTER OF EXCELLENCE

The Halberd



February 2020

USASMA Fellowship Program

TOP LINE MESSAGES

PRIORITY: READINESS

- The Army's top priority is People. The second priority is readiness. Readiness encompasses ensuring our Soldiers have the tools and training they need to be lethal, and ready to fight and win.
- Our readiness determines our ability to fight and win our nation's wars; it is the capability of our forces to conduct the full range of military operations to defeat all enemies regardless of the threats they pose.
- TRADOC trains the next generation of Soldiers and leaders.
- The NCO Leadership Center of Excellence and Sergeants Major Academy Fellowship Program places an inherent responsibility on ensuring our Soldiers are never sent into harm's way untrained, poorly led, undermanned, or with less than the best equipment we can provide them.
- The NCOLCoE fellowship program directly support readiness by providing graduate level instructors delivering an under graduate level program of instruction that will ensure our future Command Sergeants Major and Sergeants Major are postured to make critical decisions to meet the challenges of large-scale combat operations in a multi-domain environment.

TALKING POINTS

1. Program Description: The Non-commissioned Officer Leadership Center of Excellence (NCOLCoE) and the Sergeants Major Academy (USASMA) Fellowship Program (<https://www.ncolcoeworldcampus.army.mil/Academics/USASMA-Fellowship-Program/>) targets Sergeants Major who have demonstrated the potential and a strong desire to be an educator of future Sergeants Major. This fellowship program directly supports the CSA's top priorities focusing on "People" and "Readiness" by providing graduate level instructors who can deliver an undergraduate level program of instruction at the USASMA. The instruction emphasizes the roles and responsibilities of the Senior Noncommissioned Officer at the strategic, operational, and tactical levels capable of making sound and critical decisions. Selected candidates will pursue a Master's Degree in Lifelong Learning and Adult Education through Pennsylvania State University (<https://www.worldcampus.psu.edu/degrees-and-certificates/adult-educationmasters/overview>) or a Master's Degree in Instructional Design, Development and Evaluation from Syracuse University (<https://soe.syr.edu/admissions/graduate/masters/instructional-design-development-and-evaluation>). Both degree programs provide the knowledge



Members of Cohort 5, USASMA Fellowship, who will be working towards a masters degree in Instructional Design, Development, and Evaluation, pose for a picture during their orientation with Syracuse University.

and skills in the academic disciplines of adult learning, distance education, program planning, research and evaluation, and course design that are required for professionals to educate adult learners from all branches of the military and our international partners.

2. Selection Process: The USASMA Fellowship Program Selection Panel will convene 10-21 August 2020 at Fort Bliss, Texas, to establish a "best-qualified" list to present to the Commandant, NCOLCoE for final selection of Fellows.

a. In an effort to align with the Army Chief of Staff's talent management initiative, the USASMA Cohort 7 selection panel will conduct a personal interview

with all applicants.

Interviews are scheduled 10-19 August 2020 in the order that packets are received and vetted by the USASMA from the Sergeant Majors Management Division.

b. The Commandant, NCOLCoE will send notification letters to individuals selected in September 2020. The panel will select both primary and alternate candidates. Should a primary candidate be unable to fulfill the program requirements, the Commandant, NCOLCoE will notify an alternate candidate. Selectees can request a preference to attend Penn State or Syracuse; however, the Commandant, NCOLCoE, will make final determination. Notification of accep-

RESOURCES

References:

- AR 350-100, *Officer Active Duty Service Obligations*
- AR 621-7, *The Army Fellowship and Scholarship Program*
- AR 614-200, *Enlisted Assignments and Utilization Management*
- AR 25-50, *Preparing and Managing Correspondence*
- FM 7-22, *Army Physical Readiness Training, and Army Height and Weight Requirements*
- AR 600-9, *The Army Body Composition Program*.
- ALARACT 188/2014 (SHARP Personnel Screening and Others in Positions of Significant Responsibility)

Webpages:

<https://www.ncolcoeworldcampus.army.mil/Academics/USASMA-Fellowship-Program/>

Hashtags:

#NCOPDS
#CriticalThinkers
#USASMAFellowship
#LifeLongLearners

POC:

NCOL CoE: SGM Justin Hood, PH: 915-744-1032, Email: usarmy.bliss.usasma.mesg.ncolcoe-usasma-fellowship@mail.mil

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USASMA Fellowship Program



TALKING POINTS Cont'd

tance by Penn State or Syracuse will occur after the institutions' application processes are complete. The Director of the USASMA Fellowship Program will provide additional information on applying to Penn State University and/or Syracuse University. Fellows must enroll in core courses no later than 30 June 2021 for the fall 2021 session.

3. Funding: All costs (application fee, tuition, books) will be borne by the NCOLCoE. This program will not affect selectees' education benefits (i.e., GI-Bill, Post 9-11 Education Bill, etc.) Applicants will be required to pay for transcripts from previous education institutions as required by Penn State or Syracuse.

4. Tenure/Location: Assignment will be to the USASMA UIC W3QTB1, Fort Bliss, Texas. Participants will begin the fellowship with a Permanent Change of Station to the NCOLCoE at Fort Bliss, Texas by 10 May 2021, with 60 days early report authorized. Upon reporting Fellows are expected to be 100% ready in all areas. During inprocessing, Fellows will update their **DD93/PRR/SGLV and MEDPROS**. During the program, Fellows are still required to take the prescribed Army physical fitness test every six months and remain in compliance with **AR 600-9**, The Army Body Composition Program. Fellows will also be required to attend monthly meetings where they will stay current on AR 350-1, Army Training and Leader Development. Before Master's degree course work begins mid-August 2021, Fellows will complete the Common Faculty Development-Instructor Course and the Common Faculty Development-Developer Course. These courses are offered by the NCOLCoE Staff and Faculty Development Directorate (SFDD) and will provide future instructors the opportunity to become enhanced adaptive leaders within our world-class faculty with the capability to educate others to win in a complex world. The SFDD page is located at <https://ncolcoe.armylive.dodlive.mil/staff-and-faculty-development-division-sfdd/>.

5. Obligations incurred:

a. Following successful completion of the Master's of Lifelong Learning and Adult Education Program with Penn State or the Master's in Instructional Design, Development, and Evaluation Degree Program with Syracuse University, Active Duty (RA/AGR) Fellows will incur a three (3) year Active Duty Service Obligation (ADSO), **IAW AR 350-100**, Officer Active Duty Service Obligations, para 2-7; table 3-3, and AR 621-7, The Army Fellowship and Scholarship Program, para 4-3. United States Army Reserve Troop Program Unit (USAR-TPU) / United States Army National Guard (ARNG-M-Day) will incur a two (2) year ADSO after graduation.

b. Upon graduation from Penn State or Syracuse, Fellows will be assigned to the USASMA UIC W3QTA1 Fort Bliss, Texas as Sergeants Major Course Instructors.

Active Duty (RA/AGR)

Selection Date: August 2020
Arrive at Fort Bliss: May 2021
Fellowship Program: August 2021-2022
Instructor: August 2022- August 2024
Available for assignment: June 2024

USAR (TPU) / ARNG (M-Day)

Selection Date: August 2020
Arrive at Fort Bliss: May 2021
Fellowship Program: August 2021-2022
Instructor: August 2022- August 2024
Return to TPU/M-Day status: June 2024

c. Students who participate in this funded educational program may be required to reimburse the U.S. Government the costs if they voluntarily or involuntarily fail to complete the Master's of Lifelong Learning and Adult Education Degree or the Master's in Instructional Design, Development and Evaluation Degree.



Sgt. Maj. Dietrick Louis, a member of Cohort 2, instructs a class with students from Sergeants Major Course Class 70. Louis was named as our 2019 Instructor of the Year.

6. Eligibility Criteria:

a. Active Duty (RA/AGR); ARNG (M-Day) or USAR (TPU) Sergeants Major with a **DA Form 1059**, Service School Academic Evaluation Report, course completion of the Sergeants Major Resident or Distance Learning Course.

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

- New England Association of Schools and Colleges
- North Central Association Commission on Accreditation and School Improvement
- Middle States Association of Schools and Colleges
- Southern Association of

Colleges and Schools

- Western Association of Schools and Colleges
- Northwest Commission on Colleges and Universities
- Or Tertiary (Postsecondary) Degree that is deemed comparable to a four (4) year bachelor's degree from a regionally accredited U.S. institution

c. Must be able to complete the fellowship program and utilization without interruption.

d. Must possess interpersonal skills and the ability to interact and form professional educational relationships with individuals of diverse backgrounds.

e. Pending a suitability screening by the Enlisted Personnel Management Directorate, U.S. Army Human Resources Command, any adverse actions or any history of type 1 or type 2 offenses, **IAW ALARACT 188/2014** (SHARP Personnel Screening and Others in Positions of Significant Responsibility) will deem an applicant ineligible to participate in the program. ALARACT 188/2014 can be viewed at: https://sil-www.army.mil/sharp_docs/documentation/alaract%20188.pdf.

f. Meet Army Physical Fitness Test requirements, **IAW FM 7-22**, Army Physical Readiness Training, and Army Height and Weight Requirements, **IAW AR 600-9**, The Army Body Composition Program.

g. Meet the requirements of **AR 614-200**, Enlisted Assignments and Utilization Management, para 6-9 and 6-12.

h. Active Duty (RA/AGR) competing for Command Select List (CSL) or nominative positions will be authorized after successful completion of the Master's degree program and a minimum of two (2) years as an instructor at the USASMA. If selected for Command Sergeant Major (CSM) on an Army approved CSL list, Projected Change of Responsibility Date (PCORD) should be after two (2) years of being assigned as an SMC Instructor. Early release from program for Army critical personnel needs, on a case-by-case basis, will be at the sole discretion of the Commandant, NCOLCoE.

i. Applicants currently serving as a CSM must be able to adjust their PCORD date to arrive to the NCOLCoE by 10 May 2021. Do not presume this will happen if selected. If the command does not concur with an earlier PCORD date, or if HRC cannot support due to not having a replacement, applicant will not be selected for the fellowship program.

j. Candidates should not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.

k. Active duty (RA/AGR) applicants must have less than 26 years, time in service (TIS) as of 01 August 2021. ARNG (M-Day) and USAR (TPU) applicants are not limited by TIS requirements but must be able to complete the ADSO requirement before reaching their mandatory removal date or mandatory retirement date. There are no exceptions to policy to waive the TIS remaining requirement. Timeline for inclusion:

- August 2021-August 2022 – Fellow with Penn State or Syracuse



USASMA Fellowship Program



TALKING POINTS Cont'd

University

- August 2022-August 2024 – Instructor in the Sergeants Major Course
- August 2024-Available for follow on assignment

I. Applicants must not have been selected for any of the Broadening Opportunity programs, listed at <http://www.hrc.army.mil/bop> within the last ten (10) years. This does not include the Defense Advanced Research Projects Agency (DARPA) or the HQDA Strategic Broadening Seminar Programs.

7. How to Apply: ARNG (AGR/M-Day) Service Members, please submit your application to the point of contact in Paragraph 9(c). USAR (AGR/TPU), please submit your application to the point of contact in paragraph 9(d). The USASMA highly encourages all interested SGM and CSM from the ARNG and USAR (AGR/M-Day/TPU) to contact their respective career managers prior to starting the application process.

a. An example packet and necessary information, to include templates, are located on the NCOLCoE Fellowship Webpage at the following link: <https://ncolcoe.armylive.dodlive.mil/usasma-fellowship/>.

(1) DA Form 4187, Request for Personnel Action: Please refer to the attachment at the bottom of this message for the information required for submission of the DA Form 4187.

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

(3) DA Form 1059, Service School Academic Evaluation Report, course completion of the Sergeants Major Resident or Distance Learning Course.

(4) Candidates submitting a packet for consideration into the USASMA Cohort 7 Fellowship Program must include a **500-600 word essay**, in **APA format**, that answers any one (1) of the three (3) questions proposed below:

(a). As a USASMA Fellow, how can you contribute to the mission of the NCOLCoE and the NCO Strategy of the Future?

(b). Why should I be selected for the USASMA Fellowship Program?

(c). As a Fellow, how will you contribute to the development of future Sergeants Major?

(5) Letters of Recommendation (LOR). Minimum of two (2) and a maximum of three (3). One (1) LOR must be from current chain of command and one (1) from the first General Officer or nominative CSM in your chain. The LOR can be in letter or memorandum format, **IAW AR 25-50**, Preparing and Managing Correspondence. Address the LOR to the Commandant, NCOLCoE, ATTN: Fellowship Program Manager, 11291 SGT E. Churchill Street, Fort Bliss, Texas 79918. The LOR becomes part of the application packet and will not be sent directly to the Commandant, NCOLCoE.

(6) Memorandum for Record with the following information: Grade, name, last four of your SSN, bachelor's degree GPA and indicate preference to attend Penn State or Syracuse, and the following statement: "I understand that if I am selected for a 2021 USASMA Fellowship, I will incur an active duty service obligation of three (3) years or two (2) years USAR (TPU) ARNG (M-Day) upon successful completion of the one (1) year program. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and selection to a broadening opportunity program."

(7) A copy/scan of the official transcript for the regionally accredited bachelor's degree must be submitted. This transcript is needed to validate the degree issuing institutions accreditation level.

(8) DA Photo: A copy of the candidates DA photo needs to accompany the packet when submitted to HRC.

(9) The Soldier Record Brief (SRB).

(10) Last three (3) Noncommissioned Officer Evaluation Reports (NCOER).

(11) Individual Resume.

(12) The USASMA Cohort Selection Panel Interview Request.

(13) ARNG (M-Day) and USAR (TPU) applicants who will be within 120 days of

reaching eligibility for the **Enlisted Sanctuary Program** before **August 2024**, must submit **memorandum endorsed by the first General Officer** in their chain of command that states their intent to apply for the Enlisted Sanctuary Program.

(14) ARNG (M-Day) applicants must include a **current NGB 23B (Retirement Point Accounting Statement)** with an adjusted basic active service date (BASD) as part of their application packet.

(15) USAR (TPU) applicants must include a **DA 1506 (Statement of Service-For Computation of Service for Pay Purposes)** with an adjusted BASD as part of their application packet.

b. Your nomination will be reviewed by your career branch and leader development division for eligibility, availability and derogatory information. You will receive an email stating receipt of your packet by HRC.

8. Points of Contact:

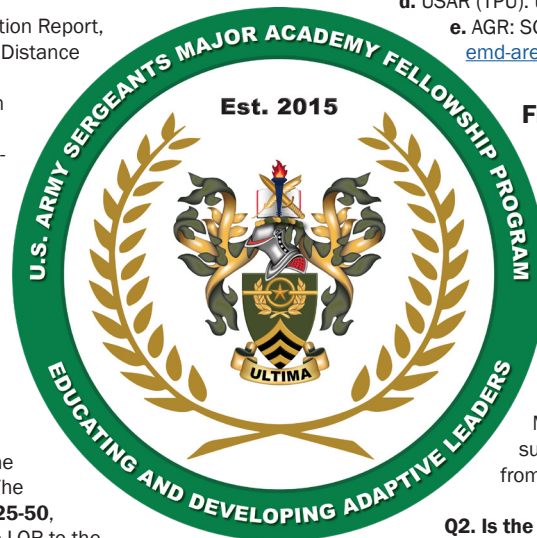
a. NCOLCoE: usarmy.bliss.usasma.mesg.ncolcoe-usasma-fellowship@mail.mil

b. HRC (AC): Mr. David Minor by email at: david.l.minor36.civ@mail.mil

c. ARNG (AGR/M-Day): SFC Daniel McClelland by email at: daniel.m.mcclelland@mail.mil, or by phone at: 703-601-8266 or SGM Brandon Williams by email at: brandon.j.williams82.mil@mail.mil, or by phone at: 703-604-8220

d. USAR (TPU): usarmy.usarc.ocar.mbx.sldo-e9@mail.mil.

e. AGR: SGM Catherine Murillo by Email at: usarmy.knox.hrc.mbx.emd-aredsgm@mail.mil or by Phone at: 502-613-5290.



Frequently Asked Questions (FAQ):

Q1. Will participation in the USASMA Fellowship affect my ability to use Tuition Assistance (TA) in the future?

A: Yes, according to AR 621-5, Army Continuing Education System, para 5-6(b) (4), "TA is authorized for no more than one credential from each of the following levels: High School Diploma (HSD), Associate, Baccalaureate, Master's or first professional degree." After graduation from the USASMA Fellowship Program, a Fellows Soldier Record Brief (SRB) and Official Military Personnel File (OMPF) is updated to reflect the successful commencement of a Fellows Master's Degree from their respective university.

Q2. Is the report date to the USASMA flexible?

A: Maybe. On a case-by-case situation, as approved by the Commandant, NCOLCoE. Fellows have a series of tasks required of them prior to the start of their respective degree program as well as credentialing tasks required to certify them as associate professors - tasks that are required prior to a fellow being certified to teach at the USASMA.

Q3. What is the difference between a "Regional Accreditation" and a "National accreditation?"

A: According to the Department of Education, "credits earned from institutions that are regionally accredited are more widely accepted and thus more easily transferable than those earned through a nationally accredited university." Universities that participate in the USASMA Fellowship Program generally accept Baccalaureate Degrees' from regionally accredited universities only.

Q4. I did not earn the minimum required 3.0 GPA on my Baccalaureate but I surpassed it when earning my Master's, am I still eligible to participate?

A: No, both universities that participate in the USASMA Fellowship Program have set the minimum acceptance standard into their program as having achieved a minimum 3.0 on their Baccalaureate. In achieving a 3.0 on an applicant's Baccalaureate, students have shown that they are willing to put forth the time and effort to achieve the minimum passing standards of their respective universities Master's Degree Program.