

U.S. Army Human Resources Command

Broadening Opportunity Program Catalog Fiscal Year 2026



BOP Management:
Advanced Education Programs Branch (AEPB),
Force Alignment and Development Division (FADD),
Force Shaping Directorate (FSD),
U.S. Army, Human Resources Command (AHRC)
Ft. Knox, KY 40122
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SUMMARY of CHANGE

Broadening Opportunity Program (BOP) Catalog

This major revision, dated – 30 May 2025:

- Updates Points of Contact.
- Details Advanced Civil Schooling (ACS) packet requirements for selected applicants.
- Changed name of Harvard Strategist Program to FA59 Scholar Program.
- Added MG Edwin Forrest Harding Fellowship.

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Chapter 1 - Important Dates

Program	HRC Selection Panel	Eligible to Apply	Application Suspense Date	Notification of Results (o/a)	ACS Packet Due to Branch (o/a)	Anticipated Report Date (o/a)
Artificial Intelligence Scholar Program	09–12 Sep 25	AC 1LT/CPT/MAJ	25-Jul-25	13-Oct-25	27-Feb-26	6-Jul-26
Asia-Pacific Center for Security Studies Fellowship	09–12 Sep 25	RC-AGR MAJ, LTC	25-Jul-25	13-Oct-25	NA	14-Jul-26
Association of the U.S. Army (AUSA) Fellowship	09–12 Sep 25	AC/RC-AGR MAJ, LTC	25-Jul-25	13-Oct-25	NA	14-Jul-26
Defense Advanced Research Projects Agency (DARPA) Fellowship	09–12 Sep 25	AC/RC-AGR MAJ, LTC	25-Jul-25	13-Oct-25	NA	14-Jun-26
George C. Marshall European Center for Security Studies Fellowship	09–12 Sep 25	RC-AGR MAJ, LTC	25-Jul-25	13-Oct-25	NA	15-Jul-26
MG Edwin Forrest Harding Fellowship	09–12 Sep 25	AC CPT, MSG, CW4	25-Jul-25	13-Oct-25	27-Feb-26	Jun-26
MG James M. Wright, MBA Program	09–12 Sep 25	AC CPT, MAJ	25-Jul-25	13-Oct-25	27-Feb-26	26-Jun-26
Olmsted Scholar Program	09–12 Sep 25	AC CPT, MAJ	25-Jul-25	Phase 1: 13-Oct-25 Final: Mar-26	NA	Summer/Fall 2026
Purdue University Military Research Initiative (PMRI)	09–12 Sep 25	AC CP, MAJ	25-Jul-25	13-Oct-25	10-Apr-26 ⁺	Aug-26
Rand Arroyo Center Fellowship	NA	AC/RC-AGR MAJ, LTC	25-Jul-25	Phase 1: 15-Aug-25 Final: 13-Oct-25	NA	between 13-Jul and 27-Aug-26

Program	HRC Selection Panel	Eligible to Apply	Application Suspense Date	Notification of Results (o/a)	ACS Packet Due to Branch (o/a)	Anticipated Report Date (o/a)
SecDef Strategic Thinkers Program	09–12 Sep 25	All Components MAJ, LTC	25-Jul-25	Phase 1: 13-Oct-25 Final: 15-Dec-25	10-Apr-26 ⁺	Aug-26
Ted Stevens Center for Arctic Security Studies (TSC) Fellowship	09–12 Sep 25	AC-MAJ, LTC	25-Jul-25	13-Oct-25	NA	14-Jul-26
White House Fellowship	NA	All Components CPT- LTC, WOs, NCOs	1-Oct-25	Phase 1: 1-Nov-25 Regional Finalist: Mid Mar-26 National Finalist: Early May-26 Final Selection: Mid-Jun-26	NA	24-Aug-26
Army Congressional Fellowship	5-8 May 26	AC/RC/ARNG E8-E9, CW3/CW4, CPT/MAJ	20-Mar-26	Phase 1: 12-Jun-26 Final: 14-Sep-26	2-Oct-26	14-Mar-27
GEN Omar N. Bradley JCS/OSD/ARSTAF Fellowship	5-8 May 26	AC CPT	20-Mar-26	12-Jun-26	26-Feb-27	May-27
GEN Wayne A. Downing Scholarship	5-8 May 26	AC CPT/MAJ	20-Mar-26	Phase 1: 12-Jun-26 Final: 30-Aug-26	26-Feb-27 ⁺	Jul-27
FA59 Scholars Program	NA	AC/RC CPT/MAJ	1 Jul-26	1-Sep-26	26-Feb-27	Jul-27

⁺modified version

KEY: ***AC** = Active Component or Regular Army
***RC** = Reserve (IMA/IRR/AGR/TPU)

***RC-AGR** = Reserve Component Active Guard Reserve

Chapter 2 - General Guidance

2-1. Non-Eligibility. You are not eligible to compete if:

- a. You are currently a student, or you will be a student in an advanced education program administered IAW AR 621-1 during the time your requested program is in session.
- b. You owe or will not complete an incurred utilization assignment before the start of your requested BOP.
- c. You were selected and attended a BOP within the last ten years (does not include the 90-day Defense Advanced Research Projects Agency (DARPA) Service Chiefs' Fellows Program (SCFP), the HQDA Strategic Broadening Seminars, or Training With Industry (TWI) Program).
- d. Have adverse actions pending, at risk for promotion, or passed over for promotion to the next grade.
- e. Currently on PCS orders.

2-2. Minimum Requirements. All applicants must:

- a. Be able to complete full fellowship, applicable utilization tour, and active duty service obligation.
- b. Meet Army height & weight requirements.
- c. Have potential for future military service and be in good standing; not pending any adverse actions.
- d. Have concurrence from their current Command and Branch/Career Manager to compete.

2-3. Supporting Documents. Attached to this catalog you will find various supporting documents that are required as part of your application, or if selected for one of the broadening opportunities. Please review all the attachments before completing your application.

2-4. Application Packet Requirement. The application packet(s) for each program that you are applying for must be submitted in one "Portable Document Format" (PDF) attachment. The PDF application file size may not be larger than 10MB. Do not attach PDF's inside of PDF's (portfolio format). Applications received in PDF portfolio format or larger than 10MB will be returned without action. RC Officers must indicate RC-AGR, RC-TPU, RC- IMA, or RC-IRR on their application (as applicable). Applications will be reviewed by your career branch and HRC, Advanced Education Programs Branch (AEPB).

2-5. HRC Broadening Opportunity Application. All application submissions will use the HRC Broadening Opportunity Application form, found in the supporting documents of this catalog, or at: <https://www.hrc.army.mil/content/BOP> (CAC login is required.)

- a. If you are applying for more than 1 program, you may use the same application with each submission, indicating your preference for all programs applied and submit both packets in one single email. Please note, some programs do not allow applying for other programs simultaneously, please review the guidance for each program before completing the application.
- b. Do not send applications to the BOP Manager's regular email address. All applications must be submitted exclusively to the following email address: usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil.

2-6. Required Documents for All Programs*. All application packets must include, in this order:

- a. HRC Broadening Opportunity Application, attached to this catalog.

- b. Most current DA Form 705 (ACFT/AFT) and, only if applicable, DA Form 5500/5501 (Body Fat Content Worksheet).
 - c. Resume. Please use BOP Applicant Self-Professed Knowledge, Skills & Behaviors template attached to this catalog. Do not submit the IPPS-A Solider Talent Profile, as it contains a photo that cannot be used during the selection panel.
 - d. Letters of Recommendation. Minimum of one letter of recommendation required and must be from a current battalion, brigade commander, or equivalent level civilian. Additional LORs may be required, review guidance for each program, maximum 3 LORs total. LORs may be in any format, addressed to "President of the Selection Panel." (Suggestion: if you are applying for more than one program have the recommender recommend you for "Any Broadening Opportunity Program" instead of a specific program.)
 - e. The last five (5) copies of Evaluation Reports (DA Form 67-10-1 or 2, 1059-1, 2166-9, as applicable.) Evaluations, not uploaded to IPERMS, will not be accepted. Please do not include Draft ERs in your packet. Approximately a week prior to the panel, all ERs in iPERMS will be added to your panel file.
 - f. All college transcripts, both undergraduate and graduate courses completed. Scans or digital copies are fine; official transcripts will be sent directly to the university, if selected. Degrees must be annotated in IPPS-A, including funding source.
- *Except for the White House Fellowship.

2-7. Additional AMHRR Requirements. Applicants are responsible for ensuring their IPERMS account is updated to include copies of all college transcripts and current official photo, as needed. Applicants should also ensure their IPPS-A Person Profile is updated to reflect current qualifications and skills, such as DLAB test scores.

2-8. No Additional Programs. Only the programs listed in this catalog will be considered.

2-9. Late Applications. Documents received after the suspense date will not be accepted or included in your application packet. Any application packet that is not complete, as defined in this catalog, will be returned to the candidate, and may result in missing the submission suspense date and not being considered. Deadlines are noon, Eastern Standard time on the day of the suspense date.

2-10. AGR Selection. If selected, non-Active Guard Reserve service members may not be accessed into AGR status. The only exceptions are the Army Congressional Fellowship and FA59 Scholar Programs. Instead, non-AGR service members may serve in their current status and placed on Active Duty Operational Support – Reserve Component (ADOS-RC) while in the program. Funding provided by the U.S. Army Reserve Command (USARC). See individual programs for details.

2-11. Intermediate Leadership Education (ILE) AOC. The following Broadening Opportunity Programs (BOP) are AOC credentialing, IAW 350-1, participating in these programs, makes you ineligible to attend resident CGSC:

- a. General Omar N. Bradley (JCS/OSD/ARSTAF) Fellowship Program
- b. Army Congressional Fellowship Program
- c. Olmsted Scholar Program
- d. General Wayne A. Downing Scholarship Program
- e. Major General (R) James M. Wright Memorial MBA Program

2-12. Funded Programs. Officers will be required to maintain a grade of B or better in every

class. Personnel who fail to maintain a grade of B in graduate education programs will receive a memorandum for record from the applicable training agency. Grades lower than a B will be reason for disenrollment from their program, termination of the officer's attendance at the school and recoupment of the money spent to date for the officer. DA Form 2125 should be submitted to your Training Agency POC and AEPB after each semester.

2-13. AEPB Policies and Procedures. Review the current AEPB Policies and Procedures handbook for additional information on participation requirements. Handbook can be found online at [CAC enabled]:
<https://www.hrc.army.mil/content/Advanced%20Education%20Programs%20Branch>.

2-14. Exceptions. Chief, Force Alignment and Development Division (FADD), HRC holds exclusive authority to approve any modifications or exceptions to the Broadening Opportunity Catalog.

Chapter 3 - Artificial Intelligence Scholar Program

3-1. Program Description

The Army Artificial Intelligence Integration Center (AI2C) offers two scholarship programs; a Doctor or Philosophy (PhD) degree program and Graduate/Masters degree program. The two programs together comprise the Army Artificial Intelligence Scholar Program (AISP).

a. The AISP PhD Program is a competitive, 36-month program at Carnegie Mellon University (CMU) for exceptionally qualified Active Component officers. The PhD program also requires officers to serve a three-year follow-on utilization tour assignment in the AI2C, Artificial Intelligence (AI) Incubator, Pittsburgh, PA, or at a location at the direction of the Director AI2C and Army Futures Command (AFC). The PhD program produces officers who possess the knowledge, skills, and expertise needed to leverage AI applications and to deliver AI solutions at speed enabling Army missions. Additionally, a PhD is a research degree and the highest level of academic qualification. The purpose of an AISP PhD is to train the officer to conduct independent research in AI or related fields. An AISP PhD graduate is expected to extend the body of AI knowledge, apply cutting edge AI research to Army problems, and lead development of Army AI plans and proofs of concept.

b. The AISP Graduate Degree is a highly competitive, 20 to 23-month graduate degree program for Active Component officers focused primarily on senior first lieutenants and junior captains, but senior captains and majors may apply. The program requires officers to serve a two-year follow-on utilization tour in the AI2C AI Incubator, or at a location at the direction of the AI2C Director. The program provides selected officers opportunities for one of three graduate degree opportunities: Data Engineering, Data Analytics, or Autonomous System Engineering. AI2C's Academic Success Assessment will determine course discipline. The AISP produces officers who possess the knowledge, skills, and expertise needed to leverage AI applications and to deliver AI solutions at speed enabling Army missions.

c. For more information on the Master Programs and the prerequisites for the programs please go to:

(1) Master of Information Systems Management with a concentration in Business Intelligence and Data Analytics (MISM-BIDA). Located at Heinz College at CMU:

<https://www.heinz.cmu.edu/programs/information-systems-management-master/16-month> (of note, the AISP adaption of this program spans 20-22 months).

(2) Master of Computational Data Science (MCDS). Located at the School of Computer Science (SCS) at CMU: <https://mcds.cs.cmu.edu> (applicants shall direct attention to the concentration in Systems and are encouraged to dual track with Analytics or Human-Centered Data Science).

(3) Master in Data Engineering at University of Wisconsin-Madison:

<https://www.cs.wisc.edu/ms-data-engineering>.

(4) Master of Artificial Intelligence Engineering: [Master's of AI Engineering - College of Engineering at Carnegie Mellon University \(cmu.edu\)](#)

3-2. Selection Process

a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY will forward the names and applications of the officers that are approved to compete for this program to the Army Futures Command (AFC) Proponent Manager, AI2C o/a 15 August 2025. The AFC AI2C Proponent Manager convenes a selection panel and recommends an order-of-merit list for the CMU Academic Success Assessment IOT determine candidate admissibility to AISP approved institutions. The AI2C Director approves final selections for HRC panel NLT 29 August 2025.

b. Candidates are notified of their tentative selection, o/a 13 October 2025 and will begin the university application process.

c. Once the candidates have received official acceptance to the University, they must submit an ACS packet through their branch to AEPB.

d. Upon approval of their ACS packet, AEPB will coordinate with the officers to initiate assignment to the program for the subsequent academic year IAW the associated assignment cycle timeline to ensure that requirements are identified in the Marketplace to support strength management.

e. Officers selected to participate in the MCDS and MISB-BIDA programs shall report to Pittsburgh, PA o/a 6 July 2026.

3-3. Obligations Incurred

a. IAW 350-100, officers incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education ADSOs.

b. Following graduation, officers will serve an immediate 2-year (24-month) utilization for the Graduate Degree or a 3-year (36-month minimum) utilization for the PhD program at the AI2C AI Factory in Pittsburgh, PA, or at a location approved or directed by the AI2C Director.

3-4. Scholarship Tenure/Location

a. Officers will be assigned to either CMU, Pittsburgh, PA or University Wisconsin-Madison, Madison, WI, and managed by U.S. Army Student Detachment, Fort Jackson, SC.

b. The AISP Graduate Degree Program begins on or about July 2026 with completion approximately 22 months thereafter (May 2028).

c. The AISP PhD Program begins July 2026 with completion approximately 36 months thereafter (May 2029).

3-5. Eligibility Criteria

a. Be an Active Component officer in the grades of first lieutenant, captain, or major in the following basic branches: Adjutant General, Air Defense, Armor, Chemical, Civil Affairs, Cyber, Engineer, Field Artillery, Finance, Infantry, Logistics, Military Intelligence, Military Police, PSYOPs, Signal, and Special Forces. Exceptions to policy regarding component, branch, and rank eligibility may be considered for exceptionally qualified applicants.

b. Have demonstrated superior performance and have strong potential for future military service, including potential selection for leadership or command positions as indicated by the most recent officer evaluation reports.

c. Preferred: Have taken the graduate record exam (GRE) or graduate management admission test (GMAT) within five years from September 2026, even if officer has an existing graduate degree.

d. Have a baccalaureate degree in Computer Science or other science, technology, engineering, or math discipline and grade point average (GPA) of 3.3 or better. Exceptions to degree and GPA requirements will be considered only for otherwise exceptional candidates and require approval of Director, AI2C.

e. Not have a graduate degree paid for by the U.S. Army except as noted in paragraph k below. This means the tuition and fees were solely funded by the U.S. Government. Degrees funded through Tuition Assistance (TA), Degree Completion; Cooperative Degree; Intermediate Level Education; GI Bill; or Commissioning Programs do not apply.

f. Not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.

g. AISP Masters Degree graduates are eligible to apply to the AISP PhD program as a continuation of the AISP after completion of initial AISP utilization tour requirements. While the AISP Masters Degree graduates are the preferred candidate for the AISP PhD program, otherwise eligible officers are encouraged to apply to the AISP PhD opportunity. Exceptions to policy for this criteria resides with Director, AI2C.

h. Must meet prerequisites as outlined by the university websites and gain acceptance to the AI2C directed program(s). Strong computer science skills are desired, and higher math and analytic skills are required.

i. Must currently hold, or be eligible for, a Top Secret Security Clearance.

j. Meet requirements in chapter 2-2.

3-6. How to Apply

a. Submit application packet, no later than 25 July 2025 via email titled: "Request to Compete for the FY26 AISP." Include in order the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) Academic Evaluation Reports (DA Form 67-10-1 or 2, DA Form 1059-1) received over the past 5 years.

(3) Copy of official GRE or GMAT scores.

(4) Academic letters of recommendation (LOR) (any format): A maximum of two, from any current professor or PhD in the field associated with this program.

(5) Memorandum for Record with the following information (any format): grade, name, IPPS-A EMPLID, undergraduate institution, baccalaureate degree overall GPA and major GPA, graduate institution and graduate degree GPA (if applicable), GRE scores (verbal/quantitative/analytical), and the following statement:

"I understand that if I am selected for an AISP Artificial Intelligence Scholarship, I will incur and complete an active duty service obligation (ADSO) of three days for each day I am in my program and I understand that this ADSO is served consecutively with other ADSOs. I also understand I will be obligated to serve an immediate two-year utilization tour for graduate degree or three-year utilization tour for PhD, at the AI2C AI Factory, Pittsburgh, PA or as directed by Director AI2C, and Army Futures Command. 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 or selection to a broadening opportunity program. Except to a designated AI/ML Functional Area, or by the expressed and written consent of the Director, AI2C, I understand I will not be allowed to participate in the Voluntary Transfer Incentive Program (VTIP) while I am in this program or during the 24-month or 36-month utilization assignment."

b. Your nomination will be reviewed by your current branch or Functional Area and AEPB, for eligibility, availability and screening for derogatory information.

3-7. Timeline

a. Last day to submit request to compete to AEPB: 25 July 2025.

b. Applications approved by AEPB are sent to AI2C to conduct Academic Success Assessment. AI2C provides AEPB of finalized list of cohort scholars for inclusion in HRC panel.

c. HRC conducts selection panel and notifies candidates and AFC AI2C POC of the HRC selection panel results and confirms candidate acceptance o/a 13 October 2025.

d. Once accepted to the University, officers will submit ACS packet to AEPB to initiate the orders process.

e. Report date will be o/a 6 July 2026 but could vary slightly depending on program requirements and personal situations.

3-8. Points of Contact

a. AFC, AI2C, Workforce Development, LTC Kevin Goulding, at kevin.a.goulding.mil@army.mil, or usarmy.pittsburgh-pa.afc-ai2c.mbx.workforce-development@army.mil

b. HRC – BOP Program Manager, at: usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil

Chapter 4 - Asia-Pacific Center for Security Studies Fellowship

4-1. Program Description

The Daniel K. Inouye Asia-Pacific Center for Security Studies (DKI-APCSS) is a Department of Defense Regional Center dedicated to educating, connecting, and empowering regional civilian and military security practitioners. The fellow will serve on the DKI APCSS College of Security Studies Faculty as a seminar leader or assistant seminar leader for courses and workshops on topics including advanced security cooperation, counterterrorism, and comprehensive crisis management. In addition to leading seminars, the fellow has the option to craft and deliver elective courses, conduct regional orientation travel, and research Indo-Asia Pacific security topics for possible publication. The fellow may also participate in distinguished military and academic visits to DKI APCSS.

4-2. Selection Process

The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection Panel will convene 09 – 12 Sep 2025 to select two fellows. Applicants will be notified of the results o/a 13 October 2025.

4-3. Obligations Incurred

- a. IAW 350-100, officers incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education ADSOs.
- b. Fellows must also serve an immediate two-year post fellowship utilization, TBD by HRC in coordination with Headquarters Department of the Army (HQDA) G-3/5/7. If Army requirements support, the goal of the utilization tour is to ensure officers serve within their area of fellowship focus.

4-4. Fellowship Tenure/Location

- a. All Fellows will be assigned to the Asia-Pacific Center for Security Studies, 2058 Maluhia Road, Honolulu, Hawaii 96815-1949 (W30U7U) and managed by the U.S. Army Student Detachment, Fort Jackson, SC.
- b. All will report between 14 July 2026 and 14 August 2026.

4-5. Eligibility Criteria

- a. Be a Reserve Component - Active Guard Reserve (RC-AGR) Major or Lieutenant Colonel.
- b. Have a mandatory removal date of 1 September 2030 or later.
- c. Must have a graduate degree at time of application.
- d. Be MEL-4 complete.
- e. Have interest and experience in political-military affairs.
- f. Have a strong file, as indicated by the last five Officer Evaluation Forms (DA Form 67-10-2 or 9).
- g. Had a physical within the last five years.
- h. Demonstrates and serves as an example of the "Warrior Ethos".
- i. Not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made. (The only exception is the AUSA Fellowship, and/or the George C. Marshall European Center for Security Studies.)
- j. Meet requirements in chapter 2-2.

4-6. How to apply

a. Submit application packet, no later than 25 July 2025, via email titled: "Request to compete for the FY26 APCSS Fellowship" to usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil. Include the following documents in your PDF:

- (1) All documents as outlined in chapter 2-6.
- (2) Memorandum for Record with the following information (any format): grade, name, IPPS-A EMPLID, graduate degree GPA and the following statement:

"I understand that if I am selected for the FY 2026 Asia-Pacific Center Fellowship, I will incur an active duty service obligation of three days for each day I am in this program and that this ADSO is served consecutively with other civilian ADSOs. I also understand I will be obligated to serve an immediate two-year post fellowship utilization, TBD by DAMO-SSF and U.S. Army Human Resources Command (HRC.) I authorize the HC to release all documents to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program."

- (3) If you are also applying for the AUSA Fellowship and/or the George C. Marshall European Center for Security Studies, you must provide a statement (any format) titled: "Applying for More Than One Broadening Opportunity Program," and include your name, grade, and the following statement:

"I understand if I am applying for more than one program, I may not receive my first preference and I further understand my selection or non-selection is determined by the selection panel's order of merit list (OML) of the program(s) I am requesting to compete for. I understand if I am selected to attend one of the program(s) I am competing for, I will not be considered for any other program and I will accept the program I was selected for."

b. Your application will be submitted to the RPMD Talent Management Division (TMD) and reviewed by your career branch for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission. TMD will forward approved applications to AEPB for inclusion in the HRC Selection Panel.

4-7. Points of contact

- a. DKI APCSS: COL Matthew Kent at matthew.r.kent2.mil@mail.mil
- b. RPMD TMD: usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil

Chapter 5 - Association of the United States Army (AUSA) Fellowship

5-1. Program Description

This fellowship exposes officers to educational and research opportunities comparable to graduate-level study. Selected officers will undertake and complete multiple major research projects relevant to the Department of the Army and publish their work. Fellows regularly interact with the Institute of Land Warfare (ILW) senior fellows, which include prominent retired 3-star and 4-star Army general officers as well as serving Army general officers. Fellows also have the opportunity to participate in ILW's many forums and professional development venues.

5-2. Selection Process

The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection Panel will convene 09 – 12 Sep 2025 to select one fellow. Applicants will be notified of the results o/a 13 October 2025.

5-3. Obligations Incurred

a. IAW 350-100, officers incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education ADSOs.

5-4. Fellowship Tenure/Location

a. All Fellows will be assigned to the AUSA Institute of Land Warfare, 2425 Wilson Blvd, Arlington, VA 22201 (W30UC4), managed by the U.S. Army Student Detachment, Fort Jackson, SC.

b. Fellowship begins o/a 14 July 2026 and completes nine to twelve months later.

5-5. Eligibility Criteria

a. Be an Active Component (AC) or Reserve Component – Active Guard Reserve (RC-AGR) major or lieutenant colonel.

b. Be Intermediate Level Education (ILE) complete.

c. AC officers must not have more than 19 years of Active Federal Commissioned Service (AFCS) as of August 2026.

d. RC-AGR officers must have a mandatory removal date (MRD) of 1 September 2031 or later.

e. Have Army Staff, Joint Staff, Office of the Secretary of the Army, or Office of the Secretary of Defense experience within the last six years. This is recommended but not a requirement.

f. Not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made. (The only exception is the Asia-Pacific Center Fellowship for Security Studies and/or the George C. Marshall European Center for Security Studies Fellowship.)

g. Meet requirements in chapter 2-2.

5-6. How to apply

a. Submit application packet, no later than 25 July 2025, via email titled: "Request to compete for the FY26 AUSA Fellowship." Include the following documents in your PDF:

- (1) All documents as outlined in chapter 2-6.
- (2) Memorandum for Record with the following information (any format): grade, name, IPPS-A EMPLID, baccalaureate degree GPA, graduate degree GPA (if applicable), and the following statement:

"I understand that if I am selected for the 2026 AUSA Fellowship, I will incur an active duty service obligation of three days for each day I am in the AUSA Fellowship Program and that this ADSO is served consecutively with other civilian ADSOs. 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 or selection as an AUSA Fellow."

(3) If you are also applying for the Asia-Pacific Center for Security Studies Fellowship and/or the George C. Marshall European Center for Security Studies, you must provide a statement (any format) titled: "Applying for More Than One Broadening Opportunity Program," include your name, grade, and the following statement:

"I understand if I am applying for more than one program, I may not receive my first preference and I further understand my selection or non-selection is determined by the selection panel's order of merit list (OML) of the program(s) I am requesting to compete for. I understand if I am selected to attend one of the program(s) I am competing for, I will not be considered for any other program and I will accept the program I was selected for."

b. AC Officers submit your application to usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil. Nominations will be reviewed by your career branch manager and AEPB for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

c. AGR Officers submit your application to usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil. Nominations will be reviewed by RPMD Talent Management Division (TMD) and your career branch manager eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission. TMD will forward approved applications to AEPB for inclusion in the HRC Selection Panel.

5-7. Points of Contact

- a. LTC James H. Kim, HQDA DCS G-3-5-7 at james.h.kim.mil@army.mil
- b. AC Officers is HRC – BOP Program Manager, at: usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil.
- c. RC/AGR Officers is usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil

Chapter 6 - Defense Advanced Research Projects Agency (DARPA) Fellowship

6.1 Program Description

The DARPA Fellowship is a 1-year accelerated learning and immersion program that builds cohorts of military officers able to think strategically, communicate in interdisciplinary ways, and collaborate across government and the joint force to drive innovation in support of the warfighter. Fellows will work across multiple DARPA technical offices to identify breakthrough technologies to create or prevent strategic technological surprise. Fellows will be expected to work closely with DARPA program managers (O6 equivalent) to launch new multi-year/multi-million dollar programs that will change Army and Joint paradigms of warfighting. The program seeks candidates with an exceptional performance record; insatiable intellectual curiosity; expert (and patient) ability to convey operational experiences to scientific audiences; and have a passion for pushing the boundaries of science and technology. Army officers accepted as a DARPA Fellow will join a cohort of top tier representatives from across the Joint Force and will join an alumni network that can be leveraged at all stages of one's career. Fellows will have the opportunity to travel internationally in support of DARPA efforts and collaborate with academic, defense industry, and non-profit performers who conduct DARPA-funded research. Through this fellowship, officers will develop an enhanced understanding of the science and technology enterprise that supports critical national security initiatives across the Department of Defense, while enabling a strategic partnership between the Army and DARPA.

6-2. Selection Process

- a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY will forward the names and applications of the officers that are approved to compete for this program to the Senior Army Advisor to the DARPA Director, NLT 15 August 2025. DARPA will convene a selection panel, develop an order of merit list, and forward names of selected officers to AEPB.
- b. Applicants will be notified of final selection results o/a 13 October 2025. AEPB will coordinate with selected officers to initiate assignments in coordination with their career manager.

6-3. Obligations

- a. IAW 350-100, Officers incur a three-year Active Duty Service Obligation (ADSO) three times the length of the program, calculated in days. This ADSO is served consecutively with other civilian ADSOs.
- b. Fellows must also serve a two-year post-broadening fellowship utilization assignment at the discretion of HRC normally within the national capital region and would include a Joint/interagency assignment, an assignment to a Combatant Command or an Army Component Command, an assignment to HQDA, or an assignment to other suitable positions that will take advantage of the fellow's knowledge of DARPA programs and relationships to help shape policy, inform modernization decisions at Army Futures Command, or rapidly integrate technologies to support operational requirements. Command and directorate-level leadership positions also satisfy the utilization requirement.

6-4. Broadening Fellowship Location/Tenure

- a. Fellows will be assigned to DARPA located in Arlington, Virginia (W30UC4) and managed by the U.S. Army Student Detachment, Fort Jackson, SC.
- b. Fellowship begins o/a 14 June 2026 for a duration not to exceed 12 months.

6-5. Eligibility Criteria

- a. Active Component (AC) or RC (AGR) Major or Lieutenant Colonel.
- b. Must have a graduate degree in STEM from an accredited university.
- c. Possess a minimum security clearance of SECRET, but a final DoD-CAF adjudicated TOP SECRET clearance with access to SCI is desired.
- d. Must successfully be 'Key Development Assignment' complete IAW DA Pam 600-3 and MOS requirements for current grade.
- e. Not pending any adverse actions.
- f. Candidates with prior experience in capability development, innovation, and technology roles are highly encouraged to apply.
- g. Intermediate Level Education (ILE) complete at the time of application.
- h. Meet requirements in chapter 2-2.

6-6. How to apply

- a. Submit application packet, no later than 25 July 2025, via email titled: "Request to Compete for the FY26 DARPA Fellowship Program" to usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil. Include the following documents in your PDF:

- (1) All documents as outlined in chapter 2-6.
- (2) Memorandum for Record with the following information: grade, name, and the following statement:

"I understand that, if I am selected for a FY26 DARPA Scholarship, I will incur an Active Duty Service Obligation of three days for each day I am in the program and that this ADSO will be served consecutively with other civilian ADSOs. I authorize U.S. Army Human Resources Command to release all documents connected with my nomination and or selection to a Broadening Opportunity Program to anyone who may require them to complete the selection process."

- b. Your nomination will be reviewed by your career branch and AEPB for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

6-7. Points of Contact

- a. DARPA – Mr. Charles Gray, Military & Joint Matters, at: Charles.gray.ctr@darpa.mil.
- b. HRC – BOP Program Manager, at: usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil.

Chapter 7 - George C. Marshall European Center for Security Studies Fellowship

7-1. Program Description

The George C. Marshall European Center for Security Studies (GCMC), as a key instrument of German-American cooperation that works to create a more stable security environment by advancing democratic values and relationships; promoting active, peaceful, whole-of-government approaches to address strategic, transnational and regional security challenges; and creating and enhancing enduring partnerships worldwide. The GCMC contributes to security cooperation throughout the region with tailored, professional education and research, dialogue, and the persistent, thorough, and thoughtful examination of issues that confront our allies and partners today and in the years ahead. Fellows enhance their general understanding of international and security affairs, while developing specific knowledge of European and Eurasian security issues. Fellows have the opportunity to participate in resident courses and conferences as students and/or facilitators on the GCMC staff. The Fellows are expected to conduct regional orientation travel, and to research security topics for possible publication. The Fellows may also participate in distinguished military and academic visits to GCMC.

7-2. Selection Process

The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection Panel will convene 09 – 12 September 2025 to select fellow(s). Applicants will be notified of the results o/a 13 October 2025.

7-3. Obligations Incurred

- a. IAW 350-100, officers incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education ADSOs.
- b. Fellows must also serve an immediate two-year post fellowship utilization, TBD by HRC.

7-4. Fellowship Tenure/Location

- a. All Fellows will be assigned George C. Marshall European Center for Security Studies, Unit 24502, APO AE 09053 (Garmisch, Germany) (W30U8N), managed by the U.S. Army Student Detachment, Fort Jackson, SC.
- b. All will report NLT 15 July 2026
- c. Please note that Fellows will have to use Tricare Remote Locations (no US healthcare facilities are in the local area).

7-5. Eligibility Criteria

- a. Reserve Component - Active Guard Reserve (RC-AGR) major or lieutenant colonel.
- b. RC-AGR officers must have a mandatory removal date of 1 September 2030 or later.
- c. Must have a graduate degree at time of application.
- d. Be MEL-4 complete.
- e. Have interest and experience in political-military affairs.
- f. Had a physical within the last five years.
- g. Not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made. (The only exception is the AUSA Fellowship, and the Asia-Pacific Center Fellowship for Security Studies.)

7-6. How to apply

a. Submit application packet, no later than 25 July 2025, via email titled: "Request to compete for the FY26 GCM Fellowship to usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil. Include the following documents in your PDF:

- (1) All documents as outlined in chapter 2-6.
- (2) Memorandum for Record with the following information (any format): grade, name, IPPS-A EMPLID, graduate degree GPA, and the following statement:

"I understand that if I am selected for the FY26 George C. Marshall European Center for Security Studies Fellowship, I will incur an active duty service obligation (ADSO) of three days for each day I am in this program and that this ADSO is served consecutively with other civilian ADSOs. I also understand that I must also serve an immediate two-year post fellowship utilization, TBD by DAMO-SSF and U.S. Army Human Resources Command (HRC). I authorize HRC to release all documents to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program."

(3) If you are also applying for the AUSA Fellowship and/or the Asia-Pacific Center for Security Studies Fellowship, you must provide a statement (any format) titled: "Applying for More Than One Broadening Opportunity Program," and include your name, grade, and the following statement:

"I understand if I am applying for more than one program, I may not receive my first preference, and I further understand my selection is determined by the selection panel's order of merit list (OML) of the program(s) I am requesting to compete for. I understand if I am selected to attend one of the program(s) I am competing for, I will not be considered for any other program and I will accept the program I was selected for."

b. Your application will be submitted to the RPMD Talent Management Division (TMD) and reviewed by your career branch for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission. TMD will forward approved applications to AEPB for inclusion in the HRC Selection Panel.

7-7. Points of contact

a. Program: LTC Courtney Clarksen, Department of Strategic Security Studies at courtney.clarksen@marshallcenter.org.

b. Applications: RPMD Talent Management Division (TMD) at usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil

Chapter 8 - MG (R) Edwin “Forrest” Harding Fellowship Program

8-1. Program Description

a. The MG (R) Edwin Harding Fellowship Program is a competitive, 36-month program consisting of a 1-year Master of Science (MS) degree in Journalism and Mass Communications at the William Allen White School of Journalism and Mass Communications, University of Kansas, followed by a minimum 2-year utilization assignment as a military editor-in-chief for a branch journal at their respective Center of Excellence (CoE). The Fellowship is open to active component officers in the rank of captain or chief warrant officer four and non-commissioned officers in the rank of master sergeant. The MG Harding Fellowship produces leaders who strengthen the Army profession with their deep expertise in branch matters and superior communication skills. **Note:** All selectees will be required to complete 30 graduate credit hours:

Summer (6 hours)

- JMC 832 Leadership and Management in Marketing Communications (online)
- JMC 500 Multimedia Journalism (July term, in-person boot camp)

Fall (12 hours)

- PUAD 824 Creating Good Public Policy
- JMC 608 Ethics and the Professional Practice
- JMC 618 First Amendment and Society
- One elective

Spring (12 hours)

- JMC 867 Social Media Metrics (online – 8 weeks)
- JMC 615 Social Media and Emerging Tech
- JMC 840 Seminar
- One elective

8-2. Selection Process

a. Interested applicants will submit application packet to AEPB NLT 25 July 2025. AEPB will review each application packet to ensure applicants meet the eligibility requirements, conduct a derogatory information screening, and approve/disapprove each packet to move forward to the selection process. AEPB will provide approved applications to TRADOC NLT 15 August 2025.

b. TRADOC will conduct CoE level selection panels NLT 30 September 2025. TRADOC will provide AEPB with the consolidated results NLT 10 October 2025.

c. AEPB will notify candidates of selection determination o/a 13 October 2025. Candidates must indicate program acceptance prior to moving to the next step, applying to the University.

d. After the William Allen White School of Journalism and Mass Communications has accepted approved officers into the master's program, applicants must submit ACS packet for funding allocation to AEPB. Once the ACS packet has been approved, AEPB will start the assignment process.

8-3. Obligations Incurred

a. IAW 350-100, Officers and warrant officers will incur a three-for-one active duty service obligation (ADSO), computed in days, for each day in the academic portion of the program. This ADSO is served consecutively with other civilian ADSOs.

b. IAW AR 614-200, Table 4-1, Noncommissioned officers will incur the service remaining requirement (SSR)

c. Following graduation, fellows will PCS to their respective CoE listed in Table 1 to serve a mandatory 24-month utilization tour as a military editor in chief of their branch journal.

8-4. Fellowship Tenure/Location

a. Officers will be assigned to the William Allen White School of Business, University of Kansas, 1435 Jayhawk Blvd, Lawrence, KS 66045 (W30U7A), managed by the U.S. Army Student Detachment, Fort Jackson, SC.

b. The academic program begins early June 2026 and completes approximately 11 months thereafter (mid May 2027).

8-5. Eligibility Criteria

a. Eligible Branches for FY26. Due to the nature of the program and branch representation across the Army professional journals, the MG Harding Fellowship alternates eligible branches each year. No more than six fellows will be selected each year. For FY26, eligible candidates in the following branches may apply for this unique broadening opportunity at the following Centers of Excellence:

Branch	Location
Aviation	Aviation Center of Excellence, Fort Novosel, Alabama
Armor	Maneuver Center of Excellence, Fort Benning, Georgia
Field Artillery	Fires Center of Excellence, Fort Sill, Oklahoma
Cyber, Signal	Cyber Center of Excellence, Fort Eisenhower, Georgia
Chemical, Engineer, Military Police	Maneuver Support Center of Excellence, Fort Leonard Wood, Missouri
Medical Corps, Medical Specialist, Corps, Veterinary Corps, Army Nurse Corps, Army Dental Corps, Medical Service Corps	Medical Center of Excellence, Joint Base San Antonio, Texas

Table 1. Eligible branches

b. Be an active component captain (CPT), chief warrant officer four (CW4), or master sergeant (MSG) in a branch listed in Table 1. Applicants must not be in a promotable status (CPT(P), CW4(P), or MSG(P)) at the time of application.

c. CPTs must have completed the Captains Career Course. CW4s must have completed the Warrant Officer Intermediate Level Education (WOILE). MSGs must have completed the Master Leaders Course.

d. CPTs must be YG 2018 or younger. Captains in a promotable status at the time of application to AEPB is considered non-KD-qualified Majors and are not eligible.

e. Officers must be KD-qualified as determined by their Branch. KD-qualified is defined as follows: (1) KD-complete at time of application to AEPB, or (2) in a KD position with at least one KD OER at time of application to AEPB and will be KD-complete prior to reporting to the University of Kansas. KD-qualified status will be verified by the officer's career branch.

f. Have demonstrated superior performance and have strong potential for future military service, including potential selection for senior leadership or command positions as indicated by the last three officer evaluation reports.

g. Possess the aptitude and inclination to serve as the editor-in-chief of a branch journal as demonstrated by previous publication or participation in similar work.

h. Have a baccalaureate degree grade point of average 3.0 or better. This may be waived if an applicant already has a graduate degree from an accredited university or submits a statement of academic readiness to be a graduate degree student, see format at paragraph 8-

6(a)2. Baccalaureate GPA below 2.5 without a graduate degree will not be considered.

i. Not have a graduate degree paid for by the U.S. Army. This means the tuition and fees were solely funded by the U.S. Government. Degrees funded through Tuition Assistance (TA), Degree Completion; Cooperative Degree; Intermediate Level Education; GI Bill; or Commissioning Programs do not apply. Ensure degree/ funding source is present in IPPS-A.

j. Meet the requirements in chapter 2-2.

k. Selectees with over 17 years of active federal service (AFS) at the beginning of the first academic term may require a waiver.

8-6. How to apply

a. Submit application packet, no later than 25 July 2025, via email titled: "Request to compete for the FY26 Harding Fellowship to usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil. Include the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) Only applicants with a bachelors GPA below 3.0 and no graduate degree must submit a statement (any format), with your name, grade, and titled: "Academic Readiness to be a Graduate School Student." Explain your academic readiness to be a graduate school student, including the circumstance(s) or why an undergraduate GPA below 3.0 was obtained. (e.g. played four years of a D-1 athletic sport, or switched programs, family emergency, etc.)

(3) If applying for more than one program, you must provide a signed statement (any format) titled: "Applying for More Than One Broadening Opportunity Program," and include your name, grade, and the following statement:

"I understand that, if I am applying for more than one program, I may not receive my first preference, and I understand my selection or non-selection is determined by the selection panel's order of merit list (OML) for the program(s) for which I am requesting to compete. I further understand that, if I am selected for one of the program(s) for which I am competing, I will not be considered for any other program, and I will accept the program for which I was selected."

(4) Memorandum for Record, signed, with the following information (any format): grade, name, IPPS-A employee ID, baccalaureate degree GPA, graduate degree GPA (if applicable), and the following statement:

(a) For officers, warrant officers:

"I understand that if I am selected for the FY26 MG (R) Edwin Harding Fellowship, IAW 350-100, I will incur an active duty service obligation (ADSO) of three days for each day I am in the academic program. I understand that this ADSO is served consecutively with other civilian ADSOs. I also understand I will be obligated to serve an immediate 24-month utilization assignment. 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 or selection to a broadening opportunity program."

(b) For noncommissioned officers:

"I understand that if I am selected for the FY26 MG Harding Fellowship, I will incur the service remaining requirement (SSR) IAW AR 614-200, Table 4.1. I understand I will be obligated to serve an immediate 24-month utilization assignment. 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 or selection to a broadening opportunity program."

b. Your nomination will be reviewed by your career branch AEPB for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

8-7. Timeline

- a. Last day to submit request to compete to AEPB: 25 July 2025.
- b. AEPB provides screened application packets to TRADOC: NLT 15 August 2025.
- c. TRADOC conducts CoE level selection panels: NLT 30 September 2025.
- d. TRADOC notifies HRC of the selection panel results: NLT 10 October 2025.
- e. AEPB notifies candidates of TRADOC selection panel results and confirms candidate acceptance o/a 14 October 2025.
- f. William Allen White School of Journalism and Mass Communications application deadline: 1 February 2026
- g. William Allen White School of Journalism and Mass Communications Admission Roster complete: 15 February 2026
- h. Students report to William Allen White School of Journalism and Mass Communications campus: June 2026, specific date to be determined.
- i. Classes begin: June 2026, specific date to be determined.

8-8. Points of Contact

- a. MG(R) Edwin Harding Fellowship general questions: TRADOC G-3/5/7, G-37 Training G-37 (T), Heather Weigner, heather.e.weigner.civ@army.mil, 757-501-5399 and Hannah Scott, Hannah.m.scott9.civ@army.mil, 757-501-5124
- b. William Allen White School of Journalism and Mass Communications Admission and Program questions: Jammie Johnson, jamjohn@ku.edu, 785-864-7649
- c. HRC – BOP Program Manager, at: usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil.

Chapter 9 - MG James M. Wright Masters of Business Administration (MBA) Program

9-1. Program Description

The MG (R) James M. Wright MBA Program is a competitive, 13-month accelerated MBA degree program at the William & Mary (W&M) Raymond A. Mason School of Business for Active Component key developmental (KD)-qualified CPTs year group (YG) 2018 and younger and KD-qualified MAJs YG2012 and younger at the time of application. CPTs and MAJs must not be in a promotable status at the time of application to AEPB from the following basic branches: Adjutant General, Air Defense, Armor, Aviation, Chemical, Civil Affairs, Cyber, Engineer, Field Artillery, Finance, Infantry, Logistics, Military Intelligence, Military Police, PSYOPs, Signal, and Special Forces. The program requires selected officers to serve in a minimum two year follow-on utilization broadening assignment at either: Headquarters (HQ), U.S. Army Training and Doctrine Command (TRADOC), Fort Eustis, VA; U.S. Army Center for Initial Military Training (CIMT), Fort Eustis, VA; U.S. Army Combined Arms Center (CAC), Fort Leavenworth, KS; Futures & Concepts Center (FCC), U.S. Army Futures Command (AFC), Fort Eustis, VA. The MBA portion of the program requires a capstone project that puts students to work on a specified project for an Army organization under the counsel of a faculty member and general officer/senior executive from the sponsoring organization. The MG (R) James M. Wright MBA Program produces officers who are driven leaders who cultivate a culture of merit and readiness, lead with integrity, and are prepared for the future battlefield through modernization and continuous transformation.

9-2. Selection Process

- a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection Panel will convene on 09 – 12 September 2025 to establish an order of merit list. AEPB will notify TRADOC and candidates of panel results o/a 13 October 2025. Candidates must indicate program acceptance prior to moving to the next step.
- b. Selected candidates will immediately apply on-line (not later than 10 November 2025) to the William & Mary Raymond A. Mason School of Business for the Masters of Business Administration Program. Application directions will be provided.
- c. The Raymond A. Mason School of Business will make their admissions decision not later than 14 December 2025 and notify the candidates, TRADOC, and AEPB.
- d. After W&M has accepted approved officers into the MBA program, applicants must submit Advanced Civil Schooling (ACS) packet for funding allocation to AEPB. Once the ACS packet has been approved, AEPB will start the assignment process.
- e. Note: All selectees will be required to purchase a subscription and complete MBAMath.com prior to enrollment by 1 July 2026, and will enroll in a five-day pre-MBA Accounting and Quantitative Tools Program (aka pre-MBA Quantitative Boot Camp) between their first summer semester and the fall semester. The cost for this pre-MBA Program is the responsibility of the candidate (out-of-pocket).

9-3. Tenure/Location

- a. Officers will be assigned to W&M Mason School of Business, Williamsburg, VA 23185 (W30U5U), managed by the U.S. Army Student Detachment, Fort Jackson, SC.
- b. Program begins early July 2026 and completes approximately 13 months thereafter (early August 2027).

9-4. Obligations Incurred

a. IAW 350-100, Officers incur a three-for-one active duty service obligation (ADSO) computed in days, for each day in the academic portion of the program. This ADSO is served consecutively with other civilian ADSOs.

b. Following graduation, officers are to serve an immediate 24-month utilization tour at either HQ, TRADOC, Fort Eustis, VA; CIMT, Fort Eustis, VA; CAC, Fort Leavenworth, KS; or FCC, Fort Eustis, VA. Utilization assignment location/position will be determined by HQ, TRADOC.

9-5. Eligibility Criteria

a. Be an Active Component, captain or major from one of the following basic branches: Adjutant General, Air Defense, Armor, Aviation, Chemical, Civil Affairs, Cyber, Engineer, Field Artillery, Finance, Infantry, Logistics, Military Intelligence, Military Police, PSYOPs, Signal, and Special Forces.

b. Captains must have completed the Captains Career Course. Majors must have completed Intermediate Level Education (ILE).

c. Officers must be KD-qualified as determined by their Branch. KD-qualified is defined as: (1) KD-complete at time of application to AEPB, or (2) in a KD position with at least one KD OER at time of application to AEPB and will be KD-complete prior to reporting to W&M. KD-qualified status will be verified by the officer's career branch.

d. Captains must be YG 2018 and younger. Majors must be YG 2012 and younger. Captains in a promotable status at the time of application to AEPB are considered non-KD-qualified Majors and are not eligible. Majors in promotable status at the time of application are non-KD qualified Lieutenant Colonel and are not eligible.

e. Officers may not attend Command Assessment Program (CAP) until after degree completion at the Mason School of Business. Officers may not attend a special unit assessment selection process or apply for the Voluntarily Transfer Incentive Program (VTIP) until after the 18 month of their utilization assignment and requires coordination with the TRADOC MGJW program manager and approval from the TRADOC G-37(T) Director.

f. Have demonstrated superior performance and have strong potential for future military service, including potential selection for senior leadership or command positions as indicated by the last three officer evaluation reports.

g. Have a baccalaureate degree grade point average of 3.0 or better, may be waived if officer already has a graduate degree from an accredited university or officer submits a statement of academic readiness to be a graduate degree student, see format at paragraph 8-6(a)2. Baccalaureate GPA below 2.5 without a graduate degree will not be considered.

h. Not have a graduate degree paid for by the U.S. Army. This means the tuition and fees were solely funded by the U.S. Government. Degrees funded through Tuition Assistance (TA), Degree Completion; Cooperative Degree; Intermediate Level Education; GI Bill; or Commissioning Programs do not apply.

9-6. How to apply

a. Submit application packet, no later than 25 July 2025, via email titled: "Request to compete for the FY26 Wright MBA Program" to usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil. Include the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) Only applicants with a bachelors GPA below 3.0 and no graduate degree must submit a statement (any format), with your name, grade, and titled: "*Academic Readiness to be a Graduate School Student.*" Explain your academic readiness to be a graduate school student, including the circumstance(s) or why an undergraduate GPA below 3.0 was obtained. (e.g.

played four years of a D-1 athletic sport, or switched programs, family emergency, etc.)

(3) If applying for more than one program, you must provide a signed statement (any format) titled: *"Applying for More Than One Broadening Opportunity Program,"* and include your name, grade, and the following statement:

"I understand that, if I am applying for more than one program, I may not receive my first preference, and I understand my selection or non-selection is determined by the selection panel's order of merit list (OML) for the program(s) for which I am requesting to compete. I further understand that, if I am selected for one of the program(s) for which I am competing, I will not be considered for any other program, and I will accept the program for which I was selected."

(4) Memorandum for Record with the following information (any format): grade, name, IPPS-A EMPLID, baccalaureate degree GPA, graduate degree GPA (if applicable), and the following statement:

"I understand that if I am selected for the FY26 MG (R) James M. Wright Scholarship, I will incur an active duty service obligation (ADSO) of three days for each day I am in my program and I understand that this ADSO is served consecutively with other civilian ADSOs. I also understand I will be obligated to serve an immediate 24-month utilization assignment determined by Headquarters, TRADOC. I understand I must successfully complete the 13 month MBA program at the Mason School of Business AND the full 24-month utilization assignment to receive CGSOC Advanced Operations Course (AOC) credentialing. I understand I may not attend a special unit assessment selection process or apply for the Voluntarily Transfer Incentive Program (VTIP) until after their 18 month of their utilization assignment and must coordinate with the TRADOC MGJW program manager and receive approval from the TRADOC G-37(T) Director prior to participation. I understand I may not attend the Command Assessment Program (CAP) until after degree completion at the Mason School of Business and must coordinate with the TRADOC MGJW program manager and receive approval from the TRADOC G-37(T) Director prior to attendance. 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 or selection to a broadening opportunity program."

b. Your nomination will be reviewed by your career branch and AEPB for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

9-7. Timeline

- a. Last day to submit request to compete to AEPB: 25 July 2025.
- b. HRC Selection Panel convenes: 09 – 12 Sep 2025.
- c. AEPB notifies candidates and TRADOC of Panel results o/a 13 October 2025.
- d. W&M MBA Application suspense date: 10 November 2025.
- e. W&M Admission Roster complete: 14 December 2025.
- f. Students report to W&M campus: NET 26 June 2026 and NLT 1 July 2026.
- g. Classes begin: 6 July 2026.

9-8. Points of Contact

- a. W&M Raymond A. Mason School of Business, questions: Associate Dean of Graduate Admissions: Amanda Barth, admissions@mason.wm.edu or (757) 221-2944
- b. MG (R) James M. Wright MBA Program general questions: TRADOC G-3/5/7, G-37 Training (G-37(T)), Hannah Scott, Hannah.m.scott9.civ@army.mil or (757) 501- 5124 and Heather Weigner, heather.e.weigner.civ@army.mil or (757) 501-5399.
- c. HRC – BOP Program Manager, at: usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil.

Chapter 10 - Olmsted Scholar Program

10-1. Program Description

The Olmsted Scholar Program provides outstanding young Army officers an unsurpassed opportunity to achieve fluency in a foreign language, pursue graduate study at an overseas university, conduct funded international travel, and acquire an in-depth understanding of foreign cultures, thereby further equipping them to serve in positions of great responsibility as Army senior leaders.

The United States of America is a key leader in the global community. Effective foreign and security policy requires senior military officers who appreciate the political, economic, military, and cultural factors that drive relations between countries. Moreover, success in international relations requires a knowledge and depth of understanding of the countries and people involved. The Olmsted Scholar Program shapes future leaders by providing an extended opportunity to develop these qualities, consistent with the enduring conviction of MG George H. Olmsted that “the greatest leaders must be educated broadly.”

Officers selected as Olmsted Scholars receive up to one year of fully funded training in a foreign language. As part of this family-immersive program, spouses of married Scholars also receive language training at no cost. In addition, Scholars receive two years of fully funded graduate education at the foreign university of their choice and in the liberal arts field of their choice. Finally, Scholars receive significant cash grants to fund overseas travel and cultural experiences for themselves and their dependents. The amount of these grants varies anywhere from \$17,000 to as much as \$30,000, depending on family size.

The oldest graduate scholarship program affiliated with the Department of Defense, the Olmsted Scholar Program seeks top-performing officers, with demonstrated leadership and academic ability, who also possess strong potential and desire to serve as Army senior leaders. Prior familiarity with foreign languages or cultures is not required. Commanders are encouraged to consider their very best, career-minded junior officers for this unique and prestigious opportunity. Additional information is available on the Olmsted Foundation website at: <https://www.olmstedfoundation.org>.

10-2. Selection Process

a. Phase I: The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection Panel will convene on 09 – 12 September 2025 to establish an order of merit list. Selected candidates will be forwarded to the George and Carol Olmsted Foundation. Candidates will be notified of the results of the Army board o/a 13 October 2025.

b. Phase II: The Olmsted Foundation will review the Army-nominated candidates and select the next class of Olmsted Scholars. After an initial review and assessment, candidates may be contacted by the Olmsted Foundation for an interview. Candidates will be notified of the final selection results in March 2026. Once applicants have been officially notified of their selection as Olmsted Scholars, AEPB will coordinate with the officers to initiate assignment into the program.

10-3. Obligations Incurred

a. IAW AR 350-100, For each day in the program, Scholars incur a three-for-one active duty service obligation (ADSO), computed in days. This ADSO is served consecutively with other civilian ADSOs.

b. Following their scholarship tenure, officers will be assigned to operational/tactical assignments as determined by their career managers.

10-4. Scholarship Tenure/Location

- a. Expected duration of the Olmsted Scholar Program is three years, in total.
- b. Scholars will complete formal language training at the Defense Language Institute (DLI), either in Monterey, CA, or within the National Capital Region. Alternatively, scholars may choose to complete language training within their host foreign country, if approved by the Olmsted Foundation. Scholars will begin language training Summer/Fall 2026.
- c. Following successful completion of language training, scholars will be assigned to their foreign university and managed by the U.S. Army Student Detachment, Fort Jackson, SC. Duty at foreign university will be for approximately 24-months.
- d. Applicants will submit a list of cities and countries in which they would like to study. The Olmsted Foundation will make the final determination of study location from this list of preferences and the Joint Travel Regulation (JTR).

10-5. Eligibility Criteria

- a. Be an Active Component officer serving in one of the following career fields: Air Defense Artillery, Armor, Aviation, Chemical, Cyber, Engineer, Field Artillery, Infantry, Logistics, Military Intelligence, Military Police, Signal, and Special Forces.
- b. Have a minimum of three years of Active Federal Commissioned Service (AFCS), but not more than 11 years of Active Federal Service (AFS), as of 01 April 2026.
- c. Have demonstrated exceptional scholastic achievement at the undergraduate level.
- d. Have at least one O3 level Key Developmental (KD) assignment Officer Evaluation Report at time of application. KD assignment must be IAW DA Pam 600-3.
- e. Captains must have successfully completed the Captains Career Course.
- f. Have current Graduate Record Exam (GRE) scores taken on or after 01 April 2021, even if the officer already has a graduate degree.
- g. Have taken the Defense Language Aptitude Battery (DLAB) test. Test score must be annotated in IPPS-A Person Profile, Qualifications.
- h. Meet requirements in chapter 2-2.

10-6. How to apply

- a. Submit application packet, no later than 25 July 2025, via email titled: "Request to Compete for the FY26 Olmsted Scholar Program" to usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil. Include the following documents in your PDF:
 - (1) All documents as outlined in chapter 2-6.
 - (2) Copy of official GRE scores.
 - (3) Copy of official DLAB test scores.
 - (4) College OML letter. (See example in the attachment section of the BOP catalog.)
 - (5) Training reports/certifications from Ranger or Airborne School, if applicable.
 - (6) Copy of IPPS-A Soldier Talent Profile
 - (7) One page statement (any format), with name, rank and titled: "Extracurricular Activities." Begin with most current activities and work as far back as desired.
 - (8) If applying for more than one program, you must provide a signed statement (any format) titled: "Applying for More Than One Broadening Opportunity Program," and include your name, grade, and the following statement:
"I understand that, if I am applying for more than one program, I may not receive my first preference; I understand my selection or non-selection is determined by the selection panel's order of merit list (OML) for the program(s) for which I am requesting to compete. I further understand that, if I am selected for one of the program(s) for which I am competing, I will not be considered for any other program, and I will accept the program for which I was selected."

- (9) Memorandum for record with the following information (any format):
- a. name
 - b. grade
 - c. IPPS-A employee ID
 - d. date and location of birth
 - e. current mailing address and telephone number
 - f. government and private email addresses
 - g. name of spouse
 - h. names and ages of any children
 - i. any foreign languages the spouse speaks
 - j. any foreign languages you speak and how obtained (e.g. 2 years of college French etc.)
 - k. DLAB score and date you took the test
 - l. academic background
 - m. undergraduate university baccalaureate degree major and GPA
 - n. graduation order-of-merit (if applicable)
 - o. graduate degree major and GPA (if applicable)
 - p. any indicators of merit
 - q. list of military duties (include dates duty location/assignment and duty title)
 - r. list of ten foreign countries (include the city) where you wish to pursue a graduate degree and
 - s. the following statement:

"I understand that, if I am selected for an Olmsted Scholarship, I will incur an Active Duty Service Obligation of three days for each day I am in the program and that this ADSO will be served consecutively with other civilian ADSOs. I authorize U.S. Army Human Resources Command to release all documents connected with my nomination and or selection to a Broadening Opportunity Program to anyone who may require them to complete the selection process."

(10) Current DA Photo – ensure it is available in iPERMS if selected for secondary screening. Do not include in application packet.

b. Your nomination will be reviewed by your career branch and AEPB for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

10-7. Points of Contact

- a. Olmsted Foundation at scholars@olmstedfoundation.org.
- b. HRC – BOP Program Manager, at: usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil.

Chapter 11 - Purdue University Military Research Institute (PMRI) Fellowship

11-1. Program Description

This graduate education program provides the opportunity for selected Army officers to pursue a graduate degree focused on science, technology, engineering or applied math (STEM) with application to Department of Defense Research Programs, but will also consider Service needs and requirements into any Purdue Graduate School where we have faculty support (please note currently Purdue University cannot accommodate fee free entry into their professional graduate degrees (e.g. veterinary medicine, Doctor of Nursing Practice, Pharmacy, or the Daniels School of Business MBA Programs). The PMRI is PhD focused, but will consider Masters of Science candidates. Selectees must attend in- residence. For more information please go to the PMRI website: <https://engineering.purdue.edu/PMRI>. For a listing of our graduate degree programs, please see: <https://www.purdue.edu/gradschool/academics/graduate-degree-programs.html>.

11-2. Selection Process

- a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection Panel will convene on 09 – 12 September 2025 to establish an order of merit list. AEPB will notify candidates of panel results o/a 13 October 2025. Selected candidates must indicate program acceptance prior to moving to next step.
- b. Selected candidates will immediately notify Colonel (USAF/Ret) Dave Hankins dhankins@purdue.edu submit their graduate school application for admission in a timely manner. See: <https://www.purdue.edu/gradschool/admissions/how-to-apply/index.html>.
- c. Purdue University, in conjunction with the PMRI Program Manager, will provide AEPB the admission decision on the selected candidates. Accepted candidates must submit an ACS packet for funding allocation AEPB via their Career Branch. Once the ACS packet has been approved, AEPB will coordinate with the officers to initiate assignment into the program.
- d. Selected officers will join a Purdue research group engaged in important and already funded defense and security areas of STEM research. Purdue priority STEM areas of study include (but are not limited to): defense manufacturing and security, aviation and hypersonic technology applications, optimizing energetics manufacturing, microelectronics and semiconductors, energetic materials development, power/energy technologies and recovery of rare earth elements. Officers may address specific research interests in application letter.

11-3. Obligations Incurred

- a. IAW 350-100, officers incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education ADSOs.
- b. The post- scholarship utilization assignment is determined by officer's career branch.

11-4. Tenure/Location

- a. Scholars will be assigned to Purdue University, West Lafayette, Indiana 47907 (W30U8T) and managed by the U.S. Army Student Detachment, Fort Jackson, SC, for approximately 24 months (MS) or 36 months (PhD).
- b. Report date will be August 2026.

11-5. Eligibility Criteria

- a. Be an Active Component branch qualified captain or major.
- b. Captains must have completed the Captain's Career Course; majors must have completed Intermediate Level Education (ILE.)
- c. Have demonstrated superior performance and have strong potential for future military service, including potential selection for senior leadership or command positions as indicated by the last three officer evaluation reports.
- d. Have taken the graduate record exam (GRE), prior to September 2026 and be within five years from September 2026, even if you have a graduate degree. GRE scores must be in the top half of the testing group overall.
- e. Have a baccalaureate degree GPA of 3.0 or better. May be waived if officer already has a graduate degree from an accredited university.
- f. Not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.
- g. Meet requirements in chapter 2-2.

11-6. How to apply

a. Submit application packet, no later than 25 July 2025 , via email titled: "Request to compete for the FY26 PMRI" to usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil. Include the following documents in your PDF:

- (1) All documents as outlined in chapter 2-6.
- (2) Copy of official GRE scores.
- (3) Memorandum for Record with the following information (any format): grade, name, IPPS-A EMPLID, baccalaureate degree GPA, graduate degree GPA (if applicable), GRE scores (verbal/quantitative/analytical), and the following statement:

"I understand that if I am selected for the FY 2026 Purdue University Military Research Institute (PMRI) Program, I will incur an active duty service obligation (ADSO) of three days for each day I am in my selected Broadening Opportunity Program and that this ADSO is served consecutively with other civilian ADSOs. 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 or selection to the PMRI Program."

b. Your nomination will be reviewed by your career branch and AEPB for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

11-7. Points of Contact

- a. Purdue University is Colonel (USAF, Ret) Dave Hankins, dhankins@purdue.edu.
- b. HRC – BOP Program Manager, at: usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil.

Chapter 12 - RAND Arroyo Fellowship

12-1. Program Description

This program is a research and study fellowship established at the RAND Arroyo Center, the Army's Federally Funded Research and Development Center (FFRDC) for studies and analysis. The Arroyo Center provides independent, high-quality, objective analysis that is based on deep substantive expertise and responsive to the Army's most critical strategic and operational concerns. The highly qualified officers selected for this fellowship join teams led by senior RAND researchers on projects for Army sponsors, managed by the Arroyo Center's three programs: Strategy, Doctrine, and Resources; Forces and Logistics; and Personnel, Training, and Health. Officers in the RAND Arroyo fellow program will broaden their understanding of the Army, develop analytic and operations research skills, and gain an understanding of how the RAND Arroyo program supports the Army. Officers selected for this fellowship bring their understanding of current Army operations, policies, and doctrine, enhancing the FFRDC program. Fellows are required to successfully complete the five-week Pardee Rand Graduate School Course in Policy Analysis offered in the fall academic quarter.

In conjunction with the Service proponent Student Detachment, and the U.S. Army Human Resources Command (HRC), the Arroyo Center Policy Committee (ACPC) Executive Agent (specified by Army Regulation (AR) 5-21) will coordinate administrative actions for fellows, Arroyo Center projects, and follow-on assignments to ensure maximum benefit to the Army, the officer, and the Arroyo Center.

12-2. Selection Process

- a. Step one: Interested officers submit an application packet to AEPB. AEPB will review and communicate results (approval or disapproval for further consideration) within ten business days from receipt.
- b. Step two: AEPB forwards approved application packets to the relevant authority for prioritization and selection NLT 14 August 2025; authorities provide selection results to AEPB for further action.
 - (1) Active Component (AC) officers: ACPC Executive Agent.
 - (2) Army Reserve Component (RC) officers: Program Analysis and Evaluation Division (PAED), Office of the Chief of the Army Reserve (OCAR).
- c. Step three: ACPC Executive Agent (AC) and PAED-OCAR (AR) provides AEPB with an order of merit list (OML) for selected applicants.
- d. Step four: AEPB notifies candidates of selection determination o/a 13 October 2025.

12-3. Obligations Incurred

- a. IAW 350-100, officers incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education ADSOs.
- b. AC officers serve a three-year utilization assignment, as determined by the ACPC Executive Agent in coordination with HRC, immediately following the fellowship.
 - (1) The follow-on assignment may be affected by subsequent selection for command or other board-selected assignments.
 - (2) Fellows may be utilized outside of their basic branch or specialty as determined or endorsed by the ACPC Executive Agent.
- c. RC-AGR officers serve a three-year utilization assignment within OCAR as determined by the Director, OCAR-PAED and in coordination with HRC FA49 Talent Manager immediately following the fellowship.

(1) The follow-on assignment may be affected by subsequent selection for command or other board-selected assignments/PDE.

12-4. Fellowship Tenure/Location

a. Fellows will be assigned to the RAND Arroyo Center, Santa Monica, CA (W30U7K) and managed by the U.S. Army Student Detachment, Fort Jackson, SC. Requests for duty at a different RAND location will be addressed case-by-base for AC and RC-AGR officers and approved by the ACPC Executive Agent or Director, OCAR-PAED, respectively.

b. Selected Fellows will report no earlier than 13 July 2026 and no later than 27 July 2026; the fellowship will conclude no later than 12 months following the Fellow's report date. Note: Starting Monday, the week of July 27 and ending August 28, there are 4 weeks of formal orientation events for Arroyo Army Fellows including the 5-module course in policy analysis and practicum sessions.

12-5. Eligibility Criteria

a. Applicants must be in a non-AMEDD career field to participate in the Fellowship under the BOP program. Army Medical Department officers should consult the Long-Term Health Education and Training (LTHET) page on health.mil for information on how to apply for AMEDD positions in the Fellowship.

b. Applicants must be an AC or RC-AGR major or lieutenant colonel.

(1) AC officers must not have more than 19 years of Active Federal Commissioned Service (AFCS) years as of 15 August 2026.

(2) AC officers must have at least one current grade Key Developmental (KD) assignment officer evaluation report at time of application, IAW DA PAM 600-3.

(3) RC-AGR officers must have a mandatory removal date (MRD) of 1 September 2029 or later. AR lieutenant colonels must not have more than 24 months' time-in-grade as of 15 August 2025.

(4) RC-AGR officers must consider, with respect to their career development, that selection as a RAND Fellow will remove them from management by their career field for four years.

c. Applicants must have successfully completed Intermediate Level Education (ILE) at the time of application.

d. Applicants must possess a graduate degree, earned from a regionally accredited college or university, with a GPA of 2.5 or better.

e. Applicants must hold at least a SECRET security clearance.

f. Applicants must have demonstrated superior performance and have strong potential for future military service (including potential selection for senior leadership or command positions) as indicated by the last three officer evaluation reports.

g. Applicants must not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.

h. Meet requirements in chapter 2-2.

12-6. How to apply

a. Submit application packet, no later than 25 July 2025, via email titled: "Request to compete for the FY26 Rand Arroyo Center Fellowship." Include the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) Memorandum for Record with the following information (any format): grade, name, last four digits of your SSN, graduate degree GPA, and the following statement:

"I understand that if I am selected for the FY 2026 Rand Arroyo Center Fellowship, I will

incur an Active-Duty Service Obligation (ADSO) of three days for each day I am in this program and that this ADSO is served consecutively with other civilian ADSOs. I also understand that I must serve an immediate post-fellowship utilization, as determined by the ACPC Executive Agent (AC officers) or Director, Army Reserve Program Analysis and Evaluation Division (RC-AGR officers). 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 or selection to the 2026 Rand Arroyo Center Fellowship Program.”

b. AC Officers: submit your application to usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil. Your nomination will be reviewed by your career branch and AEPB for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

c. RC-AGR Officers: submit your application to usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil. Your nomination will be reviewed by your Talent Manager and RPMD Talent Management Division (TMD) for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission. TMD will forward approved applications to PAED-OCAR for selection and ranking.

12-7. Points of Contact

- a. ACPC Executive Agent POC is Mr. Nathan Dietrich at Nathan.s.dietrich.civ@army.mil.
- b. OCAR, Army Reserve Program Analysis and Evaluation Division POC is Mr. Morgan B. Ashton at morgan.b.ashton.civ@army.mil.
- c. Application questions:
 - (1) AC Officers: usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil.
 - (2) AR (AGR) Officers: usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil.

Chapter 13 - Secretary of Defense Strategic Thinkers Program (STP)

13-1. Program Overview

This is a Secretary of Defense program. STP officers participate in a rigorous program of study focused on war and strategy and earn a graduate degree from a contracted university. The program prepares highly competent officers to perform duties requiring developed strategic thinking capability in order to advise civilian and military senior leaders in Department of Defense, the Joint Staff, and four-star commands. Participating officers come from across the Joint Force and proceed through the curriculum as a cohort. Students explore the relationships between politics and a range of historical and contemporary military operations, from the use of hybrid warfare by small, non-state groups to the threatened use of nuclear weapons.

Studying under world-class scholars and practitioners at the contracted university, students customize a portion of their course of study from over a hundred functional, regional, and economic courses to advance their expertise and position themselves for continued professional success. Prominent military leaders throughout DoD work with the military cohort, providing their expertise and perspective on themes of nature and character of war; political objective; unity of effort; strategic and military culture; resourcing, sustainment, force structure; learning and adaptation; operational environment and command and leadership. High-profile theorists and internationally recognized practitioners support STP as guest academics, exposing students to cutting-edge theories and insights that are relevant to the way they understand their military service. The guests provide an unparalleled platform for international engagement with traditional and emerging security partners enrolled in similar graduate level coursework. The curriculum consists of DoD-approved coursework, developed jointly through the Deputy Assistant Secretary of Defense for Force Education and Training (DASD (FE&T)) offices and the contracted civilian university, currently the Johns Hopkins School of Advanced International Studies (SAIS). The curriculum conforms to the academic requirements of the civilian university and its accrediting agency.

STP students participate in two 4-hour seminars each week, for a full academic year. Sessions are run as interactive roundtable seminars using case studies, where all students are rigorously engaged in discussion and debate. Through this framework, students develop and demonstrate strategic thinking proficiencies in critical analysis of design and the conduct of strategy and operations in the broader context of national policy objectives to assist civilian leaders in understanding the art and science of war. They learn how others have operated in unknown environments, dealt with unanticipated challenges, and sought innovative approaches to why, how, when, and where we fight. The curriculum is designed to prepare students with the competencies required to anticipate and adapt to current and future strategic challenges, in order to better inform and assist military and civilian decision-making at all levels. The classroom-based portion consists of four academic courses in customizable o-curriculum format (university student mix) and four academic courses in a military cohort only format, STP. Through the experiential war-gaming portion, students examine historical and contemporary decision-making to gain a better understanding of how strategy and operations have evolved over time and how levels of warfare link together. Students will be required to conduct a strategic assessment, develop a theory of victory, and execute a war plan. Staff rides will focus on important issues of leadership and decision-making that have applications well beyond the field of strategic studies. Students and STP faculty will travel to specific locations to examine historical battles, campaigns, and occasionally entire wars in order to actively engage in a dialogue regarding war and strategy and the inherent costs. Upon completion, students will earn a Master of International Public Policy.

13-2. Selection Process

a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY Selection Panel will convene on 09 – 12 September 2025 to establish an order of merit list, selecting two primary and two alternates to present to the Military Assistant for Training to the ASA (M&RA) (Training, Readiness and Mobilization) for selection of fellows.

b. All applicants will be notified of the HRC Selection Panel results o/a 13 October 2025. AEPB will forward selected applicant packets to ASA (M&RA) (TRM) for consideration and final acceptance decisions at OSD. Candidates will be notified of the final selection results o/a 15 December 2025. Once applicants have been officially accepted by Johns Hopkins University, AEPB will coordinate with the officers to initiate assignment into the program.

13-3. Obligations Incurred

a. IAW 350-100, officers incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education ADSOs.

b. Fellows must also serve an immediate two-year post fellowship utilization, to be determined by the fellow's career branch, AEPB and HQDA G-3/5/7.

c. The stated intent of the utilization assignments is to perform duties requiring developed strategic thinking capability to advise senior leaders, both military and civilian, at OSD, the Joint Staff, and the combatant commands.

13-4. Fellowship Tenure/Location

a. Fellows will be assigned to Johns Hopkins University, Washington, DC (W30U0X), managed by the U.S. Army Student Detachment, Fort Jackson, SC.

b. Classes begin in August 2026 and complete approximately 10-12 months later.

13-5. Eligibility Criteria

a. All COMPOs are eligible for this program however, RC and NGB officers must contact their POCs listed in 13-7 of this chapter for more information and eligibility criteria.

b. Army Competitive Category (ACC) major or lieutenant colonels with at least ten years of active duty prior to 30 August 2026.

c. Must not have more than 19 years of Active Federal Commissioned Service (AFCS) as of 30 August 2025.

d. Must hold a baccalaureate degree from an accredited degree granting institution.

e. MAJs must be MEL-4 complete with one key development (KD) OER at the O3 level.

f. Attain an overall ranking in the top twenty percent of their Joint Professional Military Education Phase I class and receive a similarly favorable evaluation in the course of at least one key operational assignment.

g. Not be competing for any other Army-sponsored program, fellowship, or scholarship until selection is made.

h. Meet requirements in chapter 2-2.

13-6. How to apply

a. Submit application packet, no later than 25 July 2025, via email titled: "Request to compete for the FY26 STP." Include the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) One LOR must be from previous ILE in-resident faculty advisor. Non-resident applicants may provide a written endorsement from their reporting senior rater instead of the ILE in-resident faculty advisor.

(1) Two most current DA Form 705 (ACFT/AFT) and DA Form 5500 (Body Fat Content),

if applicable.

(2) One page essay stating why you should be selected. Format will be 1-inch margins in 12 point, Arial font and single spaced, including your name and grade. Title Essay: "Why I Should be Selected."

(3) Copy of the Joint Professional Military Education Level 1 DA FORM 1059 and transcript from any Intermediate Level Education (ILE) program previously completed.

(4) Memorandum for Record with the following information (any format): grade, name, IPPS-A EMPLID, graduate degree GPA and the following statement:

"I understand that if I am selected for the FY26 SecDef Strategic Thinkers Program, I will incur an active duty service obligation of three days for each day I am in this program and that this ADSO is served consecutively with other civilian ADSOs. I also understand I will be obligated to serve an immediate two-year post fellowship utilization, TBD by Army G-3 (DAMO-SSF) and U.S. Army Human Resources Command (HRC). I authorize U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection."

b. AC Officers submit your application to usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil. Your nomination will be reviewed by your career branch and AEPB for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

c. RC Officers (AGR) submit your application to usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil. Your nomination will be reviewed by your career branch and RPMD Talent Management Division (TMD) for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission. TMD will forward approved applications to AEPB for inclusion in the HRC Selection Panel.

d. RC Officers (IMA/IRR) submit your application to usarmy.knox.hrc.mbx.rpmd-ima-irr-branch@army.mil; Your nomination will be reviewed by your career branch and RPMD IRR/IMA Division (IID) for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission. IID will forward approved applications to AEPB for inclusion in the HRC Selection Panel.

e. RC Officers (TPU) submit your application to usarmy.usarc.arcg.mbx.cmo-mi@army.mil; Your nomination will be reviewed by your career branch and RPMD for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission. TMD will forward approved applications to AEPB for inclusion in the HRC Selection Panel.

13-7. Points of contact

a. AC Officers contact HRC – BOP Program Manager, at: usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil.

b. RC Officers program questions, contact LTC James E. Gardner IV at james.e.gardner10.mil@army.mil

c. RC Officer applications, contact usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil

d. NGB Officers contact ng.ncr.ngb-arnq.mbx.tri-tradoc-applications@army.mil

Chapter 14 - Ted Stevens Center for Arctic Security Studies (TSC) Fellowship

14.1 Program Description

The Ted Stevens Center for Arctic Security Studies (TSC), a Department of Defense Regional Center in Anchorage, Alaska, is an important Army partner in the Arctic's rapidly changing strategic environment. The Army Arctic Fellowship, hosted by the TSC, directly supports the development of deeper understanding of the Arctic operating environment as outlined in the National Strategy for the Arctic Region, DoD Arctic Strategy, and the Army Arctic Strategy. China's aggressive, insidious actions combined with Russia's pervasive military presence make the Arctic a key security concern. TSC ensures an unparalleled Arctic academic and developmental experience that is not otherwise obtainable through military education opportunities. The selected officer will have access to domestic and foreign policy makers, scholars, civilian and military leaders, and other experts who will facilitate a clear understanding of the national, military, government, and non-governmental organizations who shape national and international security paradigms. This exposure and experience will advance the fellow's critical and creative thinking, providing a direct benefit to both the Army and the officer.

The objective of the Arctic fellowship is to develop leaders with a broader understanding of the Arctic's role in international security and civil military affairs and who possess the ability to advocate for Department of Defense Arctic priorities. This fellowship is designed to provide the military with highly proficient personnel who understand the geo-politics of the Arctic region and can be key enablers of U.S. strategic, tactical, and operational DoD objectives.

14-2. Selection Process

- a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY selection panel will convene 09-12 September 2025 to select one fellow.
- b. Applicants will be notified of the HRC Selection Panel nomination results o/a 13 October 2025.

14-3. Obligations Incurred

- a. IAW 350-100, officers incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education ADSOs.
- b. Fellows must also serve a two-year post-broadening fellowship utilization assignment at 11th Airborne Division at JBER or Fort Wainwright, Alaskan Command, with an Army Service Component Command or as part of the joint staff at U.S. Northern Command or U.S. European Command.

14-4. Fellowship Location/Tenure

- a. Fellows will be assigned to the Ted Stevens Center for Arctic Security Studies on Joint Base Elmendorf-Richardson, Anchorage, Alaska (W30U05), and managed by the U.S. Army Student Detachment, Fort Jackson, SC.
- b. Fellowship begins o/a 14 July 2026 for a duration not to exceed 12 months.

14-5. Eligibility Criteria

- a. Be an Active Component Major or Lieutenant Colonel.
- b. Intermediate Level Education (ILE) complete at the time of application.
- c. Preferred to have prior experience working in organizations focused on the Arctic or with experience operating in extreme cold weather environments through assignments, exercises, or deployments.
- d. Candidates should also have displayed potential for academic research through the completion of a master's degree, previously published work, or displayed high performance during their undergraduate studies.
- e. Meet requirements in chapter 2-2.

14-6. How to apply

- a. Submit application packet, no later than 25 July 2025, via email titled: "Request to Compete for the FY26 TSC Fellowship Program" to usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil. Include the following documents in your PDF:

- (1) All documents as outlined in chapter 2-6.
- (2) Memorandum for Record with the following information: grade, name, and the following statement:

"I understand that, if I am selected for a Ted Stevens Center for Arctic Security Studies Fellowship, I will incur an Active Duty Service Obligation of three days for each day I am in the program and that this ADSO will be served consecutively with other civilian ADSOs. I authorize U.S. Army Human Resources Command to release all documents connected with my nomination and or selection to a Broadening Opportunity Program to anyone who may require them to complete the selection process."

- b. Your nomination will be reviewed by your career branch and AEPB for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

14-7. Points of Contact

- a. Ted Stevens Center for Arctic Security Studies at: TSCArcticFellows@groups.af.mil or joseph.thomas.70@us.af.mil, 719-315-1965.
- b. HRC – BOP Program Manager, at: usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil.

Chapter 15 - White House Fellowship

15-1. Program Description

a. Being a White House Fellow is an honor, a privilege, and a full-time commitment. Army candidates must be well prepared to compete at the national level; each year only 10-15 Fellows are selected from thousands of applications and only 2-4 members of each class are from the military (with no guarantee one will be from the Army). Selection as a White House Fellow is based on a combination of criterion: a record of remarkable professional achievement early in one's career, evidence of leadership skills and the potential for further growth, demonstrated commitment to public service, the skills to succeed at the highest levels of the federal government, and the ability to work effectively as part of a team. The White House Fellowship program discovers these traits first through a detailed application process and letters of recommendation, then (for a continually narrowing field) two rounds of interviews to find the best candidates nationwide. All these qualities combined with the strength of one's character are taken into consideration when selecting a class of White House Fellows. Interested applicants should review the full details of the program and its history at:

<https://www.whitehouse.gov/get-involved/fellows> and <https://whff.org/>.

b. The goal of the White House Fellowship extends beyond the career progression goals of the Army. The program aims to bring the best and brightest talent in the nation to Washington, DC so that they may experience and participate in the process of government in the Executive Branch; the program expects Fellows to return to their communities and professions to connect policy, leadership, and vision with significant outcomes. This program is much more than how an Army fellow is "broadened" – it is about what an Army fellow returns through greater, more impactful service to the nation.

15-2. Selection Process

a. PHASE I: Army-level validation. Your chain-of-command, assignments officer, and Human Resources Command will ensure you meet pre-requisites, have a record of service and potential that makes you competitive for the Fellowship, and career obligations will not be adversely impacted if you are selected as a Fellow in the coming year. The Army BOP application for validation is described below and is due 1 October 2024. Approved applications will be given the go-ahead to proceed to Phase II, applying directly to the program via the White House website. Applicants who apply directly to the White House without submitting their request through Force Alignment and Development Division, Advanced Education and Program Branch (AEPB) will not be allowed to continue in the selection process.

b. PHASE II: WHF Application. This phase requires a significant investment of time for you to succeed. HRC will facilitate coaching for candidates in Phase II and beyond by providing your name to an Army WHF Program Champion (an active duty, former WHF who will ensure all candidates are linked with a former WHF for coaching). The site will open 1 November 2024 and deadline within the first week of January (exact date will be posted on the application website.) The White House will not receive applications past the established deadline. Candidates are encouraged to start the official WHF application as early as possible, so you and your coach will have adequate time to build the best possible application.

c. PHASE III: Advancing to Regionals and Nationals. The White House Fellowship office (not the Army) makes the first cut after a thorough reading of WHF applications; thousands of applications are screened down to approximately 150 candidates who are subsequently invited to interviews at a Regional Selection Panel. This step requires 3-day travel to a designated city in the U.S. in the March/April timeframe. The Regional Selection Panels narrows down to approximately 30 national finalists who are invited to a selection weekend in/around Washington, DC in June. The President's Commission on White House Fellows selects 10-14 candidates as the next class of White House Fellows, reporting to Washington, DC in August.

15-3. Obligations Incurred

- a. IAW 350-100, fellows incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education ADSOs.
- b. Post fellowship assignment will be determined by fellow's career branch. Currently, there is no directed utilization for former White House Fellows; however, the Army is pursuing active management of former fellows to capitalize upon the experience gained in service within the Executive Branch.

15-4. Fellowship Tenure/Location

- a. All Fellows will be assigned to President's Commission on White House Fellowship's, 712 Jackson Place, NW, Washington, DC 20503 (W30U0Z), managed by the U.S. Army Student Detachment, Fort Jackson, SC. (Note: The Director of the President's Commission on White House Fellowships will determine where fellows are placed during their fellowship tenure.)
- b. This fellowship begins the last week of August 2026 and completes 366 days thereafter. In only rare circumstances may a Fellow depart the program early; such early withdrawal is usually limited to weeks and requires a formal letter to the White House requesting early release. Candidates must prepare for an entire 12-month tour, without exception; your professional timeline is therefore a key criterion used by HRC when advancing you to PHASE II of the process.

15-5. Eligibility Criteria

- a. Be an active component member of the Army. RC/ARNG candidates must be on duty solely for training or serving involuntarily to be considered eligible; voluntarily serving more than 130 days is considered a 'regular federal employee' and thus ineligible to apply via the Army BOP.
- b. There is no rank requirement to apply. To be most competitive, however, candidates should have notable organizational leadership that normally is attained by captains, lieutenant colonels, CW3-CW5, and senior NCOs (E7 and above). Any Soldier applying will be considered and coached toward the best possible application.
- c. AC officers must not have more than 19 Active Federal Commission Service (AFCS) years as of August 2026. AC Warrant Officers must not have more than 24 Active Warrant Officer Service (AWOS) years as of August 2026. Other than AC Warrant Officers must not have more than 16 Active Federal Service (AFS) years as of August 2026. Reservists must have a Mandatory Removal Date (MRD) of 1 September 2028 or later and NCOs must have an End Term of Service (ETS) date not earlier than 1 September 2030.
- d. MAJs must be ILE complete. Warrants in the rank of CW2 (P) and CW3 must be a graduate of the Warrant Officer Advanced Course. Warrants in the rank of CW4 must be a graduate of the Warrant Officer Staff Course. Warrants in the rank of CW5 must be a graduate of the Warrant Officer Senior Staff Course.
- e. All candidates must be able to start fellowship August 2026 and be able to complete full fellowship without interruption.
- f. Each candidate must hold a baccalaureate degree (minimum) at the time of application.
- g. Candidates must be able to hold a TS/SCI clearance (if not already holding such a clearance, each candidate will undergo an investigation before being selected as a White House Fellow).
- h. Candidates must not be competing for any other Army-sponsored program, fellowship, or scholarship, until selection is made.
- i. Meet requirements in chapter 2-2.

15-6. How to apply

a. Submit application packet, no later than 1 October 2025, via email titled: "Request to compete for the FY26 White House Fellowship." Include the following:

(1) HRC Broadening Opportunity Program application, signed by an O6 Commander or General Officer (GO) in your Chain of Command.

(2) You do NOT need to submit the additional documents listed in chapter 2-6.

b. AC Officers submit to usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil. AC Noncommissioned Officers, submit to usarmy.knox.hrc.mbx.fadd-strategic-broadening-manager@army.mil. Your nomination will be reviewed by your career branch and HRC for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

c. RC applicants (IMA/IRR/AGR) submit to usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil and RC applicants (TPU) submit to usarmy.usarc.arcg.mbx.cmo-mi@army.mil. Your nomination will be reviewed by your career branch and RPMD Talent Management Division (TMD) for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission. Approved submissions will be forwarded to AEPB for advancement to Phase II.

d. Applicants approved for Phase II, o/a 1 November 2025, should be contacted by a former White House Fellow who will offer coaching and assistance with the subsequent work of completing the official application.

15-7. Points of Contact

a. AC Officers/Noncommissioned Officers: HRC BOP Manager, at: usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil.

b. Reserve Component NCOs:(E1-E8): usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil; (E9): usarmy.usarc.ocar.mbx.sldo-e9@army.mil

c. Reserve Component Officers (TPU): usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil.

d. Reserve Component Officers (IMA/IRR/AGR): usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil.

e. Army National Guard: ng.ncr.ngb-arng.mbx.tri-tradoc-applications@army.mil.

f. White House Liaison is Mr. Kevin Lavery, kevin.p.lavery@who.eop.gov / 202-881-6717 or whitehousefellows@who.eop.gov / 202-395-4522

Chapter 16 - Army Congressional Fellowship

16-1. Program Description

Overview. The Army Congressional Fellowship Program is a 44-month program which includes pursuit of a Master of Professional Studies (MPS) Degree in Legislative Affairs at George Washington University, service as a Fellow for a Member of Congress, and utilization on the Army Staff in a congressional-related duty position. The program seeks service members who have demonstrated outstanding promotion potential. Officers, warrant officers and senior noncommissioned officers looking for a fast-paced and exciting broadening opportunity are encouraged to apply for the Army Congressional Fellowship Program.

Commanders and supervisors are also encouraged to submit their best candidates for this prestigious opportunity based on the outstanding potential and aptitude for service in the Congressional environment.

a. **Purpose.** The Army Congressional Fellowship Program has four purposes:

(1) Provide outstanding service members with strong promotion potential an opportunity to learn and understand the importance of the strategic relationships between the Army and Congress

(2) Expose Congressional Members and staff to quality Army leaders who, as Army fellows working in their offices, help them understand the Army as an institution.

(3) Develop a cohort of Army Leaders who can be immediately assigned to Legislative Liaison duties within HQDA [Office of the Chief Legislative Liaison (OCLL) and Assistant Secretary of the Army for Financial Management and Comptroller (ASA-FM&C)], National Guard Bureau - Legislative Liaison (NGB-LL), and Office of the Chief of Army Reserve Legislative Affairs Division (OCAR-LAD.)

(4) Develop a pool of officers, warrant officers and senior noncommissioned officers for potential future utilization in the field of legislative liaison.

b. **Orientation and Academics.** Selected participants begin the fellowship with an orientation program, which prepares Fellows for academics and familiarizes them to OCLL. The academic portion begins in the 2nd Spring term of study at George Washington University (GWU). The GWU Master of Professional Studies (MPS) in Legislative Affairs consists of an 11-course program focused on Congress. The curriculum exposes students to all aspects of congressional experience. Congressional staffers comprise the large majority of students in the program, which offers Army fellows a unique opportunity to network with others working on Capitol Hill and in the legislative arena. Fellows enroll in core courses and electives in the spring, summer, and fall 2026 sessions. Fellows take elective courses in areas of their choosing, pursue independent study opportunities, and complete a capstone course in the fall, earning a MPS Degree in Legislative Affairs in spring 2027. Fellows may be awarded transfer credit for Army PME and courses completed that have not contributed to a master's degree, at the discretion of GWU.

c. **The Capitol Hill experience.** In January 2027, fellows begin their assignment on Capitol Hill by serving on the personal staff of a Member of Congress. Fellows are typically given responsibility for drafting legislation, preparing and staffing the Member for congressional hearings, writing speeches, drafting floor statements, handling defense-related constituent issues, and briefing Members of Congress prior to committee meetings and floor debate. The Capitol Hill experience ends in December 2027.

d. **Utilization Assignment.** Fellows will immediately serve a 24-month utilization assignment upon completion of time served in a Member's office. Fellows will be placed in either OCLL, SAFM-BUL, NGB-LA, or OCAR-LAD. All assignments are approved by the Chief Legislative Liaison IAW AR 1-202.

e. **Summary of timeline:** Mid-March 2026 – orientation at GWU; April 2026 - begin

graduate school; December 2026 – graduate GWU; January 2027 - service on Capitol Hill; December 2027 - end service on Capitol Hill and transition to ARSTAF for 24 month utilization tour.

16-2. Selection Process

a. Phase I: The U.S. Army Human Resources Command (HRC), Fort Knox, KY Army Congressional Fellowship Selection panel will convene 6-9 May 2025 to select OML of candidates to present to the Chief, Legislative Affairs for final selection of Fellows for the FY26 cohort. Applicants will be notified of the HRC Selection panel nomination results o/a 13 June 2025.

b. Phase II: The Office of the Chief Legislative Liaison (OCLL) will hold a secondary panel and select primary and alternate selections for the program, notifications sent o/a 15 September 2025. Selected applicants will be removed from the 25-02 Assignment Market if they are not already. Once applicants have been officially notified, they must submit an online application to George Washington University (GWU) for admission. Once applicants have been officially accepted to GWU, they will submit an Advanced Civil Schooling (ACS) packet through their branch to AEPB. Once the ACS packet is approved, AEPB will coordinate with the officers to initiate assignment orders.

16-3. Obligations Incurred

a. Immediately following the fellowship, military fellows are required to complete a 24 month utilization tour. Once accepted, fellows cannot compete for any other broadening opportunity or special mission unit assignments during the duration of the fellowship program and utilization tour.

b. All Service Members participating in this program incur two separate active duty service obligations (ADSOs) in the U.S. Army. ADSOs will be three times the length of the period, computed in days, for each day served in this program. One ADSO will be from pursuing a graduate degree and the second ADSO will be from participating in the Congressional Fellowship Program on Capitol Hill. Both ADSOs will be served concurrently, upon completion of the Fellowship program; served consecutively with other civilian ADSOs.

16-4. Fellowship Tenure/Location

a. During the academic portion of the program, Active Component and US Army Reserve Fellows will be assigned to the U.S. Army Student Detachment, Fort Jackson, SC (W30U0V). Army National Guard Fellows will be assigned to the National Guard Bureau, Arlington, VA.

b. All fellows will be attached, in IPPS-A, to OCLL, Washington, DC (W4ZZZ6) as Congressional Fellows.

c. The fellowship begins in April 2026, with report date o/a 15 Mar 2026, through December 2027. Military fellows will serve an immediate twenty-four month utilization tour through December 2029.

16-5. Eligibility Criteria (Waivers for these criteria are not permitted.)

a. All Applicants:

(1) Meet requirements in chapter 2-2.

(2) CPTs must have successfully completed the Captains Career Course, not later than March 2026.

(3) MAJs must have successfully completed Intermediate Level Education (ILE), not later than March 2026.

(4) Possess a bachelor's degree from an accredited institution.

(5) Candidates with an undergraduate GPA below 2.8 who do not have a graduate

degree, or a juris doctorate must also complete the Graduate Record Exam (GRE) or the Graduate Management Admission Test (GMAT).

(6) Have interpersonal skills and the ability to interact and form relationships with individuals from diverse backgrounds.

(7) The candidate must have superb writing and speaking skills.

(8) Must possess or have the ability to obtain a Top Secret/Sensitive Compartmented Information (TS/SCI) security clearance prior to beginning the fellowship. Not have a graduate degree paid for by the U.S. Army. This means the tuition and fees were solely funded by the U.S. Government. Degrees funded through Tuition Assistance (TA), Degree Completion; Cooperative Degree; Intermediate Level Education (ILE); GI Bill; or Commissioning Programs do not apply. Ensure degree and funding source is present in IPPS-A.

(9) Be able to report o/a 15 March 2026 and begin the fellowship o/a 01 April 2026.

b. Active Component Officers:

(1) Captains must be from year groups 2015 through 2019.

(2) KD Complete Majors must be from year groups 2012 through 2014.

(3) Majors must have combat or overseas operational tour experience.

(4) Must successfully be 'Key Development Assignment' complete, IAW DA Pam 600-3 and MOS requirements for current grade, prior to starting the program.

c. All Component Warrant Officers:

(1) Must be a Chief Warrant Officer Three or Chief Warrant Officer Four.

(2) Must have a date of rank NLT 1 March 2024 or earlier for CW3 and a date of rank not earlier than 1 March 2024 for CW4.

(3) Must have combat or overseas operational tour experience.

(4) Must have successfully completed Warrant Officer Intermediate Level Education (ILE) for CW3 and Warrant Officer Senior Staff Education (WOSSE) for CW4 course NLT March 2026.

d. Reserve Component Officers:

(1) Be in an Active Guard Reserve (AGR); Individual Mobilization Augmentee (IMA); Individual Ready Reserve (IRR); or Troop Program Unit (TPU) status. Non-AGR Officers will be accessed into AGR status following selection into program.

(2) Have a Basic Active Service Date (BASD) of 1 July 2012 or later.

(3) Have a Mandatory Retirement Date (MRD) of 1 July 2034 or later.

(4) Hold the rank of captain or major. Majors must not have more than four years-time in grade as of May 2025.

(5) Must have successfully completed at least one "Key Developmental Assignment" IAW DA Pam 600-3, for current grade prior to the start of the program.

e. ARNG Component Officers:

(1) Hold the rank of captain or major. Majors must not have more than four years- time in grade as of May 2026.

(2) Captains must have completed Company Command prior to the start of the program. Majors must not have more than four years' time in grade as of May 2026.

(3) Title 32 AGR and Traditional Drilling (M-Day) soldiers may apply to the program if the Adjutant General (TAG) provides an approved and signed TAG release memorandum with the application packet.

f. Noncommissioned Officers (NCO):

(1) May be Active Component, Reserve Component, or National Guard.

(2) Hold the rank of First Sergeant (1SG) (E-7), Master Sergeant (MSG) (E-8) or Command Sergeant Major (CSM)/Sergeant Major (SGM) (E-9).

(3) 1SG/MSG applicants must have a date of rank of 1 May 2024 or earlier.

(4) CSM/SGM applicants must be able to complete the entire program to include utilization prior to their Mandatory Retirement Date. Utilization ends on 31 Dec 2029.

(5) 1SG/MSG applicants selected for promotion to SGM while in the fellowship program will not attend the NCO Leadership Center of Excellence Resident Course but will be enrolled in the non-resident course.

(6) All applicants must have completed all requisite levels of NCOES for their rank to include their distributed leader course.

(7) Applicants are still eligible for consideration under the qualitative service and qualitative management program.

16-6. How to Apply

The submission requirements below are for the Active Component (AC) officers/warrant officers and Army Reserve Component (RC) officers. Army National Guard (ARNG) candidates please go to paragraph 14-7 for additional instructions.

a. Submit application packet, no later than 21 March 2025, via email titled: "Request to compete for the FY26 Army Congressional Fellowship Program." Include the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) Only NCO, USAR, and ARNG candidates must submit their current record brief or soldier talent profile without a photo.

(3) Candidates with a bachelor's GPA below 2.8 and without a graduate degree or juris doctorate only must submit a copy of their valid Graduate Record Exam (GRE) or Graduate Management Admission Test (GMAT) scores. Test date must be after 1 May 2020.

(4) Writing Sample: All applicants must write a two page executive summary (single spaced) of the 2025 Army Posture Statement, (Statement on the posture of the U.S. Army by The Honorable Christine Wormuth, Secretary of the Army, and GEN Randy A. George, Chief of Staff, to the Committee on Armed Services (U.S. House of Representatives) on 16 April 2024), identifying key points for each of the Army's priorities. Use Arial, 12-pt. font and 1-inch margins. Include a title and your name. No other headers or footers are necessary.

(5) Only if you are applying for more than one program: The following statement (any format):

"I understand if I am applying for more than one program, I may not receive my first preference and I further understand my selection or non-selection is determined by the selection panel's order of merit list (OML) of the program(s) I am requesting to compete for. I understand if I am selected to attend one of the program(s) I am competing for, I will not be considered for any other program and I will accept the program I was selected for." Your name/grade must be on statement. Title statement "Applying for More Than one Broadening Opportunity Program."

(6) Memorandum for Record, signed, with the following information (any format): rank, name, IPPS-A Employee ID, baccalaureate degree GPA, graduate degree GPA (if you have a graduate degree), GRE or GMAT scores (if required or you have one. Not a requirement if you have a graduate degree or your undergraduate degree GPA is 2.8 or higher), and the following statement:

"I understand that if I am awarded a FY2026 Army Congressional Fellowship, I will incur the following obligations: two separate Active Duty Service Obligations (ADSO). ADSOs will be three times the length of the period, computed in days, for each day I participate in this fellowship. One ADSO will be from pursuing a graduate degree from George Washington University and the second ADSO will be from participating in the Congressional Fellowship Program on Capitol Hill. I understand the ADSOs I receive, under this program, are to be served concurrently upon completion of the fellowship on Capitol Hill and consecutively with other civilian ADSOs, IAW AR 350-100, paragraph 3-3."

"I further understand that I have a twenty-four month mandatory utilization, immediately following my time on Capitol Hill. The utilization assignment will be determined by the Office of the Chief for Legislative Affairs (OCLL). I also understand any request to defer or reduce the

utilization, must be submitted to OCLL for final decision.”

b. Applications are submitted to the email below based on component and/or rank:

- (1) AC Officers/ Noncommissioned Officers: usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil;
- (2) RC Officers (AGR): usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil;
- (3) RC Officers (IMA/IRR): usarmy.knox.hrc.mbx.rpmd-ima-irr-branch@army.mil;
- (4) RC Officers (TPU): usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil;
- (5) RC Noncommissioned Officers, (E1-E8): usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil; (E9): usarmy.usarc.ocar.mbx.sldo-e9@army.mil.

c. Your nomination will be reviewed by your career branch and Force Alignment and Development Division, Advanced Education Programs Branch (AEPB) for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

16-7. ARNG candidates

a. ARNG-specific information concerning the fellowship program and example documents can be found at: <https://www.nationalguard.mil/leadership/joint-staff/personal-staff/legislative-liaison/>.

b. Submit packet, including HRC BOP Application, no later than **13 March 2025**, via email to National Guard Bureau, Office of Legislative Liaison at: ng.ncr.ngb-arng.mbx.ngbjs-ARNG-Congressional-Fellowship@army.mil.

c. ARNG Title 10 candidates must have HRC BOP application signed by their Office of Primary Responsibility (OPR), G-Staff Colonel. Title 32 AGR and Traditional Drilling (M-Day) National Guard candidates must submit a signed TAG Release Memorandum along with their HRC BOP application.

d. Candidates must include a copy of all undergraduate and graduate degree transcripts in their packet.

e. For questions, please contact COL Jason E. Rose, Chief Integration Division, Office of Legislative Liaison, at jason.e.rose3.mil@army.mil or (571) 256-7294.

16-8. Points of Contact

a. AC Officer/Noncommissioned Officers Application Questions: HRC BOP Manager at usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil.

b. AC Officer Program Questions: MAJ Eric Tubbs, eric.e.tubbs.mil@army.mil or CW2 Kelly Mitchell, kelly.a.mitchell.mil@army.mil

c. RC Officers (AGR): usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil

d. RC Officers (IMA/IRR): usarmy.knox.hrc.mbx.rpmd-ima-irr-branch@army.mil

e. RC Officers (TPU): usarmy.usarc.arcg.mbx.cmo-aoc-ssc-bop@army.mil

f. RC NCOs: (E1-E8): usarmy.knox.hrc.mbx.rpmd-omd-sab@army.mil; (E9): usarmy.usarc.ocar.mbx.sldo-e9@army.mil

g. ARNG Officers: COL Jason E. Rose, at jason.e.rose3.mil@army.mil

Chapter 17 - General Omar N. Bradley (JCS/OSD/ARSTAF) Fellowship

17-1. Program Description

The Bradley Fellowship connects the highest-performing Officers with the strategic operating environment to develop the next generation of senior leaders. Named in honor of General Omar B. Bradley, who served as both Chief of Staff of the Army and our nation's first Chairman of the Joint Chiefs of Staff, this Fellowship builds cohorts of Officers that think strategically and communicate effectively; collaborate constructively to lead innovation as members of a larger alumni network; and act confidently to address the most challenged defense problems. Bradley Fellows benefit from proximity within the National Capital Region, gaining a unique opportunity to obtain graduate policy education at Georgetown University, and participate in hands-on innovation and problem-solving training. Cohorts are introduced to Joint, Interagency, Intergovernmental, and Multinational (JIIM) organizations, and vertically broadened through immersive experiences and assignments that align with DoD and Army priorities. The Bradley Fellowship seeks Officers with an exceptional record of performance; commitment to service; leadership potential; a spirit of innovation and collaboration; and the ability to think and communicate strategically. Commanders are encouraged to identify and encourage their very best Officers for this premier program. Officers successfully completing this program will be awarded a skill identifier of 6Z (Strategic Studies Graduate.)

17-2. Utilization Description

a. Phase I (Year One): Policy Education. This phase begins with reception at the Pentagon sponsored by the Director of the Army Staff (DAS) as the proponent for the program. The cohort is introduced to "How the Army Runs" before beginning academic education and training. Fellows will attend Georgetown University's McCourt School of Public Policy, earning a Master of Policy Management (MPM) over 36 credit hours/12 courses. Supplemental practical training is enabled through partnership with the Defense Innovation Unit's (DIU) National Security Innovation Network (NSIN) and includes both an Innovation Bootcamp and Client Capstone Seminar to address current Army policy challenges. Students will complete all core course requirements, including the U.S. public policy process, ethics in public policy, and decision making. Elective courses include a range of domestic and international policy, defense and national security offerings that culminate in an individual capstone project. The capstone may be focused on a broad range of national security policy problems at the discretion of the student and is provided to the Army Staff and made available for publication to inform ongoing staff work in the subject area. This phase ends with successful completion of all degree requirements and graduation. For more information, please review the Georgetown McCourt School of Public Policy web page at <https://mccourt.georgetown.edu/>.

b. Phase II (Year Two): OSD/JCS Utilization. This phase begins upon graduation, where Fellows will apply their new policy education and training while assigned to positions across the OSD and JS. While integrated into the nation's senior military staffs, Fellows will provide senior leaders and career civil servants with current perspectives of the tactical and operational force. Cohorts will also use their internal network to navigate bureaucracy and flatten communications across organizations. Positions change annually as Fellows are slated against the DoD's top priorities and emerging challenges. Staff develop Fellows professionally by assigning duties across the spectrum from action officer to special assistant that leverages their abilities to add value within their office. This phase ends with a pinnacle combatant command site visit, and with the cohort primed to lead and support future positions in senior roles within JIIM organizations and agencies. The Deputy Under Secretary of Defense for Military Personnel Policy (DUSD MPP) is the approval authority for officer assignments to OSD. The JS J-1 is the approval authority for officer assignments on the Joint Staff. Key billets on the Joint Staff and

OSD may require interviews.

c. Phase III (Year Three): Army Staff Utilization. This phase begins with the Army Action Officer Integration Course (AOIC) that prepares Army officers to execute key staff functions according to business rules, policies, and regulations. Army Staff assignments are directed based on current Secretary and Chief of Staff of the Army priorities and aligned against officer basic branches to enhance vertical broadening within the Fellowship. Knowledge, skills, behaviors, and preferences (KSB-Ps) - including those gained during the first two phases of the program - are also assessed during slating and key billets may require additional interviews. The Army Staff employs Fellows to contribute to Headquarters Department of the Army (HQDA) Title 10 responsibilities. Fellows are expected to communicate across the cohort to create efficiency and shared understanding of principal requirements, as well as leverage the OSD/JS cohort to inform and set conditions for the Army as part of the Joint Force. The Bradley Fellowship Alumni Association enables cohorts to maintain close connections with the operating force that can provide valuable insight and feedback to HQDA activities and policies. The DAS is the approval authority for all officer assignments on the Army Staff. As the proponent of the program the DAS may alter or change the program as necessary to meet Secretary and Chief of Staff of the Army intent.

d. Service Members, at time of selection acceptance as a fellow, must agree to serve in a key developmental assignment within their current branch post fellowship completion based on Army readiness requirements to capitalize upon the experience gained in service within the program. Fellows are restricted from submitting a VTIP until after the post program key assignment is completed. Exceptions must be submitted to the CSA or designated representative.

17-3. Selection Process

a. The U.S. Army Human Resources Command (HRC), Fort Knox, KY Bradley Fellowship Selection panel will convene 5-8 May 2026 to select a number of fellows based on current authorization. Applicants will be notified of the results from the HRC Selection panel o/a 12 June 2026.

b. Once selected applicants have been notified, they must submit an online application to Georgetown University for admission, once their application window opens around mid-July. Once applicants have been officially accepted to Georgetown University, they will submit an Advanced Civil Schooling (ACS) packet through their branch to AEPB. Once the ACS packet is approved, AEPB will coordinate with the officers to initiate assignment into the program.

c. Service Members, selected as fellows, must immediately initiate a Top Secret/Sensitive Compartmented Information (TS/SCI) clearance. Orders will be published only for those awarded a TS/SCI.

17-4. Obligations Incurred

a. IAW 350-100, officers incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this program. This ADSO is served consecutively with other civilian education ADSOs.

b. Once accepted, fellows cannot compete for any other broadening opportunity or assignment that would require curtailment of the utilization phase of the fellowship program. c. Upon completion of their fellowship, officers will be assigned to key developmental operational/tactical assignments as determined by their HRC career managers.

17-5. Fellowship Tenure/Location

a. During Phase I, Fellows will be assigned to Georgetown University, Washington, DC (W30U0W) and be managed by the Student Detachment, Fort Jackson, SC, starting May 2027.

b. During Phase II, Fellows will be assigned to the Bradley Fellowship Program-JCS, Washington DC with duty position within the Office of the Joint Chiefs of Staff or Office of the Secretary of Defense, May/June 2028.

c. During Phase III, Fellows will be assigned to the Bradley Program-ARSTAF, Pentagon with duty position within the Army Staff, May/June 2029.

d. After Phase III, Fellows will be assigned to a key developmental assignment based on Army readiness requirements to capitalize upon the experience gained in service within the Bradley Program. Note – Fellows are restricted from submitting a VTIP until after the post program key assignment is completed. Exceptions must be submitted to the CSA or designated representative.

17-6. Eligibility Criteria

a. Be from a career field within Operations, Operations Support, Force Sustainment, Information Dominance, and Medical Services officers.

b. Be an Active Component (AC) Captain in year group 2018 through 2021. Not have a graduate degree paid for by the U.S. Army. This means the tuition and fees were solely funded by the U.S. Government. Degrees funded through Tuition Assistance (TA), Degree Completion; Cooperative Degree; Intermediate Level Education; GI Bill; or Commissioning Programs do not apply. Ensure degree and funding source is present in IPPS-A.

c. Must have completed the Captain's Career Course.

d. Have a bachelor's degree grade point average (GPA) of 3.0 or better. (May be waived if the officer possesses a graduate degree from an accredited university or submits a statement of academic readiness to be a graduate degree student, see paragraph 16-7a (2) for format.)

e. Must be able to obtain and keep a Top Secret/Sensitive Compartmented Information Security Clearance throughout fellowship.

f. At the time of application, must have successfully completed key developmental assignment, IAW DA Pam 600-3.

g. Meet requirements in chapter 2-2.

17-7. How to Apply

a. Submit application packet, no later than 20 March 2026, via email titled: "Request to Compete FY26 General Omar N. Bradley Fellowship Program" to usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil. Include the following documents in your PDF:

(1) All documents as outlined in chapter 2-6.

(2) Only those without a graduate degree must submit a statement explaining academic readiness to be a graduate school student (any format). Your name/grade must be on statement. Title statement "Academic Readiness to be a Graduate School Student."

(3) If you are applying for more than one program, provide document, in any format, titled: "Applying for More Than One Broadening Opportunity Program," must include your name, grade, and the following statement:

"I understand if I am applying for more than one program, I may not receive my first preference, and I further understand my selection or non-selection is determined by the selection panel's order of merit list (OML) of the program(s) I am requesting to compete for. I understand if I am selected to attend one of the program(s) I am competing for, I will not be considered for any other program and I will accept the program I was selected for."

(4) Memorandum for Record, signed, with the following information (any format): grade, name, IPPS-A Employee ID, baccalaureate degree GPA, graduate degree GP (if applicable), and the following statement:

"I understand that if I am selected for the General Omar N. Bradley Fellowship, I will incur an active duty service obligation (ADSO) of three years and that this ADSO is served consecutively with other civilian ADSOs. 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 or selection to a broadening opportunity program."

b. Your nomination will be reviewed by your career branch and AEPB for eligibility, availability, and derogatory information. You will receive an email stating your status within ten working days from submission.

17-8. Point of Contact is HRC BOP Manager at usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil.

Chapter 18 - General Wayne A. Downing Scholarship

18-1. Program Description

The General Wayne A. Downing Scholarship Program is sponsored by the West Point Association of Graduates (WPAOG) and managed by the Combating Terrorism Center at West Point. The program aims to produce innovative thinkers and to develop the strategic acumen of tomorrow's operational and strategic leaders. The program accomplishes this by providing select Army officers the opportunity to study terrorism, counterterrorism, and other complex and evolving national security threats at top tier graduate schools. This scholarship program is open to active component officers in the Air Defense Artillery, Armor, Aviation, Chemical Corps, Civil Affairs, Corps of Engineers, Cyber Corps, Field Artillery, Infantry, Information Operations, Military Intelligence, Military Police, Psychological Operations, and Special Forces.

The program simultaneously offers immersion experiences that expose Downing Scholars to the U.S. national security enterprise; to the counterterrorism interagency community; to the best practices of private sector; and to different cultures and ways of understanding the threats facing the United States today. Scholars are selected based on their exceptional military record, strong character, commitment to service, future leadership potential, and desire to deepen their understanding of national security with an emphasis on countering terrorism and political violence.

The program seeks to extend General Downing's legacy by recognizing the importance of educating leaders to not only understand the present threat, but to anticipate and prepare for future threats in complex operating environments, with special emphasis on counterterrorism. Officers selected for participation will be appointed fellows of the Combating Terrorism Center (CTC) at West Point while in the program.

18-2. Universities (including but are not limited to the list below)

Officers may request a specific university and field of study in their application provided the program is related to the study of terrorism, political violence, or emerging national security threats. However, scholars must be flexible in the determination of university and field of study and understand that the Combating Terrorism Center at West Point has the final decision on where the scholar will attend school. Applications requesting MBA programs will not be considered, nor will applications for one-year executive programs. While the recommended schools / programs listed below are primarily political science, security studies or public policy programs, applicants are not restricted to these programs and can consider other relevant programs. For example, a master's degree in computer science may be relevant given the innovative uses of the internet by adversaries in strategic competition and in the Violent Extremist Organization realm. The increased use of machine learning and AI in counterterrorism also makes highly technical degrees acceptable in the proper context. All applicants must apply to at least one foreign-based school. Applicants may attend a two-year master's degree program or two, one-year programs (these can be at different schools).

a. Foreign based schools. Applicants should consider, but are not limited to, the following foreign-based programs. Masters programs within the Department of War Studies, Kings College, United Kingdom; MPhil in International Relations, University of Oxford, United Kingdom; MPhil in Politics and International Relations, University of Cambridge; United Kingdom; London School of Economics, United Kingdom; MSc in International Relations, University of Edinburgh, United Kingdom; Master of Arts in International Affairs, Johns Hopkins School of International Affairs, Bologna, Italy; Master in International Security, Sciences Po, France; MA in International Relations, Leiden University, the Netherlands; MA in Government Studies with Diplomacy & conflict Studies or Counter-Terrorism & Homeland Security, Reichman University, Lauder School of Government, Diplomacy & Strategy, Israel; Master of

International Affairs, National University of Singapore, Singapore; Nanyang Technological University, Singapore; MA in International Relations, University of Melbourne, Australia; Master of International Security, University of Sydney, Australia; Master of Strategy and Security, Master of War Studies, or Master of International Relations, University of New South Wales; Master of International Relations, University of Queensland, Australia; Master of Strategic Studies or Master of International Relations, Australia National University, Australia; or Master of Public Policy, University of Tokyo, Japan.

b. U.S. based schools: Applicants should consider, but are not limited to, the following U.S. based programs. Yale University, Jackson School for Global Affairs; Stanford University, Freeman Spogli Institute for International Studies; University of Chicago, Harris School of Public Policy; University of Chicago Committee on International Relations; Duke University, Sanford School of Public Policy; Princeton University, School of Public and International Affairs; Columbia University, School of International and Public Affairs; Johns Hopkins, School of Advanced International Studies; Harvard University, Kennedy School of Government; George Washington University, Elliott School of International Affairs; Syracuse University, Maxwell School of Citizenship and Public Affairs; Tufts University, Fletcher School of Law and Diplomacy; George Mason University, Schar School of Policy and Government; Carnegie Mellon, Institute for Politics and Strategy or Heinz College; University of Texas – Austin, Lyndon B. Johnson School of Public Affairs; University of Denver, Josef Korbel School of International Studies; or Georgetown University, National Security Studies Program.

c. Proposed course of study: Candidates need to indicate what graduate program they desire to attend and the particular program of study. Security studies, political sciences, and international relations/affairs are the preferred areas of study.

18-3. Selection Process

a. Phase I: The U.S. Army Human Resources Command (HRC), Fort Knox, KY, Downing Scholarship Selection Panel will convene 5-8 May 2026. Applicants will be notified of the HRC Selection Panel nomination results o/a 12 June 2026.

b. Phase II: The names and applications of the top candidates will be submitted to the Combating Terrorism Center at West Point for final selection of scholars. Candidates will be notified of the results NLT 31 August 2026. Final selected scholars will submit university applications. Once applicants have been officially accepted to their university, WPAOG POC will forward all participant's university name, address, program of study, and requested report date, to AEPB to coordinate assignment orders into the program.

18-4. Scholarship Tenure/Location

a. Scholars will be managed by the U.S. Army Student Detachment, West Point, NY with assignment at their selected university. Scholars will be non-resident fellows of the Combating Terrorism Center at West Point.

b. Scholars will begin their program in summer 2027 and complete the program approximately 24 months thereafter. Scholars PCS to their school in July and will attend a three week orientation program in a TDY status at West Point starting o/a 12 July 2027.

c. Scholars are required to maintain their security clearance with the West Point SSO during the program.

d. During the summer between the first and second year scholars will depart their school of record and conduct immersive training in a TDY status around the world embedded with DoD, USG, private sector, and non-profit entities.

18-5. Obligations Incurred

a. Scholars incur a three for one active-duty service obligation (ADSO), computed in days,

for every day in program. This ADSO is served consecutively with other civilian ADSOs.

b. Post scholarship assignment will be to an operational/tactical assignment, determined by scholar's career manager.

18-6. Eligibility Criteria

- a. Be an Active Component branch qualified captain or major.
- b. Possess one of the following career branches: Air Defense Artillery, Armor, Aviation, Chemical Corps, Civil Affairs, Corps of Engineers, Cyber Corps, Field Artillery, Infantry, Information Operations, Military Intelligence, Military Police, Psychological Operations, and Special Forces.
- c. Captains must have successfully completed a current grade key developmental assignment, IAW DA Pam 600-3 and successfully completed the Captain's Career Course and have between 5 and 14 Active Federal Commissioned Service (AFCS) years, by August 2026.
- d. Have an undergraduate grade point average of 3.0 or better. (May be waived if the officer possesses a graduate degree from an accredited university or submits a statement of academic readiness to be a graduate degree student, see paragraph 16-7a (6) for statement.
- e. Meet requirements in chapter 2-2.

18-7. How to apply

a. Submit application packet, no later than 20 March 2026, via email titled: "Request to Compete for the FY26 Downing Scholarship." to usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil. Include the following documents in your PDF:

- (1) All documents as outlined in chapter 2-6.
- (2) The four following separate essays, (can be in any format and not longer than 500 words per essay. Your name/grade must be on each statement):
 - a. Essay Question 1: Explain why the Downing Scholars Program is a desired next step in your career. How does this program fit with your short (5 year) - and long-term (10 year) career goals and why this is the best program for you at this point in your career? Title statement "Essay 1." Not more than 500 words.
 - b. Essay Question 2: Who is your greatest role model and why? Not more than 300 words. Title statement "Essay 2."
 - c. Essay Question 3: Describe a time you failed and what you learned from it. Not more than 300 words. Title statement "Essay 3"
 - d. Essay Question 4: What are your research interests? Not more than 150 words. Title statement "Essay 4."
- (3) List of preferred universities and field of study by preference, see paragraph 9-2. Can be in any format. Your name/grade must be on statement. You must state if you would be willing to attend a foreign school. Title statement "List of Preferred Universities."
- (4) Copy of official GRE Scores. No waivers or substitution of graduate transcript.
- (5) Only applicants with a bachelors GPA below 3.0 and no graduate degree must submit a statement explaining your academic readiness to be a graduate school student. Include any unique circumstance(s) why an undergraduate GPA below 3.0 was obtained (e.g. played four years of a D1 athletic sport, or switched programs, family emergency, etc.) Can be in any format. Your name/grade must be on statement. Title statement "Academic Readiness to be a Graduate School Student."
- (6) The following statement is only, if you are applying for more than one program (any format):

"I understand if I am applying for more than one program, I may not receive my first preference, and I further understand my selection or non-selection is determined by the selection panel's order of merit list (OML) of the program(s) I am requesting to compete for. I

understand if I am selected to attend one of the program(s) I am competing for, I will not be considered for any other program and I will accept the program I was selected for.” Your name/grade must be on statement. Title statement “Applying for More Than one Broadening Opportunity Program.”

(7) Memorandum for Record with the following information (any format): grade, name, IPPS-A EMPLID, baccalaureate degree GPA, graduate degree GPA (if applicable), GRE scores (both numeric score and percentile for verbal/quantitative/analytical), defense language aptitude battery scores (if applicable), and the following statement:

b. *“I understand that if I am selected for a General Wayne A. Downing Scholarship, I will incur an active-duty service obligation (ADSO) of three days for each day I am in my selected Broadening Opportunity Program and that this ADSO is served consecutively with other civilian ADSOs. I also understand I will be obligated to serve an immediate two-year post scholarship assignment to an operational/tactical assignment, determined by my career manager. 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 or selection to a broadening opportunity program.”*

c. Your nomination will be reviewed by your career branch and AEPB for eligibility, availability, and derogatory information. You will receive an email stating your application status within ten working days from submission.

18-8. Points of contact

a. Program questions: COL Sean M. Morrow, Director, Combating Terrorism Center at sean.morrow@westpoint.edu.

b. Application/Processing questions: AEPB Broadening Opportunities Program Manager at usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil.

Chapter 19 – FA59 Scholars Program

19-1 Program Description

a. The purpose of the FA59 Scholars Program is to provide a path to earn a strategy related master's degree and transfer to Functional Area 59, Army Strategist (FA59). FA59 is a small, highly selective functional area which accepts talented officers possessing critical and creative thinking skills, intellectual curiosity, and a ready faculty to express ideas and recommendations accurately, clearly, concisely, and candidly in both oral and written communication. FA59s serve in senior headquarters across the Army and Joint Force, as well as multi-national, interagency, and institutional assignments. The FA59 Scholars Program offers selected officers a fully funded strategy related master's degree and accession into FA59. Eligibility and other application requirements are outlined below in paragraph 19-5.

b. Selected officers will pursue a proponent-funded, strategy related master's degree from one of several universities designated by the FA59 Proponent Manager. Per DA PAM 600-3, strategy related degrees include, but are not limited to, history, international relations, political science, national security studies, public administration, public policy, foreign policy, economics, and regional studies. Officers will transfer from their basic branch to FA59 upon graduation from their respective fully funded master's degree programs. Officers will then complete the Basic Strategic Art Program (BSAP) at Carlisle Barracks and a mandatory two-year utilization assignment. This assignment will fill a validated FA59 billet and will be approved by the HQDA G-3/5. Examples of utilization assignments include corps, ASCCs, and ACOMs. Officers will apply to schools authorized by the FA59 Proponent Manager based on merit, acceptance, funding availability, and Army requirements.

19-2 Selection Process

a. Applications, as outlined in paragraph 19-6, must be submitted NLT 1 July 2026 to AEPB. AEPB will forward the names and applications of the officers that are approved to compete for this program to the FA59 Proponent Manager, Strategic Leadership Division, HQDA G-3/5 (DAMO-SSF). The FA59 Proponent Manager will convene a selection panel to develop an order-of-merit list. The HQDA G-3/5 will then approve the final selection of scholars.

b. Candidates will receive notification of final selection o/a 1 September 2026. Selected officers will also receive guidance from FA59 Proponent and Career Manager on applying to schools. Universities make final admission decisions for academic year (AY) 2027-2028 o/a March 2027. Once applicants have been officially accepted, AEPB will coordinate with the officers to initiate assignment into the program.

19-3 Obligations Incurred

a. IAW AR 350-100, officers incur a three-for-one active-duty service obligation (ADSO), computed in days, for each day in this graduate program. This ADSO will be served consecutively with other civilian education ADSOs. Master's degree program durations vary by academic institution and will be determined based on available funding and officer timelines.

b. Officers incur an immediate two-year utilization assignment, determined by the Human Resources Command FA59 Career Manager and approved Army G-3/5.

19-4 Scholarship Tenure/Location

- a. Selected officers will be assigned to U.S. Army Student Detachment with duty at their respective university.
- b. The program will begin in July 2027 and end upon completion of the officer's ADSO.

19-5 Eligibility Criteria

- a. All Applicants:
 - (1) Must be in the Regular Army and at minimum a Captain with at least 4 years of service at the time of application. Applicants must otherwise be eligible to transfer to FA59 (e.g., AMEDD, JAG, and Chaplain Corps officers are not eligible for this program per Army policy).
 - (2) Must complete a graduate skills diagnostic, an online examination that assesses grammar and composition skills. Applicants must also submit a writing sample on a topic selected by the proponent office. Finally, applicants must complete an online assessment of attributes relevant for FA59s. Coordination for these three requirements will occur after all applications are received, but before the selection panel convenes. The FA59 Proponent Manager will contact applicants after they have submitted their packets to AEPB. Failing these assessments will result in the officers being removed from consideration for the program.
 - (3) Must not have more than 8 years of service as of July 2026.
 - (4) Must be prepared to coordinate Captain's Career Course (CCC) attendance with the FA59 Career Manager if in need of this requirement at the time of application. CCC attendance will be used to further broaden officers' perspectives and better prepare them to serve as FA59s.
 - (5) Applicants must receive a waiver from the FA59 Proponent Manager if officer already has a self-funded graduate degree. Applicants must not have a graduate degree paid for by the U.S. Army. This means the tuition and fees were solely funded by the U.S. Government. Degrees funded through Tuition Assistance (TA), Degree Completion, Cooperative Degree, Intermediate Level Education, GI Bill, or Commissioning Programs do not apply. Ensure degree and funding source is present in IPPS-A.
 - (6) Must submit graduate record exam (GRE) scores. The test date must be within five years as of 1 July 2026.
 - (7) Must possess, or have the ability to obtain, a Top Secret/Sensitive Compartmented Information (TS/SCI) security clearance.
 - (8) Must submit a current DA Form 3349 or MMRB/MEB/MAR2 documentation as part of the packet demonstrating eligibility to deploy world-wide (if applicable; only for officers with a P2 or P3 profile).
 - (9) Must not compete for any other Army-sponsored program, fellowship, or scholarship, until selection is made.
 - (10) Must be in a year group between YG 2017 to YG 2021, inclusive.

19-6 How to Apply

- a. Submit application packet, no later than 1 July 2026, via email titled: "Request to compete for the FY2026 FA59 Scholars Program." Include the following documents in your PDF:
 - (1) All documents as outlined in chapter 2-6.
 - (2) Submit a statement (any format) that discusses your career goals, as well as the factors that led you to select the FA59 Scholars Program as a means of furthering your personal and professional goals. Be as specific as possible in describing how your expected course of study will enable you to build on your prior professional experience and achieve those goals. (500-word limit).
 - (3) Copies of all AERs
 - (4) Copy of official GRE scores
 - (5) Memorandum for Record, signed and dated, with the following information:
 - a. Grade, name, IPPS-A Employee ID, baccalaureate degree GPA, graduate degree GPA (if applicable), GRE scores and the following statement:

"I understand that if I am selected for the FA59 Scholars Program, I will incur an active-duty service obligation (ADSO) three times the length of schooling and that this ADSO is served consecutively or concurrently with other ADSOs IAW AR 350-100. I also understand I will be obligated to serve a two-year utilization assignment immediately following completion of my degree program. I further understand that after successful completion of the FA59 Scholars Program, I will be branch transferred to FA59 (Strategist). I authorize U.S. Army Human Resources Command to release all submitted documents and other documents in my Army Military Human Resource Record (e.g., Officer Evaluation Reports, Soldier Talent Profile, etc.) to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program."
 - b. Submit applications to usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil and courtesy copy (CC) the Assistant FA59 Proponent Manager, MAJ Thomas McShea at thomas.m.mcshea2.mil@army.mil.
 - c. Applications will be reviewed by the officer's career manager and AEPB for eligibility, availability, and derogatory information. Applicants will receive an email stating their status within ten working days from submission. Approved applications will be forwarded to AEPB for inclusion in the Strategic Leadership Division, HQDA G-3/5/7 (DAMO-SSF) selection panel.

19-7 Points of Contact

- a. HRC BOP Manager at usarmy.knox.hrc.mbx.fadd-bop-manager@army.mil, cc MAJ Thomas McShea at Thomas.m.mcshea2.mil@army.mil

Appendix A - Combined Points of Contact

Name	Dept/Agency	Email
LTC Kevin Goulding	AISP - Army Artificial Intelligence Integration Center (A12C), Army Futures Command (AFC)	kevin.a.goulding.mil@army.mil
Army Artificial Intelligence Integration Center (A12C) Team Box		usarmy.pittsburgh-pa.afc-ai2c.mbx.workforce-development@army.mil
COL Matthew Kent	Daniel K. Inouye Asia-Pacific Center for Security Studies (DKI-APCSS)	matthew.r.kent2.mil@mail.mil
LTC James H. Kim	AUSA - HQDA DCS G-3-5-7	james.h.kim.mil@army.mil
MAJ Eric Tubbs	OCLL - Army Legislative Liaison Program Manager (AC)	eric.tubbs.mil@army.mil
COL Jason E. Rose	OCLL - Chief Integration Division, Office of Legislative Liaison (ARNG)	jason.e.rose3.mil@army.mil
OCLL - Army National Guard (ARNG) Team Box		ng.ncr.ngb-arng.mbx.ngbjs-ARNG-Congressional-Fellowship@army.mil
Mr. Charles Gray	Defense Advanced Research Projects Agency (DARPA)	Charles.gray_ctr@darpa.mil
COL Sean Morrow	GEN Downing - Director, United States Military Academy	sean.morrow@westpoint.edu
LTC Courtney Clarksen	George C. Marshall European Center for Security Studies (GCMC)	courtney.clarksen@marshallcenter.org
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