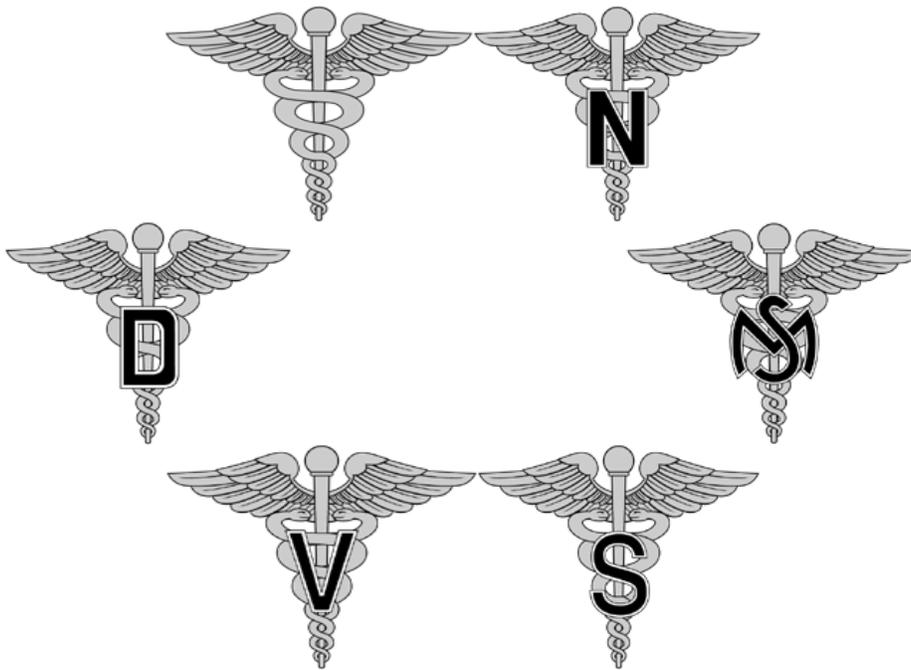


FY 2015 ARMY
MEDICAL
DEPARTMENT
RECRUITING
PROGRAM
GUIDE



Updated
23 October 2014

FY 2015 Army Medical Department Recruiting Guide

PURPOSE:

The purpose of the “FY 2015 Army Medical Department Recruiting Program Guide” is to outline the Army Medical Department’s programs and incentives in a pocket format. It serves primarily as a ready reference for commanders, recruiters, and staff within the US Army Recruiting Command.

Information contained in this guide is current at the time of publication, but subject to change and should not be construed as a guarantee of the availability of these programs and incentives at a given time. The date of publication is 2 October 2014 and supersedes all previous editions.

The proponent of this guide is the Director, Health Services Directorate, Recruiting Command. Users are invited to send comments and suggestions directly to:

Commander, US Army Recruiting Command
ATTN: HSD
1307 Third Avenue
Fort Knox, Kentucky 40121-2725

DSN 536-0383/1731
Commercial (502) 626-0383/1731

SCOPE OF RESPONSIBILITY

USAREC is responsible for recruiting for the Army Medical Department (AMEDD). We recruit highly qualified health care professionals for the Army in all six AMEDD Corps:

COMMISSIONED OFFICERS:

**ARMY MEDICAL SPECIALIST CORPS
DENTAL CORPS
MEDICAL CORPS
MEDICAL SERVICE CORPS
NURSE CORPS
VETERINARY CORPS**

All the above Corps requires specialized training and licensure/certification, and are recruited primarily from accredited university and college programs throughout the United States.

TABLE OF CONTENTS

	PAGE
ARMY MEDICAL SPECIALIST CORPS	4
DENTAL CORPS	7
MEDICAL CORPS	11
MEDICAL SERVICE CORPS	14
NURSE CORPS	17
VETERINARY CORPS	20

ARMY MEDICAL SPECIALIST CORPS (SP)

Physical Therapists (PT), Occupational Therapists (OT), Registered Dietitians (RD), and Physician Assistants (PA) make up the Army Medical Specialist Corps. Health care recruiters focus their recruiting efforts at accredited colleges and universities where these specialties are trained.

- Direct all interested applicants to the nearest Medical Recruiting Center.
- Must be a US citizen for Regular Army (RA) or a permanent resident for Army Reserve (AR).
- OT and RD applicants must have national registration from the National Board for Certification of Occupational Therapists (NBCOT) and the Commission on Dietetic Registration (CDR), respectively, and a state license.
- PT must have a state license.
- PA must be certified by the National Commission for Certification of Physician Assistants (NCCPA) and are not required to have a state license.
- Students who will graduate within 6 months with their qualifying degree from a US-accredited school may apply for Active Duty (AD). They must provide an official transcript with their degree awarded and appropriate registration/certification and/or license before being allowed to report to AD.
- Reserve applicants must be graduates of US-accredited schools and fully qualified, to include appropriate registration/certification and/or license
- Must be less than 42 years of age upon initial appointment.
- Reserve Officers Training Corps (ROTC) Cadets who apply for educational delay to attend graduate school for one of the above specialties are eligible for appointment as a commissioned officer. They may be branched RA or AR, contingent on the needs of the Army once all requirements are met to include licensure/registration or certification. ROTC Cadets may also eligible to apply directly to any of the Student Programs. (Only qualified cadets are eligible to apply for Health Professions Scholarship Program).

Active Duty Army Medical Specialist Corps Programs/Incentives

US Army-Baylor University Doctoral Program Occupational Therapy

This 18 month program provides a Doctor of Science in Occupational Therapy (DScOT) degree. This program is an opportunity for fully-qualified OT to improve their clinical skills and earn an advanced degree. It is an 18 month training program at San Antonio Military Medical Center in San Antonio, Texas. Applicants must possess a Bachelor's or a Master's degree in OT. Applicants with a Bachelors Degree must have earned at least 9 post-graduate, clinically oriented credits. Applicants must also have a minimum grade point average (GPA) of 3.0 and have current graduate record examination (GRE) cumulative score of 1000/297 scores. Active duty obligation (ADO) is 42 months upon completion of the program.

For more information: <http://www.baylor.edu/graduate/index.php?id=74409>

Active Duty Specialist Corps Programs/Incentives (Cont.)

US Army — Baylor University Doctoral Program in Physical Therapy

Provides a Doctor of Physical Therapy degree, which is an entry-level degree.

Applicants must possess a bachelor's degree or be in their last semester of undergraduate school to apply to the 30-month training program. ADO is 51 months, upon completion of the program. Other prerequisites: a minimum cumulative and a prerequisite GPA of 3.25, a minimum GRE score of 1000/297, and a minimum GRE verbal score of 450.

Visit <http://www.baylor.edu/graduate/pt/splash.php> for more information.

U. S. Army-Baylor University Graduate Program in Nutrition

Provides a Master's of Science degree in Nutrition from Baylor University, the sponsoring university. The program consists of 9 months of graduate education with an emphasis in clinical and humanitarian nutrition, food service, performance nutrition, research, and leadership at the AMEDD Center and School; and a 12-month dietetic internship and research at 1 of 3 Army Medical Centers: San Antonio Military Medical Center, Joint Base San Antonio, Texas; Walter Reed National Military Medical Center, Bethesda, MD; Madigan Army Medical Center, Joint Base Lewis-McCord, Washington. Applicants must have completed or be in their last semester of dietetics academic work to apply. Applicants must complete the D & D Digital Computer Match Process.

Applicants must complete bachelor's degree and Didactic Program in Dietetics (DPD) prior to beginning Graduate Program in Nutrition. ADO is 51 months, upon completion of the program. Other prerequisites include: a minimum cumulative and a prerequisite GPA of 3.0, a minimum GRE score of 1000/297, and a minimum GRE writing score of 3.5. Visit <http://www.baylor.edu/graduate/nutrition> for more information.

Inter service Physician Assistant Program (IPAP)

The program provides a Master's degree in PA studies which consists of 29 months of training (16 months didactic, 13 months clinical) leading to an appointment as a First Lieutenant in the Army SP Corps. Applicants must be AD, AR or Army National Guard (ARNG) service members who have completed a minimum of 60 semester hours of prerequisite undergraduate work. Enlisted students are Officer Candidates while in the program and commissioned as First Lieutenants upon graduation. Commissioned officers are reappointed as SP Officers prior to starting the program. ADO for AD applicants is 54 months after graduation. AR Students obligation upon graduation is 8 years, with 6 years in Selected Reserves (SELRES). Visit www.usarec.army.mil/armypa for more information.

Active Duty Health Professions Loan Repayment Program (ADHPLRP)

This program will repay up to \$40,000 of qualified loans to lending institution annually for a maximum of 3 years. ADO is 1 year-for-year receiving loan repayment with a minimum period of 2 years on AD.

Active Duty Specialist Corps Programs/Incentives (Cont.)

Specialty Pay

OT, PT, RD, and PA are entitled to Non-Physician Health Care Provider Board Certification Pay. They must have a post-baccalaureate degree in their respective specialty, and have been awarded board certification in their clinical specialty. PA need only have a Master's degree or higher – they do not need any certifications other than their NCCPA. Board Certification must be current. Board Certification Pay is based on years of creditable service, determined by the health professional pay entry date (HPPED):

	Annual Rate of Special Pay
Less than 10 years	\$2,000
10 but less than 12	\$2,500
12 but less than 14	\$3,000
14 but less than 18	\$4,000
18 or more years	\$5,000

* The above information is subject to change.

Special Pay (HPO)

All qualified PA who does not currently hold a commission as a PA in any service may be eligible to receive \$12,500 a year for a 3 year obligation and \$15,000 a year for a 4 year obligation. This incentive cannot be combined with any other incentive.

Army Reserve Specialist Corps Programs/Incentives

Special Pay

This incentive provides up to \$60,000 special pay for PA. The Soldier must serve in an AR Troop Program Unit (TPU), AMEDD Professional Medical Command (APMC) or in the Individual Mobilization Augmentee (IMA) Program while receiving the special pay. Individuals may be eligible, if qualified, to participate in another AR incentive program. Special pay may not be offered concurrently with STRAP. Applicant must possess a current, valid, active and unrestricted state license to apply. The applicant may continue to reapply for special pay if AOC is on the critical wartime specialty list.

Health Professional Loan Repayment Program (HPLRP)

This program provides up to \$50,000 for repayment of qualified education loans for PA. For each year of satisfactory service in an AR TPU, APMC or the IMA Program, any DOD authorized student loan will be considered eligible for repayment. Payment is made over 3 years in increments of \$20,000, \$20,000 and \$10,000 per year not to exceed \$50,000. Applicant may be eligible, if qualified, to participate in another AR incentive program. Applicant must possess a current, valid, active and unrestricted state license to apply.

Dental Corps (DC)

Health care recruiters focus on recruiting dental students at ADA accredited 4 year dental schools, working dentists, and residents in oral and maxillofacial surgery and prosthodontic residency, programs.

- Direct all interested applicants to the nearest Medical Recruiting Center.
- Must be a US citizen for RA or a permanent resident for AR.
- RA applicants may apply during last 12 months of dental school.
- Working dentists must be licensed to practice dentistry and be a graduate of an ADA-accredited dental school in the US, District of Columbia, Puerto Rico, or Canada.
- Must be less than 42 years of age upon initial appointment (waivers granted on a case by case basis).
- ROTC cadets who are approved for educational delay to attend dental school are eligible to apply to serve in the Dental Corps.

Active Duty Dental Corps Programs/Incentives

Health Professions Scholarship Program (HPSP)

This program provides 3 and 4 year scholarships for students enrolled in an ADA accredited D.D.S. or D.M.D. program. Applicant must be a US Citizen. The program provides full tuition, monthly stipend of \$2,178.90 for 10 and one-half months and reimbursement of certain academic fees. Provides Second Lieutenant pay for 45 days during non-active or active duty training (ADT). Appointed and commissioned as a Second Lieutenant branch unassigned while participating in the HPSP program. Soldier is commissioned as a DC Captain upon graduation from dental school. ADO is year for year for each year receiving the scholarship with a minimum obligation of 3 years.

Health Professions Scholarship Program Accession Bonus (HPSP AB)

MC and DC HPSP applicants, regardless of scholarship length, are eligible to receive HPSP AB. Applicants must meet the HPSP eligibility requirement. Provides \$20,000 bonus (taxable) paid in three increments between first and second HPSP monthly stipend phase. Amount will be disbursed in \$9,000, \$9,000 and last payment of \$2,000. ADO in conjunction with HPSP is 4 years, regardless of length of HPSP participation. The HPSP AB obligation is served concurrently with the HPSP ADO.

Advanced Education in General Dentistry 1-Year Program (AEGD)

One year training program – target audience is senior dental students. Practicing dentists who graduated within the past 3 years may request an exception to policy to apply for this program. Graduate dentists must be licensed. Six training sites include: Joint Base Lewis-McCord, WA; Ft. Campbell, KY; Ft. Carson, CO; Ft. Benning, GA; Ft. Jackson, SC; Ft. Sill, OK. HPSP Dental Students are required to apply; direct accession civilians and ROTC Education Delay Students may request exception to policy to apply.

Active Duty Dental Corps Programs/Incentives (Cont.)

Financial Assistance Program (FAP)

Open to Dentists at any point during their residency training. However, only open to DC AOCs where inventory is low. Eligibility is determined on a case-by-case basis by Office of the Surgeon General (OTSG). Recruiters with an interested applicant should send an e-mail to the SP/DC Program Manager, requesting consideration of FAP support. FAP provides an annual grant of \$45,000 plus a monthly stipend of \$2,178.90. ADO is 2 years for the first year of FAP participation plus one-half year for each additional one-half year (or portions thereof) of participation with a minimum period of 3 years on AD for Dentists participating in FAP. Individuals must be US citizens and be fully-qualified for appointment as a DC officer, to include having a current, valid, active and unrestricted state dental license.

Health Professions Bonus Program (HBP)

Program provides a \$75,000 accession bonus. Individuals incur 4 year ADO. Bonus is paid in a lump sum at first duty station. Individuals may be eligible, if qualified, to participate in the ADHPLRP. Direct accession applicants are eligible, and dental students in their last year of dental school may apply. Individuals who have held an appointment as a DC officer with any branch of service or component within 24 months at time of application are not eligible. Individuals are not eligible if they received any financial assistance from DOD to pursue their dental degree or specialty including HPSP and FAP, even if the obligation for this assistance has been served. Please note that 28% taxes are taken out of the \$75K up front, and ensure applicant is aware of this.

Active Duty Health Professions Loan Repayment Program (ADHPLRP)

This program will repay up to \$40,000 of qualified loans to lending institution annually for a maximum of 3 years. ADO is 1 year-for-year receiving loan repayment with a minimum period of 2 years on AD. When special pay is taken in conjunction with ADHPLRP the obligation is 7 years. ADHPLRP service obligation is CONSECUTIVE to any other service obligation incurred for education and training (GDE, etc).

Critical Wartime Skills Accession Bonus (CWSAB)

Bonus provides a \$300,000 accession bonus for Oral and Maxillofacial Surgeons and Comprehensive Dentists who sign a written agreement to serve on AD for not less than 4 consecutive years in exchange for receiving the CWSAB. The bonus will be paid in 4 annual payments. The first payment will be requested upon completion of Basic Officer Leadership Course (BOLC) and arrival at the first duty station. Applicants must meet all requirements for appointment as a DC officer. Individuals who have held an appointment as a DC officer with any branch of service or component within 24 months at time of application are not eligible. Individuals are not eligible if they received any financial assistance from DOD to pursue their dental degree or specialty including HPSP and FAP, even if the obligation for this assistance has been served.

Active Duty Dental Corps Programs/Incentives (Cont.)

Specialty Pay

All AD DC Officers may be eligible for one or more of the following categories of special pay, in addition to their base pay:

- Variable Special Pay (VSP) - Paid monthly based on creditable service and annual rates.
- Board Certified Pay (BCP) - Paid monthly based on creditable service and annual rates to officers who are board certified.
- Dental Additional Special Pay (DASP) - Payable in one annual sum and based on creditable service.
- DC Officer Multiyear Retention Bonus (DOMRB)- Paid annually, based on specialty and length of contract.
- Consolidation of Special Pay (CSP) Health Professions Officer Incentive Pay (HPOIP)- Paid monthly to General Dentist (63A), based on eligibility requirements.
- CSP Health Professions Officer Retention Bonus (HPORB)- Paid annually to General Dentist (63A), based on eligibility and length of contract.

For further information, please visit the DFAS – Special and Incentive Pay Index website.

Army Reserve Dental Corps Programs/Incentives

Special Pay

Special pay provides up to \$75,000 special pay for General Dentists (63A), Comprehensive Dentists (63B), Periodontists (63D), Endodontists (63E), Prosthodontists (63F), Public Health Dentists (63H), and Oral and Maxillofacial Surgeons (63N). The special pay is paid in increments of \$25,000 and paid yearly up to a total of 3 years. Soldier must serve in an AR TPU, APMC or IMA Program while receiving the special pay. Individuals may be eligible, if qualified, to participate in one other AR incentive program. Special pay may not be offered concurrently with STRAP. Residents in their last year of their residency may apply. Applicant must possess a current, valid, active and unrestricted state dental license to apply. Applicant may continue to reapply for special pay if AOC is on the critical wartime specialty list.

Health Professional Loan Repayment Program (HPLRP)

Program provides up to \$250,000 for repayment of qualified education loans for General Dentists (63A), Comprehensive Dentists (63B), Periodontist (63D), Endodontist (63E), Prosthodontists (63F), Public Health Dentist (63H), and Oral and Maxillofacial Surgeons (63N). For each year of satisfactory service in an AR TPU, APMC or IMA Program, any DOD authorized student loan will be considered eligible for repayment. Payment is \$40,000 per year not to exceed \$250,000. Applicant may be eligible, if qualified, to participate in another AR incentive program. HPLR and STRAP may be offered at the same time. Applicant must possess a current, valid, active and unrestricted state dental license to apply.

Army Reserve Dental Corps Programs/Incentives (Cont.)

Specialized Training Assistance Program (STRAP)

Stipend Program of \$2,178.90 per month for Comprehensive Dentists (63B), Periodontists (63D), Endodontists (63E), Prosthodontists (63F), Public Health Dentists (63H), and Oral and Maxillofacial Surgeons (63N) currently enrolled in an accredited residency program. Applicants must be a US citizen. Incurs a 1 year obligation in the AR for each 6 months (or partial 6 month period) of financial assistance. Upon completion of residency training must serve in an AR TPU, APMC or IMA Program. Applicant can participate in the HPLR program while under STRAP in the STRAP stipend phase. Applicant must possess a current, valid, active and unrestricted state license dental to apply.

Medical/Dental School Stipend Program (MDSSP)

Provides a monthly stipend of \$2,178.90 to individuals accepted into an accredited dental program. Participants are assigned the primary AOC of 00E67 and branched into the Medical Service (MS) Corps as a Second Lieutenant. Must be a US citizen. Incurs a 1 year obligation in the AR for each 6 months (or partial 6 month period) of financial assistance. Upon completion of residency training must serve in an AR TPU, APMC IMA Program.

Medical Corps (MC)

- Direct all interested applicants to the nearest Medical Recruiting Center.
- Commissions are available to qualified physicians in the RA and AR.
- Must be a US citizen for RA or a permanent resident for AR.
- RA and AR applicants must have a doctor of medicine or osteopathy degree from an accredited US school of medicine or osteopathy. Foreign graduates may apply if they have a permanent certificate from the Educational Council of Foreign Medical Graduates.
- Must have completed at least 1 year of an approved Graduate Medical Education (GME) internship.
- Must be less than 42 years of age upon initial appointment (waivers granted on a case by case basis).
- Must hold a current, valid, active and unrestricted license to practice medicine in the US, District of Columbia, or Puerto Rico.
- Must be at least board eligible.
- ROTC cadets who are approved for educational delay to attend medical school are eligible to apply to serve in the Medical Corps.

Active Duty Medical Corps Programs/Incentives

Health Professions Scholarship Program (HPSP)

Program provides up to a 4 year scholarship to students accepted to or enrolled in accredited schools of medicine or osteopathy. Applicant must be a US Citizen. HPSP provides full tuition, monthly stipend of \$2,178.90 for 10 and one-half months and reimbursement of certain academic fees. Provides Second Lieutenant pay for 45 days during ADT. Appointed and commissioned as a Second Lieutenant branch unassigned while participating in the HPSP program. Soldiers are commissioned as MC Captains upon graduation from medical school. Soldiers incur ADO of 2 years for the first 2 years, or portion thereof, of program participation. Participation for more than 2 years will result in an additional ADO of one-half year for each additional one-half year or portions thereof.

Health Professions Scholarship Program Accession Bonus (HPSP AB)

MC and DC HPSP applicants, regardless of scholarship length, are eligible to receive HPSP AB. Applicants must meet the HPSP eligibility requirement. Provides \$20,000 bonus (taxable) paid in three increments between first and second HPSP monthly stipend phase. Amount will be disbursed in \$9,000, \$9,000 and last payment of \$2,000. ADO in conjunction with HPSP is 4 years, regardless of length of HPSP participation. The HPSP AB obligation is served concurrently with the HPSP ADO.

Active Duty Medical Corps Programs/Incentives (Cont.)

Uniformed Services University of Health Sciences (USUHS) School of Medicine

Applicants must possess a baccalaureate degree. Students receive full pay and allowances commensurate with rank during entire program; tuition expenses paid by the Army. Graduates receive MD degrees and are reappointed as RA captains in the MC. ADO is 7 years, not counting medical school, internship, or residency. Direct all interested individuals to call the USUHS at 1-800-772-1743 or visit the USUHS Web site at www.USUHS.mil.

Financial Assistance Program (FAP)

Open to physicians at any point during their residency training, such as, Post Graduate Year (PGY) II and above. Certain individuals may be eligible to apply in PGY I, based on OTSG guidance. Provides an annual grant \$45,000 plus a monthly stipend of \$2,178.90. ADO is 2 years for the first year of FAP participation plus one-half year for each additional one-half year (or portions thereof) of participation with a minimum period of 2 years on AD. Individuals must be US citizens. Eligibility is determined on a case-by-case basis by OTSG/GME.

Critical Wartime Skills Accession Bonus (CWSAB)

Provides a \$400,000 accession bonus for General Surgeon (61J), \$276,000 for Emergency Surgeon (62A), \$272,000 for Psychiatrist (60W), \$252,000 for Family Physician (61H), \$240,000 for Internist (61F), \$220,000 for Pediatrician (60P) who sign a written agreement to serve on AD for not less than 4 consecutive years in exchange for receiving the CWSAB. The payments will be paid in 4 annual payments. The first payment will be requested upon completion of Basic Officer Leadership Course (BOLC) and arrival at the first duty station. The remaining 3 payments will be made on the anniversary date of the first payment. Prior service MC officers must have been discharged at least 24 months.

Active Duty Health Professional Loan Repayment Program (ADHPLRP)

This program will repay up to \$40,000 of qualified loans to lending institution annually for a maximum of 3 years. ADO is 1 year-for-year receiving loan repayment with a minimum period of 2 years on AD. Only missioned AOCs are authorized ADHPLRP.

Army Reserve Medical Corps Programs/Incentives

AMEDD Professional Management Command (APMC)

Effective 14 August 2014, USAR MC Officers who reside greater than 100 miles or a 3 hour commute from their unit of assignment are eligible for attachment to the APMC exceptions to policy for MC Officers who do not meet the eligibility criteria will be granted on a case-by-case basis by the APMC Commander in accordance with APMC policy.

Army Reserve Medical Corps Programs/Incentives (Cont.)

Health Professional Special Pay

Special pay provides a \$75,000 special pay for physicians in eligible specialties joining the AR. The bonus is paid in increments of \$25,000, and awarded yearly up to a total of 3 years. Physicians must have completed a residency program in the specialty in which they are applying. Participants must serve in an AR TPU, APMC, or IMA program. Individuals may be eligible, if qualified, to participate in one other AR incentive program. Special pay may not be offered concurrently with STRAP. Eligible AOCs are 60C, 60F, 60J, 60K, 60N, 60S, 60T, 60W, 61A, 61G, 61H, 61J, 61K, 61M and 62A.

Specialized Training Assistance Program (STRAP)

Stipend program for physicians in designated specialties currently enrolled in accredited residency programs. Participants receive a monthly stipend, currently \$2,178.90. Participants incur a 1-year obligation in the AR for every 6 months or portion thereof of financial assistance. STRAP participants must serve in an AR TPU, APMC, or the IMA program after completing residency; must be a US citizen. Eligible AOCs are 60C, 60F, 60J, 60K, 60N, 60S, 60T, 60W, 61A, 61G, 61H, 61J, 61K, 61M, and 62A.

Health Professionals Loan Repayment Program (HPLR)

Program provides up to \$250,000 for repayment of education loans for physicians in certain specialties (60C, 60F, 60J, 60K, 60N, 60S, 60T, 60W, 61A, 61G, 61H, 61J, 61K, 61M, and 62A) who are serving in an AR TPU, APMC, or the IMA program. For each year of satisfactory service in an AR TPU, APMC, or the IMA program, a maximum of \$40,000 will be applied to an education loan, up to a total of \$250,000. Individuals may be eligible, if qualified, to apply for one other AR incentive. STRAP may be offered at the same time.

Medical/Dental School Stipend Program (MDSSP)

Provides a monthly stipend of \$2,178.90 to individuals accepted into an accredited medical program. Participants are assigned the primary AOC of 00E67 and branched into the MS Corps as a Second Lieutenant. Must be a US citizen. Incurs a 1 year obligation in the AR for each 6 months (or partial 6 month period) of financial assistance. Upon completion of residency training must serve in an AR TPU, APMC or the IMA program.

Medical Service Corps (MS)

- Direct all interested applicants to the nearest Medical Recruiting Center.
- Based on the annual needs of the Army commissions may be available to applicants in the RA or AR.
- Commissions are available in the areas of audiology, biochemistry, clinical laboratory, clinical psychology, entomology, environmental science, health services administration, immunology, microbiology, nuclear medical science, parasitology, pharmacy, podiatry, research psychology, sanitary engineering, and social work.
- Specific degree requirements may be obtained from the local Health Care Recruiter.
- Must be less than 42 years of age upon initial appointment.
- ROTC cadets who are approved for educational delay to attend a qualifying psychology or optometry program are eligible to apply to serve in the MS Corps.

Active Duty Medical Service Corp Programs/Incentives

Health Professions Scholarship Program (HPSP) -- Optometry

Provides 2 and 3 year scholarships to students enrolled in or accepted to accredited optometry programs. Applicants must be a US Citizen. HPSP provides full tuition, monthly stipend of \$2,178.90 for 10 and one half months and reimbursement of certain academic fees. Provides Second Lieutenant pay for 45 days during ADT. Appointed and commissioned as a Second Lieutenant in the MS Corps while participating in the HPSP program. ADO is year for year for each year receiving the scholarship with a minimum obligation of 3 years.

Health Professions Scholarship Program (HPSP) -- Counseling/Clinical Psychology

Provides 1 and 2 year scholarships to students in APA accredited clinical or counseling psychology doctoral programs. Applicant must be a US Citizen. HPSP provides full tuition, monthly stipend of \$2,178.90 for 10 and one half months and reimbursement of certain academic fees. Provides Second Lieutenant pay for 45 days during ADT. Appointed and commissioned as a Second Lieutenant in the MS Corps while participating in the HPSP program. ADO is year-for-year for each year receiving the scholarship with a minimum obligation of 3 years.

ROTC-HPSP Cooperative Pharmacy Program

This is a combined scholarship from ROTC and HPSP to provide financial assistance throughout a student's entire pharmacy education so he/she may obtain a commission with concurrent call to active duty in the rank of captain. Participants will incur ADO from both ROTC and the HPSP that must be served consecutively, resulting in 6 year ADO. These applicants will not be boarded at USAREC; however Recruiters will assist applicants in completing all HPSP documents prior to submitting those documents to HSD for processing and tracking.

Active Duty Medical Service Corps Programs/Incentives (Cont.)

Clinical Psychology Internship Program (CPIP)

The Army sponsors a 1 year clinical psychology internship program at 5 military medical treatment facilities: Walter Reed National Military Medical Center, Bethesda, MD; Tripler Army Medical Center, Honolulu, Hawaii; San Antonio Military Medical Center, Joint Base San Antonio, Texas; Madigan Army Medical Center, Joint Base Lewis-McCord, Washington; and Dwight D. Eisenhower Army Medical Center, Fort Gordon, Georgia. Applicants must have completed all course work toward a doctorate in psychology. Officers enter the program in the rank of captain and incur a 49-month ADO (including the 1 year internship); must be a US citizen.

Clinical Psychology Post Doctoral Supervision Pilot Program

The Army sponsors a 1 year clinical psychology residency program for students at one of 5 military medical treatment facilities: Walter Reed National Military Medical Center, Bethesda, MD; Tripler Army Medical Center, Honolulu, Hawaii; San Antonio Military Medical Center, Joint Base San Antonio, Texas; Madigan Army Medical Center, Joint Base Lewis-McCord, Washington; and Dwight D. Eisenhower Army Medical Center, Fort Gordon, Georgia. Applicants who are currently completing an American Psychological Association (APA) accredited civilian clinical psychology internship are eligible to compete for this 1 year of post-doctoral supervision requirement towards licensure. Officers enter the program in the rank of captain and incur a 36-month ADO upon completion of the residency and licensure; must be a US citizen.

Audiology Externship Program (AEP)

AEP provides a 1 year clinical audiology externship to students who have completed all academic coursework for their clinical doctorate in audiology and are eligible for the 1 year program. Training is conducted at Walter Reed National Military Medical Center, Bethesda, MD. A 36-month ADO following completion of the externship is incurred.

Health Professional Loan Repayment Program (ADHPLRP)

This program will repay up to \$40,000 of qualified loans to lending institution annually for a maximum of 3 years. ADO is 1 year-for-year receiving loan repayment with a minimum period of 2 years on AD. Only AOCs Pharmacist (67E), Social Work (73A) and Clinical Psychology (73B) are authorized ADHPLRP.

Pharmacist Accession Bonus

Pharmacy Officer Accession Bonus for qualified pharmacist of \$30,000 paid in lump sum at the first permanent duty station. ADO is a minimum of 48 months. Pharmacist (67E) is only authorized ADHPLRP or the Accession Bonus, but not both at the same time.

Special Pay

All qualified clinical psychologists (73B) and licensed clinical social workers (73A) who do not currently hold a commission as a clinical psychologist or licensed clinical social worker in any service may be eligible to receive special pay. 73As may receive \$6,250 a year for a 3 year ADO and \$7,500 a year for a 4 year obligation. 73Bs may receive \$12,500 a year for a 3 year obligation and \$15,000 a year for a 4 year obligation. This incentive cannot be combined with any other incentive.

Active Duty Medical Service Corps Programs/Incentives (Cont.)

Podiatric Surgical Residency

The Army sponsors a 36-month podiatric surgery residency at Womack Army Medical Center, Fort Bragg, North Carolina. Applicants must have a doctor of podiatric medicine (DPM). Officers enter the program in the rank of captain and incur an 84-month ADO (including the 36-month residency).

The Army-Fayetteville State MSW Program

The Army-Fayetteville State MSW Program is a 14-month course consisting of 61 semester hours. This program is open to civilians or enlisted Soldiers who are requesting to become AD MS Corps Army officers so that they may pursue the MSW via the Army-Fayetteville State University MSW Program. Applicants must have a liberal arts undergraduate degree from an accredited university, preferably in the social sciences (sociology, psychology, social work, political science, criminal justice, or similar areas of focus). To enter into the MSW program students must have completed undergraduate coursework that includes 3 semester hours of humanities, 18 semester hours of social and/or behavioral sciences, and 3 semester hours of human biology. Applicants incur 62 month ADO. This is a one time a year board meeting in February of each year.

Army Reserve Medical Service Corps Programs/Incentives

Health Professionals Loan Repayment Program (HPLRP)

HPLRP provides education loan repayment up to a total of \$50,000 for qualified Optometrist (67F), Aeromedical Evacuation (67J), and Entomologist (72B) who are serving in an AR TPU, the APMC, or the IMA Program. For each year of satisfactory service in an AR TPU, the APMC, or IMA Program, a maximum of \$20,000 will be applied to an education loan. HPLRP provides education loan repayment up to a total of \$250,000 for Clinical Psychologists (73B) who are serving in an AR TPU, the APMC, or the IMA Program. For each year of satisfactory service in an AR TPU, the APMC, or IMA Program, a maximum of \$40,000 will be applied to an education loan. Individuals may be eligible, if qualified, to participate in one other AR incentive program; must be a US citizen.

Health Professionals Special Pay

Provides a \$30,000 special pay (paid \$10,000 annually) for Aeromedical Evacuation (67J). A \$60,000 special pay (paid \$20,000 annually) is offered to Optometrists (67F) and Entomologists (72B) joining the AR. Clinical Psychologists (73B) receive a \$75,000 special pay (paid \$25,000 annually). Participants must serve in an AR TPU, APMC, or IMA Program. Individuals may be eligible, if qualified, to participate in one other AR incentive program.

AMEDD Professional Management Command (APMC)

Effective 1 October 2013, select USAR MS officers are eligible for attachment to the APMC. These attachments are approved as exceptions to policy and will be granted on a case-by-case basis by the APMC Commander in accordance with APMC policy.

Army Nurse Corps (AN)

Direct all interested applicants to the nearest Medical Recruiting Company/Medical Recruiting Center. Commissions are available to qualified Registered Nurses in the RA or the AR. RA and AR applicants must have a minimum of a baccalaureate degree in nursing.

All applicants:

- Must have a Baccalaureate of Science in Nursing (BSN), or higher.
- Must be a graduate of a nursing program accredited by the Accreditation Commission for Education in Nursing (ACEN) or the Commission on Collegiate Nursing Education (CCNE), or accepted by the US Secretary of Education.
- Must be less than 42 years of age upon initial appointment. Prior commissioned time is credited one-for-one against the 42 year age cutoff.
- Must hold a current, valid, active and unrestricted license to practice nursing.
- Must be a US citizen for AD. Permanent residents are only eligible for AR.

Nurse ROTC Scholarships:

- 2-, 3-, and 4-year ROTC scholarships are available for students pursuing a baccalaureate degree at an accredited school of nursing.
- 2 year scholarships are available for 1st semester junior nursing students. 2 year scholarships are also available to college graduates pursuing certain advanced practice nursing master's degrees.
- ROTC program requirements and benefits outlined in the pocket guide also apply to nursing students.
- Direct all interested individuals to call 1-800-USA-ROTC or visit the ROTC Web site at www.armyrotc.com .

Active Duty Army Nurse Programs/Incentives

AMEDD Enlisted Commissioning Program (AECP)

Provides RA, AR and ARNG component enlisted Army Soldiers with the opportunity to complete their bachelor's of science in nursing (BSN). The Army pays up to \$9,000 per academic year for tuition and mandatory fees for a maximum of 24 months of schooling along with book reimbursement up to \$1,000 per year. Direct all interested individuals to the nearest AMEDD recruiter for application/packet preparation and processing. The Program Director can be contacted at (502) 626-0361 or send inquiries to usarmy.knox.usarec.mbx.hsd-aecp@mail.mil.

Active Duty Army Nurse Accession Bonus

Qualified nurses, in specific fields who do not currently hold a commission as a nurse in any service may be eligible to receive a \$30,000 bonus paid at first duty station, if loan repayment is not taken, for a 4 year obligation. If loan repayment is taken, they can only receive a maximum of \$10,000 accession bonus. Medical Surgical Nurse (66H), Critical Care Nurse (66H8A) and Emergency Room Nurse (66HM5) will not be eligible for incentives

Active Duty Army Nurse Programs/Incentives (Cont.)

Active Duty Health Professions Loan Repayment Program (ADHPLRP)

This program will repay up to \$40,000 of qualified loans to lending institution annually for a maximum of 3 years. ADO is 1 year-for-year receiving loan repayment with a minimum period of 2 years on AD. When special pay is taken in conjunction with ADHPLRP the obligation is 7 years.

US Army Graduate Program in Anesthesia Nursing (AMEDD Center and School)

This is a Doctorate of Nursing Program. Students are commissioned RA and receive full pay and allowances commensurate with rank during entire program. Tuition expenses are paid by the Army. AD obligation is 60 months. The applicant must meet all admission requirements for Northeastern University. Visit <http://www.northeastern.edu/bouve/nursing/add/armyprograman.html>. Your applicant must be board selected for AD and successfully admitted to Northeastern University to attend this program. Candidates must have at least 1 year of Critical Care Nursing experience and competitive Graduate Record Exam scores. If your applicant is not admitted to Northeastern University, they still have the option of accessing to AD in the boarded AOC.

Generic Course Guarantee

Eligibility:

- Any medical surgical nurse (66H) that has not already received specialized training.
- Any registered nurse with at least 2 years licensed RN work experience.
- Not applicable if first active duty tour is OCONUS.

16 Week courses available:

- Critical Care Nursing
- Operating Room Nursing
- Maternal/Child Nursing
- Psychiatric/Mental Health Nursing

Obligation:

- One year concurrent with initial ADO

Health Professions Scholarship Program (HPSP)

AD Psychiatric Nurse Practitioner (66R), Certified Registered Nurse Anesthetist (CRNA) (66F), Family Nurse Practitioner (66P) Programs will pay a stipend of \$2,178.90 and full tuition towards obtaining a Psychiatric Nurse Practitioner (66R), CRNA (66F), Family Nurse Practitioner (66P) MSN with prescriptive privileges. Obligation for HPSP is 3 years.

Army Reserve Nurse Programs/Incentives

AR Medical Surgical Nurse (66H), Critical Care Nurse (66H8A) and Emergency Room Nurse (66HM5) will not be eligible for incentives. Nurse Anesthetist (66F) is eligible for STRAP and HPLRP only.

Special Pay

Provides a special pay for Psychiatric Nurse Practitioner (66R) and Operating Room Nurses (66E) of \$60,000 (\$20,000 per year/ max 3 years dependent on AOC). Participants must serve in an AR TPU, APMC, or IMA Program. Individuals may be eligible, if qualified, to participate in one other AR incentive program.

Specialized Training Assistance Program (STRAP)

MSN STRAP is available as a Recruitment tool for Psychiatric Nurse Practitioner (66R) and Nurse Anesthetists (66F). All MSN STRAP applicants must provide proof of unconditional acceptance to an accredited graduate program. Participants receive a monthly stipend, currently over \$2,178.90. Participants incur a 1 year obligation in the AR for each 6 months or less of financial assistance and must serve in an AR TPU, APMC, or IMA Program upon completion of training. Individuals may be eligible, if qualified, to participate in one other AR incentive program; must be a US citizen.

Health Professional Loan Repayment Program (HPLRP)

Provides education loan repayment for Psychiatric Nurse Practitioner (66R), Nurse Anesthetists (66F), and Operating Room Nurses (66E) who are serving in an AR TPU, APMC, or IMA Program. For each year of satisfactory service in an AR TPU, APMC, or IMA Program, a maximum of \$20,000 will be applied to an education loan for each of the first 2 years and \$10,000 for the third year for a total of \$50,000. First payment is made on the anniversary date upon completion of a good year. Individuals may be eligible, if qualified, to participate in one other AR incentive program.

AMEDD Professional Management Command (APMC)

Effective 1 October 2013, USAR 66F officers who reside greater than 100 miles or a 3 hour commute from their unit of assignment are eligible for attachment to the APMC. Exceptions to policy for NC officers who do not meet the eligibility criteria will be granted on a case-by-case basis by the APMC Commander in accordance with APMC policy.

Veterinary Corps (VC)

Health Care Recruiters focus on recruiting veterinary students at American Veterinary Medical Association (AVMA) accredited veterinary schools and working veterinarians.

- Direct all interested applicants to the nearest Medical Recruiting Center.
- Must be a US citizen for RA or a permanent resident for AR.
- Direct commissions are available in the RA and AR for working veterinarians who are licensed to practice veterinary medicine and are graduates of an AVMA accredited veterinary school in the United States, District of Columbia, Puerto Rico, or Foreign Countries (school must have been accredited when the student graduated). Foreign graduates of non-accredited veterinary schools may apply if they have a permanent certificate from the Educational Commission for Foreign Veterinary Graduates (ECFVG) and hold a current, unrestricted state license to practice veterinary medicine.
- Veterinary students may apply for AD during their last year of veterinary school.
- HPSP applicants may apply at any point during veterinary school; there are no 4 year or 1 year scholarships projected during FY 15.
- Must be less than 42 years of age upon initial appointment.
- ROTC cadets who apply for educational delay to attend veterinary school are eligible to apply to serve in the VC.

Active Duty Veterinary Corps Programs/Incentives

Health Professions Scholarship Program (HPSP)

Provides a 2, or 3 year scholarship for students enrolled in an AVMA accredited DVM or VMD program. USAREC has no mission for 1 year and 4 year scholarships, however, recruiters should check with MC/VC program manager in advance if they have an interested applicant. Applicants must be a US citizen. HPSP provides full tuition, monthly stipend of \$2,178.90 for 10 and one half months and reimbursement of certain academic fees. Provides Second Lieutenant pay for 45 days during ADT. Appointed and commissioned as a Second Lieutenant branch unassigned while participating in the HPSP program. Soldier is commissioned as a VC Captain upon completion of training. ADO is year-for-year for each year receiving the scholarship with a minimum obligation of 3 years.

Active Duty Health Professions Loan Repayment Program (ADHPLRP)

This program will repay up to \$40,000 of qualified loans to lending institution annually for a maximum of 3 years. ADO is 1 year-for-year receiving loan repayment with a minimum period of 2 years on AD.

Special Pay

Special pay provides a \$75,000 special pay for veterinarians Field Vet Service (64A), Vet Preventive Medicine (64B), Vet Lab Animal Service (64C), Vet Pathology (64D) and Vet Clinical Medicine (64F). The special pay is paid in increments of \$25,000 and paid yearly up to a total of 3 years. Soldier must serve in an AR TPU, APMC or IMA Program while receiving the special pay. Individuals may be eligible, if qualified, to participate in 1 other AR incentive program. Applicant must possess a current, valid, active and unrestricted state license to apply.

Army Reserve Veterinary Corps Programs/Incentives**Health Professional Loan Repayment Program (HPLRP)**

HPLRP provides up to \$20,000 annually with a lifetime maximum of \$50,000 for repayment of qualified education loans for Veterinarians. For each year of satisfactory service in an AR TPU, APMC or IMA Program. Any DOD authorized student loan will be considered eligible for repayment. Applicant must possess a current, valid, active and unrestricted state license to apply.