



DEPARTMENT OF THE NAVY  
OFFICE OF THE CHIEF OF NAVAL OPERATIONS  
WASHINGTON, DC 20350-2000

Canc frp: Jan 2003  
IN REPLY REFER TO

OPNAVNOTE 1530  
N7  
16 May 02

OPNAV NOTICE 1530

From: Chief of Naval Operations  
To: All Ships and Stations (less Marine Corps field  
addressees not having Navy personnel attached)

Subj: FY03 SEAMAN TO ADMIRAL-21 (STA-21) COMMISSIONING  
PROGRAM

Ref: (a) OPNAVINST 1160.6A  
(b) OPNAVINST 1560.9  
(c) BUPERSINST 1780.1  
(d) NAVMED P-117  
(e) OPNAVINST 6110.1F  
(f) OPNAVINST 5350.4C  
(g) OPNAVINST 1420.1  
(h) MILPERSMAN 1131-010

Encl: (1) List of Naval Reserve Officers Training Corps (NROTC)  
Host and Affiliated Universities by State  
(2) List of Technical/Non-Technical Majors  
(3) List of STA-21 Option Programs  
(4) Sample STA-21 Application Cover Letter  
(5) STA-21 Application Data Form  
(6) Sample Commanding Officer's Endorsement for STA-21  
Application  
(7) Commanding Officer Recommendation Form  
(8) Nomination Review Board Chairperson Recommendation  
Form  
(9) Interview Verification Form  
(10) Interviewer's Appraisal Sheet (NAVCRUIT 1100/13)  
(11) STA-21 Application Checklist  
(12) Solicitation Flyer for STA-21 Applications

1. Purpose. To publicize current eligibility requirements and  
application procedures for the FY03 STA-21 Commissioning Program  
and solicit applications.

2. Scope. This program is open to enlisted personnel of all  
pay grades and ratings who meet eligibility requirements in  
paragraph 4 below. Since STA-21 replaces several previously  
available commissioning paths, including the Enlisted

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available commissioning paths, including the Enlisted Commissioning Program (ECP), Seaman to Admiral (STA), Broadened Opportunity for Officer Selection and Training (BOOST), and enlisted applications to the NROTC Scholarship Program, this notice should be reviewed in its entirety.

### 3. Background

a. STA-21 is a commissioning program that provides an excellent opportunity for highly motivated active duty enlisted personnel in the Navy or Naval Reserve, including Training and Administration of the Reserves (TAR), Selected Reserve (SELRES), and Navy Reservists on active duty, except for those on active duty for training (ACDUTRA) to include annual training (AT) and initial active duty for training (I-ACDUTRA), to complete requirements for a baccalaureate degree and earn a commission in the Unrestricted Line (URL), Nurse Corps (NC), Supply Corps (SC), Civil Engineer Corps (CEC), or Special Duty Officer (Intelligence). Although the applicant's history of fleet performance will receive consideration during the selection process, emphasis will also be placed on the identification of those applicants who possess both the academic and leadership potential necessary to become outstanding naval officers. STA-21 has three components:

(1) BOOST: A 3- or 6-month college preparation program located at Naval Education and Training Center (NETC), Newport, RI. A limited number of selected STA-21 participants will be chosen by Chief of Naval Education and Training (CNET) to attend BOOST to improve academic skills before attending the Naval Science Institute (NSI).

(2) NSI: An 8-week course of intensive officer preparation and indoctrination at NETC attended by all selectees en route to their university assignment.

(3) Full-time, year-round study for up to 36 months at an NROTC-affiliated university. All selectees will be ordered to an NROTC unit on a permanent change of station (PCS) basis, but may choose to enroll in either the NROTC host institution or one of its affiliated cross-town universities as listed in enclosure (1). STA-21 officer candidates will participate in drills with their NROTC unit, attend the two Naval Science leadership courses, and are strongly recommended to hold leadership positions within the unit. STA-21 officer candidates do not participate in the NROTC midshipman cruises. They remain on campus to attend classes during summer academic sessions.

b. STA-21 students receive full pay and allowances for their enlisted pay grades and are eligible for advancement while participating in the program. To ensure study materials are available, all requirements for the next advancement exam should be completed prior to detaching from the present command. Entitlement to the Selective Reenlistment Bonus (SRB) is as specified in reference (a).

(1) All special duty assignment pays (SDAP) cease upon transfer to NSI. If designated for attendance at BOOST school prior to reporting to NSI, SDAP will cease upon transfer to BOOST.

(2) Some special pays may continue for those individuals selected for and participating in the STA-21 Special Warfare or Special Operations Option programs, if specific program qualifications are maintained as directed by the officer community managers (N131H and N131X respectively). Maintenance of certain naval special warfare and special operations skills enhances safety and is more cost effective than periodic retraining that is required when such skills lapse.

c. STA-21 students receive an education voucher of up to \$10,000 per year, paid to the university by CNET to supplement costs of tuition, books, and fees (i.e., if tuition, fees, and book costs total \$7,000, only \$7,000 will be paid out by the STA-21 program; if tuition, fees and book costs total \$13,000, the selectee must pay \$3,000). STA-21 students are not eligible for tuition assistance under the Navy's Tuition Assistance Program as specified in reference (b), nor are they eligible to use their Montgomery GI Bill (MGIB) educational benefits as specified in reference (c). Questions regarding use of MGIB benefits should be directed to the Navy Personnel Command's Navy Education Program Office at 1-800-962-1425.

d. Education. Enclosure (2) provides an example of technical and non-technical degrees. Specific degree requirements for option programs are listed in enclosure (3). Unless otherwise specified in enclosure (3), selectees are strongly encouraged to pursue technical degree programs and are required to complete degree requirements in not more than 36 calendar months, attending school on a full-time, year-round basis. All STA-21 participants, except for NC Option selectees, must complete two semester courses each of engineering-level calculus and calculus-based physics equivalent to six semester hours of each subject prior to graduation.

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e. Following completion of NSI, all participants will enroll in college studies beginning June 2003 or later depending upon assigned reporting date and program option. Based upon college-level credits already earned by STA-21 participants, advanced academic standing may be granted at the discretion of the individual university. Students so advanced will be expected to complete degree requirements in a proportionately reduced period of time.

f. Under the STA-21 Core Option, community selection occurs during the final year of academic study. Following graduation, participants enter the Unrestricted Line (URL), which includes communities of Aviation Warfare (Pilot or Naval Flight Officer (NFO)), Submarine Warfare, Surface Warfare, Special Operations, and Special Warfare. In addition to the Core Option, there are options available for entry into specific target communities upon selection to STA-21. Options include Nuclear (surface and submarine), Surface Warfare Officer (SWO), Pilot, NFO, Special Warfare, Special Operations, CEC, NC, Special Duty Officer (Intelligence), and SC. Sailors may submit applications for the STA-21 Core Option, one of the target group options, or the Core Option plus one target group option. Applicants may not apply for more than the STA-21 Core Option plus one target group option. Those desiring selection to a target group option are advised to also apply to the Core Option, if eligible, as an alternative that offers selection to other officer communities or even to the community of choice at a later time. Enclosure (3) provides detailed information regarding STA-21 option programs.

g. STA-21 is available at the NROTC-affiliated universities listed in enclosure (1). Applicants selected for the Nuclear or NC Options will attend only those universities offering the Nuclear and/or NC Options as shown in enclosure (1). See paragraph 6d of this notice for university assignment, application, and admissions information. CEC Option participants must complete an Accreditation Board for Engineering and Technology (ABET) engineering degree or National Architectural Accrediting Board (NAAB) architecture degree.

#### 4. Eligibility Requirements

a. Be a citizen of the United States. No waivers.

b. Be recommended by the Commanding Officer as having good moral character, officer potential, and unquestionable loyalty to the United States.

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c. Be serving on active duty in the U.S. Navy or Naval Reserve including TAR, or SELRES, and Navy Reservists on active duty except for those on ACDUTRA to include AT and I-ACDUTRA. Individual option programs may have additional requirements and specific restrictions. Refer to enclosure (3) for community-specific information.

d. Be a high school graduate. High school diploma or equivalency certificates based upon military education experience and General Equivalency Diploma (GED) test results are acceptable to meet the educational requirements if issued by the Department of Education of a state, commonwealth, or territory of the United States of America or the District of Columbia.

e. Be able to complete requirements for a baccalaureate degree in 36 months. Applicants are encouraged to accrue as many fully transferable semester hours of earned credit as possible before beginning STA-21. Credits obtained through regionally accredited colleges or universities or the Navy College Program for Afloat College Education (NCPACE) program are considered fully transferable. Many universities do not accept all transferable credits because of their individual policies governing transfer of credits. Non-traditional credits (military service and service school credits, College Level Examination Program (CLEP) courses, vocational/technical school credits, correspondence courses other than NCPACE, etc.) should be used to obtain advanced academic standing to the maximum extent permitted by the university in which enrolled. Normally, credits obtained from foreign institutions are accepted; however, again, not all are considered fully transferable. Navy College Office counselors should be contacted for educational counseling to include determination of which credits will transfer to specific universities.

f. Be able to complete degree requirements and be commissioned prior to 31st birthday. Waivers of this requirement may be considered understanding that specific age requirements for certain STA-21 option programs differ. These are addressed in enclosure (3).

g. Maintain a cumulative grade point average (GPA) of 2.5 or better on a 4.0 scale while enrolled in STA-21. Certain STA-21 option programs may have different requirements and are addressed in enclosure (3).

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h. Have a certified copy of Scholastic Assessment Test (SAT) or ACT Assessment (ACT) test scores from a test taken on or after 1 July 1999. A minimum score of 1000 SAT (with minimum scores of 500 math and 500 verbal) or 41 ACT combined math/English (with minimum scores of 21 math and 20 English) is required. No waivers will be considered. Certain STA-21 option programs have more stringent requirements, and are addressed in enclosure (3).

i. Meet physical commissioning standards for appointment in the URL, CEC, SC, Special Duty Officer (Intelligence), or NC as prescribed in reference (d) and the physical fitness standards as prescribed in reference (e). Pregnancy status will not adversely affect selection to or participation in STA-21. Applicants must keep CNET (OTE9/STA-21) advised of any significant changes to physical status, e.g., broken bones, pregnancy, surgery, etc., which occur after the physical examination is completed.

j. Have no record of court-martial convictions or civilian felony convictions. Have no record of driving while intoxicated (DWI) or driving under the influence (DUI) within the 3 years preceding 1 July 2002. Have no record of disciplinary action under Article 15, Uniform Code of Military Justice (UCMJ), or conviction by civil court for misdemeanors (except minor offenses that impose a fine of \$300 or less, exclusive of court charges) during the 3 years preceding 1 July 2002. Substantiated alcohol or drug-related incidents while in an enlisted status are considered an aspect of an individual's performance and judgment and will be considered when assessing future leadership potential. Applicants who are alcohol dependent must have successfully completed the appropriate regimen of treatment and education per reference (f) and have remained alcohol free for the period of 3 years preceding 1 July 2002.

k. Maintain eligibility requirements of this paragraph during the application period and during participation in the program.

l. Have passed a Physical Fitness Assessment (PFA) Test taken after 1 July 2001. Command should administer special PFA if needed to meet this requirement. A failing PFA is disqualifying for this program.

m. Have submitted all documentation listed in paragraph 5 (Application Procedures). Omission of documentation may be disqualifying for this program.

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n. Students presently enrolled in other officer accession programs are not eligible.

o. Individuals who have already obtained their baccalaureate degree are not eligible for STA-21 and should apply directly for Officer Candidate School (OCS). OCS application procedures can be found in reference (g).

## 5. Application Procedures

a. The STA-21 application has two parts. The first part is completed on-line at [www.sta-21.navy.mil](http://www.sta-21.navy.mil). The second is mailed to CNET (OTE9/STA-21) and is illustrated in enclosure (4). Application information and blank forms, including the Commanding Officer's Recommendation Form, Nomination Review Board Chairperson Recommendation Form, Interview Verification Form, and Interviewer's Appraisal Sheets, are available for download on the web at [www.sta-21.navy.mil](http://www.sta-21.navy.mil). If web access is not available, enclosures (4) through (10) provide printed copies of application materials. Application must be submitted via the applicant's Commanding Officer and be postmarked no later than 1 July 2002 to ensure complete screening and processing prior to convening of the selection board. Applications postmarked after 1 July 2002 will not be considered unless the Commanding Officer's endorsement provides a compelling reason therefore. Deployment, in and of itself, is not justification for late submission of an application.

b. Applications contain information crucial to the selection process. Each document required in the application presents information that is carefully weighed by the selection board to arrive at a final board score. Incomplete or missing documents will reduce an applicant's competitiveness and in some cases may be disqualifying. Carefully read each of the following subparagraphs and enclosure (4) to ensure correct and complete documents are submitted. Applications must include the following in the order indicated:

(1) STA-21 Application Cover Letter for consideration (enclosure (4)).

(2) STA-21 Application Data Form (enclosure (5)) or submitted through website: [www.sta-21.navy.mil](http://www.sta-21.navy.mil).

(3) A personally composed and signed one-page typed statement presenting reasons for desiring STA-21 participation and the applicant's professional/vocational intentions in a

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specific designator of the URL of the U.S. Navy. Comprehension of and motivation for a selected designator(s) of the URL are of significance to the selection board. (Exceptions: STA-21 CEC Option, STA-21 Supply Corps Option, STA-21 Special Duty Officer (Intelligence), and STA-21 Nurse Corps Option applicants should address specific desires for their selected target group option.) Include name, rate/rank, and SSN on the statement. Ensure the statement is signed and dated.

(4) Certified copies of the last five "observed" enlisted evaluations, if available. "Not-Observed" evaluations should be included for continuity purposes. Special evaluations are not required.

(5) Certified copies of SAT or ACT assessment scores from a test taken after 01 July 1999. As it usually takes at least 4 to 6 weeks to obtain test results, early registration and testing are essential. It is the applicant's responsibility to ensure that a certified copy of test results is included in the application package or is released directly from the testing agency by marking Release Code 0493 on the test registration form. For any previous testing, scores may be released from the testing agency by using an additional score release request form and indicating Release Code 0493. The applicant is responsible for ensuring CNET (OTE9/STA-21) receives the scores.

(6) Pilot and NFO Options only: Certified copy of Aviation Selection Test Battery (ASTB) scores.

(7) Certified copies of academic transcripts from each secondary (high) school, technical school, and college attended. A transcript combining credits from several schools is not sufficient. Transcripts must be legible and not altered in any way. Failure to disclose all academic records will result in disqualification. Final grade reports for courses in which the applicant is enrolled at the time of application will be accepted by mail or electronic facsimile (FAX) transmission until 30 July 2002, if the application package was postmarked by 1 July 2002. The CNET FAX number for STA-21 is commercial (850) 452-2486/DSN 922-2486. *Note: If service record includes copies of these documents, the applicant's Admin office may certify them to be true copies. Applicant should include his/her transcripts with the application and forward directly to CNET (OTE9/STA-21). No requirement exists for submission of official transcripts directly from the educational institution to CNET.*

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(8) Certified copy of GED test results issued by the Department of Education of a State, Commonwealth, or territory of the United States of America or the District of Columbia (if applicable).

(9) Certified copy of Sailor/Marine American Council on Education Registry Transcript (SMART). Note: Applicants are encouraged to have their Admin office certify as true copies the SMART transcripts obtained from service record or downloaded from the internet.

(10) Nuclear Option only. Applicant's current photograph (color or black and white) taken on or after 1 July 2001. Use Officer Submission Sheet, NAVPERS 1070/10, S/N 0106-LF-015-6500. Photograph will be approximately 4" wide x 5" high, full-length three-quarter view, uncovered with left shoulder forward, against a contrasting background. Uniform will be dungarees or utility (short or long sleeves) for E-6 and below and khaki for E-7 and above. The applicant's name and the date the photograph was taken must appear in the photograph.

(11) Additional documents such as award citations, qualifications, and letters of recommendation or appreciation.

(12) Certified copy of PFA results from a test taken after 1 July 2001.

c. The Commanding Officer's recommendation, composed of enclosures (6) and (7), is the single, most important element of the application package. Due to the high value accorded the endorsement, the following subparagraphs should be read in their entirety by the Commanding Officer. Upon receipt of an application, the Commanding Officer will:

(1) Appoint a board of three URL Navy officers (Lieutenant (0-3) or above) to interview and evaluate each applicant. All board members must read this OPNAVNOTE prior to conducting the interview. Each board member must complete enclosure (10), Interviewer's Appraisal Sheet (NAVCRUIT 1100/13), including the interviewer's opinion concerning the applicant's motivation and potential for a career as a naval officer, aptitude for advanced academic study, and personal maturity. As applicants for STA-21 will likely be top performers, the interviewers' opinions will have significant influence on the selection board. Although not stated on the form, board members shall annotate their rank, designator, and job title on their respective appraisal sheets. (Exception:

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CEC, NC, Special Duty Officer (Intelligence), and SC applicants should have at least one officer from their prospective community on the board. It is acceptable for all three board members to represent the applicant's prospective officer community, but this is not required. Limited Duty Officers (LDOs) in the appropriate restricted line community may also serve as board members for applicants to the target group option community.)

(2) Personally interview each applicant.

(3) Although no physical exam is to accompany the STA-21 application, Commanding Officers should determine from the individual's medical record and interview whether the applicant appears to be physically qualified, as a preliminary screening. Most common disqualifying conditions for URL include: defective color vision, eyesight uncorrectable to 20/20, excessive refractive error, or applicant is out of height/weight/body fat standards. Any color vision deficiency is disqualifying for a commission in the URL, but is not disqualifying for selection to the CEC, SC, Special Duty Officer (Intelligence), or NC Options. Upon selection to the STA-21 Program, Bureau of Medicine and Surgery (BUMED) physical examination instructions will be sent to the selectees and alternates.

(4) Provide an endorsement (enclosure (6)) to the applicant's letter that is preferably no more than one page in length. Complete the recommendation form (enclosure (7)) and the Interview Verification Form (enclosure (9)). In the endorsement, the Commanding Officer should:

(a) Make a recommendation. The Commanding Officer must recommend only those members who possess leadership potential, motivation for sustained outstanding performance as an officer, and the academic ability to complete a demanding college curriculum. Specifically cite accomplishments, contributions, and demonstrated leadership in bullet phrases. In the event multiple applications for the same option program or Core Program are submitted from a single command, they must be rank ordered (e.g., #1 of 3) by the Commanding Officer. In the event of multiple applications for different options or Core Program, rank separately within the option (e.g., #3 of 12 SWO candidates). If the applicant is not recommended, state so and the reason therefore.

(b) Provide, as enclosures, the board's completed, typed, and signed Interviewer's Appraisal Sheets. An appraisal

sheet is not complete unless it has rank, designator, and job title of the appraiser. NOTE: Designator is NOT a job title.

(c) Provide in the endorsement a compelling reason if the application will not be postmarked by the 1 July 2002 deadline. Without a compelling reason, applications postmarked after 1 July 2002 will not be considered.

(d) Once the command receives the application from the applicant and provides an endorsement letter that includes the required enclosures, the application package should be forwarded to the Nomination Review Board. It should not be returned to the applicant.

(5) Establish a Nomination Review Board to review the applicant's entire package including Commanding Officer's endorsement and Interviewer's Appraisals Sheets from the first board. This second board should consist of three URL Navy officers (Lieutenant (0-3) and above) not from the applicant's command, including one chairperson currently serving as a Commanding Officer and not subordinate to the applicant's Commanding Officer. This second board must read this OPNAVNOTE prior to conducting the interview and evaluation. Each board member must complete enclosure (10), Interviewer's Appraisal Sheet (NAVCRUIT 1100/13), including the interviewer's opinion concerning the applicant's motivation and potential for a career as a naval officer, aptitude for advanced academic study, and personal maturity. As applicants for STA-21 will likely be top performers, the interviewers' opinions will have significant influence on the selection board. Although not stated on the form, board members shall annotate their rank, designator, and job title on their respective appraisal sheets. (Exception: CEC, NC, Special Duty Officer (Intelligence), and SC applicants should have at least one officer from their prospective community on the board. It is acceptable for all three board members to represent the applicant's prospective officer community, but this is not required. LDOs in the appropriate restricted line community may also serve as board members for applicants to the target group option community.) After completion of this board, the Chairperson shall complete the recommendation form (enclosure (8)), sign the Interview Verification Form (enclosure (9)), and forward the package back to the applicant's Commanding Officer for mailing to CNET.

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(6) Upon receipt of the completed package from the Nomination Review Board Chairperson, commands shall forward all STA-21 applications to:

CHIEF OF NAVAL EDUCATION AND TRAINING  
CNET (OTE9/STA-21)  
250 DALLAS ST  
PENSACOLA FL 32508-5220

**Applications should not be returned to the applicant for mailing.**

(7) Commanding officers who are unable to comply with paragraphs 5c(1) and 5c(5) shall provide in their endorsement an explanation of why the directed process could not be followed (i.e., isolated unit or deployment where other board members are not available or circumstances in which second board members were drawn from within the applicant's command). Applicants whose commands cannot comply with the Nomination Review Board requirement will not be penalized in the selection process.

6. General Information

a. Applicants are responsible for submitting complete applications and must adhere strictly to the application procedures. Enclosure (11) is provided to assist in the submission of a complete application. The most common errors found are:

(1) Applications are mailed after the application deadline without a compelling explanation for the late submission from the Commanding Officer in his/her recommendation.

(2) Sections of application form, enclosure (4), left blank or unsigned.

(3) Applicant took SAT or ACT test too late for the scores to arrive at CNET in time for the selection board or submitted scores from tests taken prior to 1 July 1999. This is a disqualifier.

(4) Interview Sheets do not indicate designator and/or job title of the interviewer. (Type or print job title in margin or above name. It is not printed on form.) LDO or Chief Warrant Officer (CWO) erroneously used as interviewers for the URL Program or without explanation.

(5) Personally composed statement does not include professional, vocational, or designator intentions of member (his/her goals as an URL officer), or states a Staff Corps or Restricted Line category other than CEC, SC, Special Duty Officer (Intelligence), or NC.

b. A selection board will be convened annually by CNET to pick the primary group of program participants and a group of alternates as potential replacements should primary participants become ineligible for the program or fail to gain entrance to the university portion of the program. Additionally, selectees' applications will be reviewed to determine those designated to attend BOOST before entering college. The selection board will be held in September 2002.

c. Each applicant must keep CNET (OTE9/STA-21) advised by mail, e-mail, web page response, 1-800-NAVROTC (1-800-628-7682), or FAX (commercial (850) 452-2486/DSN 922-2486) of any change in address or telephone number from those provided in the application package, and of any change in physical status at any time.

d. A college placement board will be convened following the selection board to allocate selectees to specific NROTC units. Selectees will be required to submit to CNET a college acceptance letter, degree plan, and precommissioning physical. Once CNET (OTE9) receives the selectees' college acceptance letter and degree plan, and selectees are determined to be physically qualified by BUMED, they will be eligible for college placement. Assignment to a university will be based primarily upon the participant's desires, academic performance, and NROTC unit capacity. Assignment to other than the first choice university may be made if considered in the best interest of the Navy or the selectee. Selectees and alternates are responsible for submitting applications and gaining admission to their desired university. Applicants must meet application deadlines at their choices of universities. Acceptance by an NROTC university does not guarantee assignment to that university. Special Warfare and Special Operations Option applicants should consider colleges or universities located in regions where special qualifications can be maintained.

e. Application materials will be retained as part of the STA-21 selectees' academic file. Non-selectees' applications will not be returned to the applicants. Applicants should ensure they retain a complete copy of their package and that original documents are not submitted if not required by this notice.

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f. Commissioning age restrictions apply for certain officer communities as specified in reference (h) and enclosure (3). These restrictions are subject to change. They are applicable to specific STA-21 option programs and when applying for a designator (also known as community selection) just prior to commissioning.

g. All STA-21 participants must successfully complete the NSI prior to university entrance. Successful completion of BOOST, if assigned, is required to continue in the STA-21 Program.

h. If disenrolled from STA-21 at any time, students will be issued PCS orders to new assignments to complete 5 years of enlisted service from the date of program disenrollment or the remainder of their current enlistment, whichever is longer.

7. Transfer Policy. Candidates for STA-21 who receive PCS orders on or after the STA-21 application deadline should not be transferred until officially notified of selection or nonselection to STA-21. If a transfer directive is received, the Commanding Officer shall notify the orders originating authority that the individual has applied for STA-21 and that orders (cite TC number) are being held in abeyance until notification of selection or non-selection is received. If the applicant is selected, the Commanding Officer shall notify the orders-originating authority that the individual has been selected and that the orders are considered canceled. If the applicant is not selected for STA-21, the command should transfer the individual and notify the orders-originating authority that the orders have been executed, referencing the previous correspondence that held the orders in abeyance. Nuclear Field applicants selected for STA-21 while serving as students at Naval Nuclear Power Training Command (NAVNUWRTRACOM) or Naval Nuclear Power Training Unit (NAVNUWRTRAU) will be transferred per local instructions for enlisted personnel selected for a commissioning program.

#### 8. Service Obligation

a. Upon receipt of PCS orders to STA-21, each selectee will be required to acquire a 6-year active service obligation by extending or reenlisting. Selectees are authorized by reference (g) to reenlist more than 1 year early if they are unable to satisfy the 6-year obligated service requirement with an extension of 48 months or less. Upon execution of an extension,

the following entry shall be made on Page 1A of the service record:

"Reason for Extension: Education (STA-21). I understand that, upon admission to a university under this program, this extension becomes binding and may not thereafter be canceled except as provided in the MILPERSMAN."

b. STA-21 disenrollees will be issued PCS orders and are required to complete 5 years of enlisted service from the date of program disenrollment or the remainder of their current enlistment, whichever is longer.

c. Upon commissioning, 5 years of active commissioned service are required of all STA-21 officer candidates except Pilot and NFO Option participants (see enclosure (3) for information regarding obligated service requirements).

d. Those who complete degree requirements, but fail to be commissioned, will be obligated for 5 years of enlisted service from the date of program disenrollment.

e. Additional obligated service may be incurred as a result of special training received following commissioning.

9. Action. Commanding officers shall ensure wide dissemination of information regarding STA-21, and should identify and encourage all qualified personnel to apply. Enclosure (12) provides a one-page announcement that may be duplicated and posted to advertise the STA-21 Program.

10. Forms

a. The following forms are available at <http://web1.whs.osd.mil/icdhome/DDEFORMs.htm>:

DD Form 2808, Report of Medical Examination  
DD Form 2807-1, Report of Medical History

b. The following forms are available from the STA-21 web site ([www.sta-21.navy.mil](http://www.sta-21.navy.mil)):

STA-21 Application Data Form  
Commanding Officer's Recommendation Form  
Nomination Review Board Chairperson Recommendation Form  
Interview Verification Form

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Interviewer's Appraisal Sheet, NAVCRUIT 1100/13 (Rev.  
3-81)

STA-21 Application Checklist

11. Cancellation Contingency. This notice may be retained  
until incorporated in a forthcoming revision of reference (h).



D. V. MCGINN  
Vice Admiral, U.S. Navy  
Deputy Chief of Naval Operations  
for Warfare Requirements and  
Programs

Distribution:  
SNDL Parts 1 and 2

LIST OF NROTC HOST AND AFFILIATED UNIVERSITIES BY STATE

NOTE: Affiliated (cross-town) universities appear italicized immediately below the host NROTC university.

\* - Indicates NC Option available in addition to the general STA-21 Program unless notation "NC Program only" appears.

◆ - Indicates Nuclear Option available in addition to the STA-21 Core Program.

<u>STATE</u>	<u>UNIVERSITY</u>
ALABAMA	AUBURN UNIVERSITY (*◆)
ARIZONA	UNIVERSITY OF ARIZONA (*◆) <i>PIMA COMMUNITY COLLEGE</i> (*)
CALIFORNIA	UNIVERSITY OF CALIFORNIA AT BERKELEY STANFORD UNIVERSITY CALIFORNIA MARITIME ACADEMY UNIVERSITY OF CALIFORNIA, DAVIS UNIVERSITY OF CALIFORNIA AT LOS ANGELES UNIVERSITY OF SOUTHERN CALIFORNIA UNIVERSITY OF SAN DIEGO <i>UNIVERSITY OF CALIFORNIA AT SAN DIEGO</i> SAN DIEGO STATE UNIVERSITY (*) <i>POINT LOMA NAZARENE UNIVERSITY</i> (*)
COLORADO	UNIVERSITY OF COLORADO <i>UNIVERSITY OF COLORADO, DENVER</i> <i>UNIVERSITY OF COLORADO, HEALTH SCIENCES CENTER</i> (*) (NC Program only) <i>REGIS UNIVERSITY SCHOOL OF NURSING</i> (*) (NC Program only)
DISTRICT OF COLUMBIA	GEORGE WASHINGTON UNIVERSITY <i>HOWARD UNIVERSITY</i> (*) <i>GEORGETOWN UNIVERSITY</i> (*) <i>THE CATHOLIC UNIVERSITY OF AMERICA</i> (*) (NC Program only) <i>UNIVERSITY OF MARYLAND, COLLEGE PARK</i>
FLORIDA	FLORIDA A&M UNIVERSITY (*) <i>FLORIDA STATE UNIVERSITY</i> (*) <i>TALLAHASSEE COMMUNITY COLLEGE</i> (*) JACKSONVILLE UNIVERSITY (*) <i>UNIVERSITY OF NORTH FLORIDA</i> (*) <i>FLORIDA COMMUNITY COLLEGE AT JACKSONVILLE</i> (*) UNIVERSITY OF FLORIDA (*)

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GEORGIA                   GEORGIA INSTITUTE OF TECHNOLOGY  
                          SOUTHERN POLYTECHNIC INSTITUTE OF TECHNOLOY  
                          GEORGIA STATE UNIVERSITY (\*)  
SAVANNAH STATE UNIVERSITY  
                          ARMSTRONG ATLANTIC STATE UNIVERSITY (\*)  
MOREHOUSE COLLEGE  
                          MORRIS BROWN COLLEGE (\*)  
                          SPELMAN COLLEGE  
                          CLARK ATLANTA UNIVERSITY

IDAHO                    UNIVERSITY OF IDAHO (◆)  
                          WASHINGTON STATE UNIVERSITY (\*)  
                          WSU INTERCOLLEGIATE CENTER FOR NURSING  
                          EDUCATION (\*) (NC Program only)  
                          LEWIS AND CLARK COLLEGE (\*) (NC Program only)

ILLINOIS                ILLINOIS INSTITUTE OF TECHNOLOGY  
                          UNIVERSITY OF ILLINOIS AT CHICAGO (\*)  
NORTHWESTERN UNIVERSITY  
                          LOYOLA UNIVERSITY (\*)  
UNIVERSITY OF ILLINOIS (\*◆)  
                          PARKLAND COLLEGE

INDIANA                PURDUE UNIVERSITY (\*)  
UNIVERSITY OF NOTRE DAME  
                          ST. MARYS COLLEGE (\*)  
                          INDIANA UNIVERSITY AT SOUTH BEND (\*)  
                          (NC Program only)

IOWA                    IOWA STATE UNIVERSITY

KANSAS                 UNIVERSITY OF KANSAS (◆)  
                          BAKER UNIVERSITY (\*) (NC Program only)  
                          WASHBURN UNIVERSITY (\*) (NC Program only)

LOUISIANA             SOUTHERN UNIVERSITY AND A&M COLLEGE (\*)  
                          BATON ROUGE COMMUNITY COLLEGE  
                          LOUISIANA STATE UNIVERSITY  
                          SOUTHEASTERN LOUISIANA UNIVERSITY (\*)  
TULANE UNIVERSITY  
                          DILLARD UNIVERSITY (\*)  
                          UNIVERSITY OF NEW ORLEANS  
                          LOYOLA UNIVERSITY (\*)  
                          XAVIER UNIVERSITY

MAINE MAINE MARITIME ACADEMY  
UNIVERSITY OF MAINE, ORONO (\*)  
HUSSON COLLEGE (\*) (NC Program only)

MASSACHUSETTS BOSTON UNIVERSITY  
NORTHEASTERN UNIVERSITY (\*) (NC Program only)  
BOSTON COLLEGE (\*)  
COLLEGE OF THE HOLY CROSS  
WORCESTER POLYTECHNIC INSTITUTE  
WORCESTER STATE COLLEGE (\*)  
MASSACHUSETTS INSTITUTE OF TECHNOLOGY  
HARVARD UNIVERSITY  
TUFTS UNIVERSITY

MICHIGAN UNIVERSITY OF MICHIGAN (\*)  
EASTERN MICHIGAN UNIVERSITY (\*)

MINNESOTA UNIVERSITY OF MINNESOTA (\*)  
MACALESTER COLLEGE  
UNIVERSITY OF SAINT THOMAS

MISSISSIPPI UNIVERSITY OF MISSISSIPPI

MISSOURI UNIVERSITY OF MISSOURI (\*)  
COLUMBIA COLLEGE

NEBRASKA UNIVERSITY OF NEBRASKA (\*)

NEW MEXICO UNIVERSITY OF NEW MEXICO (\*♦)

NEW YORK CORNELL UNIVERSITY  
STATE UNIVERSITY OF NEW YORK MARITIME COLLEGE  
FORDHAM UNIVERSITY  
MOLLOY COLLEGE (\*) (NC Program only)  
RENSSELAER POLYTECHNIC INSTITUTE  
UNION COLLEGE  
RUSSELL SAGE COLLEGE (\*) (NC Program only)  
UNIVERSITY OF ROCHESTER  
ROCHESTER INSTITUTE OF TECHNOLOGY  
STATE UNIVERSITY OF NEW YORK - BROCKPORT (\*)

NORTH CAROLINA DUKE UNIVERSITY  
NORTH CAROLINA STATE UNIVERSITY (♦)  
UNIVERSITY OF NORTH CAROLINA (\*)

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OHIO MIAMI UNIVERSITY (\*)  
OHIO STATE UNIVERSITY (\*)

OKLAHOMA UNIVERSITY OF OKLAHOMA

OREGON OREGON STATE UNIVERSITY (◆)

PENNSYLVANIA CARNEGIE MELLON UNIVERSITY  
DUQUESNE UNIVERSITY (\*)  
UNIVERSITY OF PITTSBURGH (\*)  
PENNSYLVANIA STATE UNIVERSITY (\*◆)  
UNIVERSITY OF PENNSYLVANIA (\*)  
DREXEL UNIVERSITY  
TEMPLE UNIVERSITY (\*)  
VILLANOVA UNIVERSITY (\*)

SOUTH CAROLINA THE CITADEL  
THE MEDICAL UNIVERSITY OF SOUTH CAROLINA (\*)  
(NC Program only)  
UNIVERSITY OF SOUTH CAROLINA (\*◆)

TENNESSEE UNIVERSITY OF MEMPHIS (\*)  
CHRISTIAN BROTHERS UNIVERSITY  
VANDERBILT UNIVERSITY  
BELMONT UNIVERSITY (\*) (NC Program only)  
TENNESSEE STATE UNIVERSITY (\*)

TEXAS PRAIRIE VIEW A&M UNIVERSITY (\*)  
RICE UNIVERSITY  
UNIVERSITY OF HOUSTON  
HOUSTON BAPTIST UNIVERSITY (\*) (NC Program only)  
TEXAS A&M UNIVERSITY  
TEXAS A&M UNIVERSITY AT GALVESTON  
UNIVERSITY OF TEXAS (\*◆)  
HOUSTON-TILLOTSON COLLEGE

UTAH UNIVERSITY OF UTAH (\*◆)  
WESTMINSTER COLLEGE (\*)  
WEBER STATE

VERMONT NORWICH UNIVERSITY (\*)

VIRGINIA           HAMPTON UNIVERSITY (\*)  
                  NORFOLK STATE UNIVERSITY (\*)  
                  OLD DOMINION UNIVERSITY (\*)  
                  UNIVERSITY OF VIRGINIA (\*)  
                  VIRGINIA MILITARY INSTITUTE  
                  *MARY BALDWIN COLLEGE*  
                  VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIV.  
                  *RADFORD UNIVERSITY (\*) (NC Program only)*

WASHINGTON       UNIVERSITY OF WASHINGTON (\*♦)  
                  *SEATTLE UNIVERSITY (\*) (NC Program only)*

WISCONSIN         MARQUETTE UNIVERSITY (\*)  
                  *MILWAUKEE SCHOOL OF ENGINEERING*  
                  UNIVERSITY OF WISCONSIN (\*♦)

LIST OF TECHNICAL/NON-TECHNICAL MAJORS

**TECHNICAL MAJORS**

SUBJECT

Aeronautical Engineering  
Aeronautics  
Aerospace Engineering  
Agricultural Engineering  
Architecture; Architectural Engineering; Landscape Engineering;  
Architecture; Computer Science Engineering; Engineering and  
Architecture Topics  
Civil Engineering, General  
Communications; Radio Engineering; Command Communications;  
Applied Communications; Communications Engineering  
Electrical Engineering, General  
Electrical Power Engineering  
Engineering, Industrial/Management/Commercial Chemical  
Engineering  
Materials Engineering  
Mechanical Engineering, General  
Metallurgical Engineering  
Mining Engineering  
Naval Architecture; Marine Engineering  
Nuclear Engineering  
Ocean Engineering  
Ordnance Engineering, General; General and Industrial; Weapons  
Systems, General; Ordnance System Engineering, General  
Petrochemical Engineering  
Petroleum Engineering  
Safety Engineering; Fire Protection Engineering  
Systems Engineering  
Textile Engineering; Textile Technology

**MATH-SCIENCE TECHNICAL MAJORS**

SUBJECT

Biochemistry  
Ceramics Engineering  
Chemistry (other than Biochemistry)  
Mathematics; Computer Science (Math oriented)  
Metallurgy  
Meteorology; Climatology; Aerology  
Operations Research/Systems Analysis; Operations Analysis  
Physics; Astronomy  
Statistics

**NON-TECHNICAL MAJORS**

**SUBJECT**

Accounting  
Anthropology  
Archeology  
Banking; Finance  
Biological Sciences, General; Marine Biology  
Biology  
Business Administration; Advertising; Commerce; Foreign Trade;  
Marketing; Management; Computer-Related Business Administra-  
tion; Computer Science  
Business Economics; Commercial Education  
Classical Languages; English Literature  
Education  
Economics  
English Language; English Literature  
Geography  
Geology; Paleontology; Petrology; Geological Engineering  
History; American Studies  
Industrial Arts  
Industrial Design  
International Relations; International Law; Foreign Affairs;  
Foreign Area Studies  
Journalism  
Law  
Liberal Arts  
Merchandising; Retailing  
Modern Languages and Literature  
Nautical Science; Naval Science; Maritime Academy Curricula  
Personnel Administration  
Philosophy  
Political Science  
Physical Education  
Psychology  
Public Administration; Police Administration; Municipal  
Government  
Sciences, General/Natural/Composite/Basic; Environmental Science  
Social Sciences (Sociology; Criminology; Pre-Law)  
Social Work; Social Welfare Administration

**STA-21 OPTION PROGRAMS**

1. Nuclear Option (STA-21 Nuclear)

a. STA-21 Nuclear is available for submarine and surface nuclear-trained officer billets. Due to the high priority of nuclear officer recruiting, a specific number of STA-21 seats are reserved for enlisted personnel who have successfully completed or are enrolled in the nuclear power training pipeline. The only applicants eligible to apply for this option are those who are currently:

(1) enrolled in Nuclear Field "A" School (NUFLDASCOL), Naval Nuclear Power School (NAVNUWRSCOL) or Naval Nuclear Power Training Unit (NAVNUWRTRAU);

(2) assigned to NAVNUWRTRAU as staff pickup instructors or sea returnee instructors;

(3) assigned to Naval Nuclear Power Training Command as sea returnee instructors.

b. STA-21 Nuclear Option students will attend NSI during March-April 2003, then begin college during May-June 2003. The STA-21 Nuclear Option is available only at those specially identified universities, not including cross-town universities, listed in enclosure (1). Participants must meet stringent academic requirements. Applicants must provide SAT or ACT scores. Minimum SAT/ACT score is 1140 SAT (combined) or 50 ACT (combined math/English). Additionally, selectees must major in a technical curriculum and maintain a GPA of at least 3.0 on a 4.0 scale.

c. Age

(1) STA-21 Nuclear Option candidates must be able to complete degree requirements and be commissioned prior to age 26½ years for students and staff pickup instructors. Waivers may be considered on a case-by-case basis for those who would not exceed age 29½ at commissioning. Sea returnee staff instructors must be commissioned prior to their 31st birthday.

(2) STA-21 Core Program candidates desiring selection to the nuclear officer community upon graduation must be commissioned prior to their 27th birthday. A waiver for such candidates is available on a case-by-case basis up to the 31st birthday.

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d. Medical Standards. All STA-21 Nuclear Option candidates must meet the physical qualification requirements for submarines and/or nuclear field duty of reference (d).

e. Service Obligation. STA-21 Nuclear Option selectees incur a 5-year active duty obligation upon commissioning. Those STA-21 Nuclear Option disenrollees that drop on request prior to commissioning will be obligated for 5 years of enlisted service from the date of program disenrollment, or the remainder of their current enlistment, whichever is longer.

## 2. CEC Option (STA-21 CEC)

a. This option is available only for active duty enlisted personnel of occupational field 13 (Seabees). In addition to standard STA-21 eligibility criteria, STA-21 CEC Option selectees must have at least 4 years of active duty (of which at least 3 years were in an other than formal training environment). Applications for the STA-21 CEC Option must also have sufficient college credits to complete requirements for a first professional ABET engineering degree or NAAB architecture degree within 36 months of starting STA-21 studies.

b. Educational Requirements. Selectees will major in a NAAB-accredited architecture program or ABET-accredited engineering curricula and maintain a 3.0 minimum GPA on a 4.0 scale. Preferred engineering degrees are civil, mechanical, and electrical engineering.

c. Age. STA-21 CEC Option applicants must be able to complete degree requirements and be commissioned prior to their 35th birthday.

d. Medical Standards. Same as general STA-21 Program except color blindness is not a disqualifying condition.

e. Service Obligation. STA-21 CEC Option selectees incur a 5-year active duty obligation upon commissioning.

## 3. Pilot Option (STA-21 Pilot)

a. While STA-21 will continue to provide the opportunity for pilot designation as well as other URL designators, graduates of STA-21 Pilot Option will be designated solely as Student Naval Aviators (SNAs) (designator 1395). All eligibility and application requirements listed in paragraphs 4 and 5

of this notice must be fulfilled. In addition, STA-21 Pilot Option applicants must complete the following:

(1) Achieve a score of at least the following: Academic Qualification Rating (AQR) 3/PFR 4/PBI 4 on the Pilot Flight Aptitude Rating (PFAR) and the Pilot Biographical Inventory (PBI) portions of the ASTB. The report of ASTB scores will be enclosed in the application at enclosure (4) along with the SAT or ACT scores. The ASTB can be taken at NROTC units, Navy Recruiting Districts, Navy Recruiting Processing Stations, or Navy Officer Recruiting Stations. In addition, command security officers may obtain exams from the Naval Operational Medicine Institute (Code 41), Pensacola, Florida. The request can be by telephone, FAX, letter, or message. Telephone: DSN 922-2187 (FAX DSN 922-2144) or commercial (850) 452-2187 (FAX (850) 452-2144). Message PLA address: NAVOPMEDINST PENSACOLA FL//41//. The e-mail address is: code413@nomi.med.navy.mil.

(2) If selected for STA-21 Pilot Option, eligibility must be maintained at the university in which enrolled. To ensure that requirements to become a SNA are understood, a Page 13 entry, signed and dated by the applicant and witnessed by a commissioned officer, will be executed after notification of selection and prior to receipt of PCS orders to STA-21 Pilot Option as follows:

"I understand that I have been selected for the Seaman to Admiral-21 Pilot Option Program (STA-21 Pilot), and that, upon graduation from my assigned university, I will be commissioned as a Student Naval Aviator (SNA) and be ordered to the Aviation Pre-Flight Indoctrination (API) Course, Naval Aviation Schools Command, Pensacola, Florida, provided the following is accomplished at the university to which assigned:

(a) I maintain NROTC professional, physical, and academic standards for midshipmen and officer candidates;

(b) I complete two semester courses of calculus and two semester courses of calculus-based physics;

(c) I achieve a score of "3" or better on the Academic Qualification Rating (AQR) portion of the Aviation Selection Test Battery (ASTB) prior to beginning my senior year; and

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(d) I am certified physically qualified for commissioning as a SNA by the Naval Operational Medicine Institute within 18 months of commissioning."

b. Age. STA-21 Pilot Option candidates must be able to complete degree requirements and be commissioned prior to their 27th birthday. Maximum age limit may be adjusted upward to the 31st birthday with active duty or prior active duty service computed on a month-for-month basis.

c. Medical Standards. Applicants must complete and submit results of a SNA flight physical examination with cycloplegic eye refraction.

d. Service Obligation. STA-21 Pilot Option officer candidates will incur an 8-year active duty obligation upon date of designation as a Naval Aviator or 6 years from date of disenrollment from flight training unless released by the Deputy Chief of Naval Operations (Manpower and Personnel).

#### 4. NFO Option (STA-21 NFO)

a. While STA-21 will continue to provide the opportunity for NFO designation as well as other URL designators, graduates of STA-21 NFO Option will be designated solely as Student Naval Flight Officers (SNFOs) (designator 1375). All eligibility and application requirements listed in paragraphs 4 and 5 of this notice must be fulfilled. In addition, STA-21 NFO applicants must complete the following:

(1) Achieve a score of at least the following: AQR 3/FOFAR 4/FOBI 3 on the PFAR and the PBI portions of the ASTB. The report of ASTB scores will be enclosed in the application at enclosure (4) along with the SAT or ACT scores. The ASTB can be taken at NROTC units, Navy Recruiting Districts, Navy Recruiting Processing Stations, or Navy Officer Recruiting Stations. In addition, command security officers may obtain exams from the Naval Operational Medicine Institute (Code 41), Pensacola, Florida. The request can be by telephone, FAX, letter, or message. Telephone: DSN 922-2187 (FAX DSN 922-2144) or commercial (850) 452-2187 (FAX (850) 452-2144). Message PLA address: NAVOPMEDINST PENSACOLA FL//41//. The e-mail address is: code413@nomi.med.navy.mil.

(2) If selected for STA-21 NFO Option, eligibility must be maintained at the university in which enrolled. To ensure that requirements to become a SNFO are understood, a Page 13

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entry, signed and dated by the applicant and witnessed by a commissioned officer, will be executed after notification of selection and prior to receipt of PCS orders to STA-21 NFO Option as follows:

"I understand that I have been selected for the Seaman to Admiral-21 Naval Flight Officer Option Program (STA-21 NFO), and that, upon graduation from my assigned university, I will be commissioned as a Student Naval Flight Officer (SNFO) and be ordered to the Aviation Pre-Flight Indoctrination (API) Course, Naval Aviation Schools Command, Pensacola, Florida, provided the following is accomplished at the university to which assigned:

(a) I maintain NROTC professional, physical, and academic standards for midshipmen and officer candidates;

(b) I complete two semester courses of calculus and two semester courses of calculus-based physics;

(c) I achieve a score of "3" or better on the Academic Qualification Rating (AQR) portion of the Aviation Selection Test Battery (ASTB) prior to beginning my senior year; and

(d) I am certified physically qualified for commissioning as a SNFO by the Naval Operational Medicine Institute within 18 months of commissioning."

b. Age. STA-21 NFO Option selectees must be able to complete degree requirements and be commissioned prior to their 30th birthday. Maximum age limit may be adjusted upward to the 32nd birthday with active duty or prior active duty service computed on a month-for-month basis.

c. Medical Standards. Applicants must complete and submit results of a SNFO flight physical examination with cycloplegic eye refraction.

d. Service Obligation. STA-21 NFO Option officer candidates will incur a 6-year active duty obligation upon date of designation as a NFO or 6 years from date of disenrollment from flight training unless released by the Deputy Chief of Naval Operations (Manpower and Personnel).

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5. Special Operation (SPECOPS) Option (STA-21 SPECOPS)

a. Age. STA-21 SPECOPS Option selectees must be able to complete degree requirements and be commissioned by their 29<sup>th</sup> birthday. Maximum age limit may be adjusted upward for active service on a month-for-month basis up to 24 months. Waivers beyond 24 months will be considered for enlisted personnel who possess particularly exceptional qualifications, provided they can be commissioned prior to their 35<sup>th</sup> birthday.

b. Medical Standards. Applicants must pass physical qualification per Chapter 15 of reference (d). BUMED 21 must review Report of Medical Exam (Form DD 2808). During this review, BUMED will indicate in block 77 qualification for diving duty and/or combat swimmer, and stamp the package that the individual is Physically Qualified (PQ) for diving and/or combat swimmer.

c. Service Obligation. STA-21 SPECOPS Option selectees will incur a 5-year active duty obligation upon commissioning.

6. Special Warfare (SPECWAR) Option (STA-21 SPECWAR)

a. Age. STA-21 SPECWAR Option selectees must be able to complete degree requirements and be commissioned by their 29<sup>th</sup> birthday. Maximum age limit may be adjusted upward for active service on a month-for-month basis up to 24 months. Waivers beyond 24 months will be considered for enlisted personnel who possess particularly exceptional qualifications, provided they can be commissioned prior to their 35<sup>th</sup> birthday.

b. Enlisted Source. STA-21 SPECWAR Option applicants must have one of the following NECs: 5323, 5326, 8492, or 8491.

c. Medical Standards. Applicants must pass physical qualification per Chapter 15 of reference (d). BUMED 21 must review Report of Medical Exam (Form DD 2808). During this review, BUMED will indicate in block 77, qualification for diving duty and/or combat swimmer, and stamp the package that the individual is PQ for diving and/or combat swimmer.

d. Service Obligation. STA-21 SPECWAR Option selectees will incur a 5-year active duty obligation upon commissioning.

7. NC Option (STA-21 Nurse). The STA-21 NC Option is available only at those specially identified universities listed in enclosure (1).

a. Age. Applicants must be at least 18 years old and able to complete degree requirements and be commissioned prior to age 35.

b. Medical Standards. Minor physical defects, non-organic in nature, may be waived by Deputy Chief of Naval Operations (Manpower and Personnel) (N131M5) with the recommendation of BUMED. A person who is drug or alcohol dependent, abuses drugs or alcohol, or whose pre-service abuse of drugs or alcohol indicates a proclivity to continue abuse in the service or who has a record of any trafficking offenses is ineligible.

c. Service Obligation. STA-21 NC Option selectees will incur a 5-year active duty obligation upon commissioning.

8. SWO Option (STA-21 SWO)

a. Age. STA-21 SWO Option selectees must be able to complete degree requirements and be commissioned prior to age 31. Maximum age limit may be adjusted upward for active service on a month-for-month basis up to 24 months. Waivers beyond 24 months will be considered for enlisted personnel who possess particularly exceptional qualifications provided they can be commissioned prior to their 35<sup>th</sup> birthday.

b. Medical Standards. STA-21 SWO Option applicants must pass medical standards per Chapter 15 of reference (d).

c. Service Obligation. STA-21 SWO Option selectees will incur a 5-year active duty obligation upon commissioning.

9. SC Option (STA-21 Supply)

a. Age. STA-21 SC Option selectees must be able to complete degree requirements and be commissioned prior to age 35.

b. Medical Standards. STA-21 SC Option applicants must pass medical standards per Chapter 15 of reference (d).

c. Educational Requirements. STA-21 SC Option applicants must earn a baccalaureate degree in a business, engineering, or math-related field. Waivers will be considered at time of application.

d. Service Obligation. STA-21 SC Option selectees will incur a 5-year active duty obligation upon commissioning.

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10. Special Duty Officer (Intelligence) (STA-21 Intel). This option is available only for active duty enlisted personnel of occupational field 21 (Intelligence Specialist).

a. Age. STA-21 Intelligence Option applicants must be at least 19 years old and be able to complete degree requirements and be commissioned prior to their 35<sup>th</sup> birthday.

b. Medical Standards. STA-21 Intelligence Option applicants must meet physical standards for appointment prescribed in reference (d) and the physical fitness standards prescribed in reference (e).

c. Educational Requirements. Although applicants are strongly encouraged to pursue technical degrees, the intelligence community is not looking for a particular academic major, but rather for officers who possess strong analytical ability and communication skills (both oral and written).

d. Service Obligation. STA-21 Intelligence Option selectees will incur a 5-year active duty obligation upon commissioning.

**STA-21 APPLICATION COVER LETTER**  
**(Sample)**

From: ET2(AW) Mary P. Jones, USN, SSN  
To: Chief of Naval Education and Training (OTE9/STA-21)  
Via: Commanding Officer, (command name goes here)

Subj: APPLICATION FOR CONSIDERATION UNDER THE FY03 SEAMAN TO  
ADMIRAL-21 COMMISSIONING PROGRAM

Ref: (a) OPNAVNOTE 1530  
(b) NAVADMIN XXX/02

Encl: (1) STA-21 Data Form (if not submitted via web page)  
(2) Applicant's Personal Statement of Desire for a  
Commission  
(3) Certified Copies of Evaluations  
(4) Certified Copies of SAT/ACT Results  
(5) Certified Copy of ASTB scores (Pilot/NFO Option only)  
(6) Certified Copies of High School Transcripts (or  
explanation if missing) or GED Certificate (if  
applicable)  
(7) Certified Copies of College Transcripts (if  
applicable)  
(8) Certified Copy of SMART Transcript  
(9) Photograph (Nuclear Option only)  
(10) Certified Copies of Special Qualification Documents  
(e.g., ESWS, Diver 2d Class, etc.) and Personal Award  
Citations, Letters of Appreciation/Recommendation  
(11) Certified Copy of PFA Results

1. I hereby apply for consideration under the subject program and certify that I meet all requirements stipulated in reference (a).

2. Initial application data was submitted via web page on (date). (If application data submitted via web page, enclosure (1) is not needed.)

3. Enclosures (1) through (##) are forwarded to complete my application to the FY03 STA-21 Commissioning Program.

4. I, (name), if selected for appointment under the Seaman to Admiral-21 Program, agree to enroll and complete an undergraduate degree at an NROTC-affiliated college or university as assigned.

Enclosure (4)

OPNAVNOTE 1530  
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Subj: APPLICATION FOR CONSIDERATION UNDER THE FY03 SEAMAN TO  
ADMIRAL-21 COMMISSIONING PROGRAM

a. I understand that I must incur a 6-year active service obligation prior to executing PCS orders to the assigned university. I understand that if I drop on request prior to commissioning I will be obligated for 5 years of enlisted service from the date of program disenrollment or the remainder of my current enlistment, whichever is longer. I also understand that if I complete degree requirements, but fail to be commissioned, I will be obligated for 5 years of enlisted service from the date of program disenrollment.

b. I will accept an appointment as an Ensign, USNR, in the assigned officer community upon successful completion of my baccalaureate degree. I further agree to remain on active duty for a period of 5 years subsequent to acceptance of such appointment. I understand that, if selected for specialized follow-on training, I will incur additional obligated service shown in reference (a).

5. My personal statement is enclosed as enclosure (2).

/S/ MARY P. JONES

**STA-21 APPLICATION DATA FORM**

(For information not submitted using the STA-21 Web Page)

SSN:

Last Name:

First Name:

Middle Initial:

Date of Birth (YYYYMMDD):

Rate: (Ex: YNSN)

Paygrade: (Ex: E3)

Duty Status: (Ex: USN/USNR)

PRD: (YYYY/MM)

Ethnic Group:

Race:

Gender: M/F

Marital Status:

# of Dependents:

State of Legal Residence:

U.S. Citizen: Y/N

Type of Citizenship (Birth/Naturalization):

Naturalization Certificate Number:

Date Naturalized:

Warfare Qualifications:

ADSD: (YYYYMMDD)

SAT Math:

SAT Verbal:

Date Taken:

ACT Math:

ACT English:

Date Taken:

Primary Program Choice:

Secondary Program Choice: (Core or None)

Intended Major: Currently Enrolled in College: Y/N

Credit Hours Earned: Credit Hours Type: Sem/Qtr

College Choice 1:

Cross-Town Enroll School 1:

College Choice 2:

Cross-Town Enroll School 2:

College Choice 3:

Cross-Town Enroll School 3:

Command UIC:

Command Title/Long Name:

Command Short Title:

Command DSN:

Command Comm Phone (with Area Code):

Command E-mail:

Home Address:

Home E-mail:

Home Phone (with Area Code):

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COMMANDING OFFICER'S ENDORSEMENT FOR STA-21 APPLICATION (SAMPLE)

FIRST ENDORSEMENT on ET2(AW) Mary P. Jones, USN, SSN ltr of  
(date)

From: Commanding Officer, (command name goes here)

To: Chief of Naval Education and Training (OTE9/STA-21)

Subj: APPLICATION FOR CONSIDERATION UNDER THE SEAMAN TO  
ADMIRAL-21 COMMISSIONING PROGRAM

Ref: (a) OPNAVNOTE 1530

Encl: (1) Commanding Officer's Recommendation Form  
(2) Officer Interviewer's Appraisal Sheets (3)  
(3) Nomination Review Board Chairperson's Recommendation  
(4) Nomination Review Board Officer Interviewer's  
Appraisal Sheets (3)

1. Forwarded, (specific recommendation required). All required documents have been verified for accuracy and completeness and are attached as enclosures. The applicant meets the physical fitness and height, weight, or body fat standards of OPNAVINST 6110.1F and is eligible in all respects. The applicant's medical record has been reviewed for physically disqualifying conditions as stated in paragraph 5c(3) of reference (a).

2. The following amplifying information is provided:

a. (A statement of the applicant's military and professional performance and the degree and scope of supervisory ability demonstrated in the applicant's present rating.)

b. (A statement of the applicant's potential ability to satisfactorily perform as a commissioned officer and willingness to have the applicant serve in your command.)

c. (The applicant's academic potential as indicated by performance at service schools, civilian schools, SAT/ACT scores, off-duty study courses or use of shipboard education and training facilities and opportunities.)

d. (The applicant's general attitude and motivation toward a career as an officer in the Navy.)

e. (Additional information considered pertinent.)

/S/ Commanding Officer

Enclosure (6)

**FOR OFFICIAL USE ONLY (WHEN FILLED OUT)**

Applicant's Name (Last, First, MI) \_\_\_\_\_  
Title/Rank \_\_\_\_\_ SSN \_\_\_\_\_

**COMMANDING OFFICER'S RECOMMENDATION**

Commanding Officer Name \_\_\_\_\_  
Command \_\_\_\_\_  
Street Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Work Phone \_\_\_\_\_ DSN \_\_\_\_\_ Fax \_\_\_\_\_

Please evaluate the candidate in the following areas:

TRAITS	Outstanding	Excellent	Good	Satisfactory	Unsatisfactory
Leadership Potential					
Professional Performance					
Personal Appearance					
Teamwork					
Technical/Rating Knowledge (if applicable)					
Academic Potential					
Officer Potential					
Motivation for Program					
Overall Evaluation					

Member ranked \_\_\_\_\_ out of \_\_\_\_\_ current applicants for the same program from my command.

This candidate \_\_\_\_\_ does/\_\_\_\_\_ does not meet eligibility requirements for the program option(s) for which he/she is applying.

(Your endorsement letter should provide amplifying information that would help a board in making a selection determination. Address and make recommendation if applicant requests a waiver of any program eligibility requirement. If member is applying for consideration for both an option program and the Core Program, endorsement should include comments covering both programs.)

By my signature I certify that this candidate meets program eligibility requirements and that any waiver request(s) has been addressed in my endorsement letter.

Signature \_\_\_\_\_ Date \_\_\_\_\_

**FOR OFFICIAL USE ONLY (WHEN FILLED OUT)**

**FOR OFFICIAL USE ONLY (WHEN FILLED OUT)**

Applicant's Name (Last, First, MI) \_\_\_\_\_  
Title/Rank \_\_\_\_\_ SSN \_\_\_\_\_

**NOMINATION REVIEW BOARD CHAIRPERSON'S RECOMMENDATION**

Chairperson Name \_\_\_\_\_  
Command \_\_\_\_\_  
Street Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Work Phone \_\_\_\_\_ DSN \_\_\_\_\_ Fax \_\_\_\_\_

Please evaluate the candidate in the following areas:

TRAITS	Outstanding	Excellent	Good	Satisfactory	Unsatisfactory
Leadership Potential					
Professional Performance					
Personal Appearance					
Teamwork					
Technical/Rating Knowledge (if applicable)					
Academic Potential					
Officer Potential					
Motivation for Program					
Overall Evaluation					

This candidate \_\_\_\_\_ does/\_\_\_\_\_ does not meet eligibility requirements for the program option(s) for which he/she is applying.

(Provide amplifying information below that would help a board in making a selection determination. Address and make recommendation if applicant requests a waiver of any program eligibility requirement. If member is applying for consideration for both an option program and the Core Program, provide comments covering both programs.)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

By my signature I certify that this candidate meets program eligibility requirements and that any waiver request(s) has been addressed in the endorsement letter.

Signature \_\_\_\_\_ Date \_\_\_\_\_

**FOR OFFICIAL USE ONLY (WHEN FILLED OUT)**

INTERVIEW VERIFICATION FORM

GUIDANCE TO COMMANDERS AND COMMANDING OFFICERS ON  
SEAMAN TO ADMIRAL-21 NOMINATIONS

Today's Navy must make every effort to select, train, and develop the very best and brightest candidates to meet the challenges our officer corps will face in the 21<sup>st</sup> Century. The Seaman to Admiral-21 (STA-21) Program is a significant improvement over the enlisted commissioning programs of the past. It focuses the selection of enlisted personnel for officer accession under a single programmatic umbrella, provides increased financial support to Sailors who seek to become naval officers, and simplifies application and selection processes.

Your role is absolutely critical to ensure only those who possess the greatest potential to become outstanding officers are offered the opportunity to earn a commission. Your personal recommendation is the single most important factor in the STA-21 selection process. Look into the candidate's eyes and ask yourself, "Does this young man or young woman possess the character, intellect, drive, leadership potential, and devotion to become a good naval officer?" Remember that you are nominating those who will, in the future, exercise the immense responsibility of command that you enjoy today.

Leadership and integrity are the primary officer attributes. Although the applicant's academic record and desire may be exemplary, they are not enough. While academic potential should play a role in your recommendation, it must not override leadership potential and other indicators of future success as a naval officer. Every STA-21 selectee should reasonably be expected to not only complete a college education, but also serve as a career naval officer.

Since members of the STA-21 selection board will not have first-hand knowledge of each applicant's potential and attributes, selections are based solely on information contained in the application. During your personal interview with the applicant, you have the opportunity to reveal information about the nominee's potential that would be very valuable to selection board deliberations. If you nominate more than one applicant, clearly differentiate the relative potential of the various candidates. There simply is no more important issue than the future leadership of the naval service. Your part in this process cannot be understated. The Navy is relying on you to clearly communicate the nature and strength of your recommendation to help select our finest candidates.

Initial Interview: \_\_\_\_\_ Date: \_\_\_\_\_  
Signature of Commanding Officer

Final Interview: \_\_\_\_\_ Date: \_\_\_\_\_  
Signature of Nomination Review  
Board Chairperson

**FOR OFFICIAL USE ONLY (WHEN FILLED OUT)**

**INTERVIEWER'S APPRAISAL SHEET**

See information on next page before completing. TYPE OR PRINT LEGIBLY.

NAME (Last, first, middle)	PROGRAM FOR WHICH APPLYING	DATE
----------------------------	----------------------------	------

**PERSONAL QUALITIES**

**DESCRIPTIVE:** (Observe the applicant and write 6 adjectives or phrases which you believe to be most descriptive of the applicant.)

1.	2.	3.
4.	5.	6.

**EVALUATIVE:** Consider the applicant as a potential naval officer, and evaluate him/her on the following:

	*OUTSTANDING	EXCELLENT	GOOD	ADEQUATE	*UNSATISFACTORY						
<b>APPEARANCE AND POISE</b>											
<b>ORAL COMMUNICATION AND EXPRESSION OF IDEAS</b>											
<b>LEADERSHIP POTENTIAL</b>											
<b>YOUR WILLINGNESS TO HAVE INDIVIDUAL SERVE UNDER YOUR COMMAND WHEN COMMISSIONED</b>											
	10	9	8	7	6	5	4	3	2	1	0

**COMMENTS:** (A summary statement evaluating the applicant is required. All extreme ratings marked by an (\*) should be further commented upon on this page.)

**MOTIVATION**

<b>PROGRAM MOTIVATION</b> (Indicate the applicant's motivation for the program for which applying.)	VERY HIGHLY MOTIVATED FOR PROGRAM	DEFINITELY MOTIVATED FOR PROGRAM	MOTIVATED FOR NAVY. PROGRAM NOT IMPORTANT	MOTIVATED FOR COMMISSION PROGRAM AND SERVICE NOT IMPORTANT	UNABLE TO DETERMINE

**POTENTIAL**

<b>POTENTIAL AS A CAREER NAVAL OFFICER</b> (Complete for all commissioning programs)	OUTSTANDING	EXCELLENT	GOOD	AVERAGE	LESS THAN AVERAGE
	(1)	(2)	(3)	(4)	(5)

**COMMENTS:** (Supplement or qualify the motivation rating and potential as a career naval officer, as appropriate.)

SIGNATURE OF INTERVIEWER	TYPED OR PRINTED NAME OF INTERVIEWER	GRADE, CORPS (if any) DESIGNATOR, BRANCH OF SERVICE
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16 May 02

**FOR OFFICIAL USE ONLY (WHEN FILLED OUT)****INFORMATION FOR COMPLETING INTERVIEWER'S APPRAISAL SHEET**

1. The purpose of the interview is to evaluate accurately and impartially the characteristics of the candidate to determine potential as a commissioned officer and motivation toward service in the Navy.
2. The interview should take a minimum of 15 minutes. A period of 15-30 minutes is usually adequate, although more time may be necessary on occasion.
3. Discussion topics should draw out the applicant. Suggested topics include: Navy programs, service life, school experience, personal interests, goals in life, current events, sports, family attitude toward application, and any others suggested by a review of the application file.
4. Marking is difficult. Your judgments form an important part of each applicant's file, and usually represent the only personal contact with the applicant reported by an official of the Navy. Be fair and impartial, neither too easy nor too hard on the applicant. Mark only on what you have observed personally, not on the opinions or comments of others.
5. No marks should be put on this form until the interview has been completed.
6. If it appears that the space for comments will not be sufficient, phrases may be used rather than complete sentences.
7. Below is a checklist of characteristics which interviewing officer can observe or adjectives that can be used to describe these characteristics in applicants. This is meant only to assist the interviewer in preparing for the interview and in making a written evaluation afterward. It is not intended to be all-inclusive.

**Characteristics/Descriptive Adjectives****Bearing**

Good posture  
Slouch  
Forceful  
Apathetic  
Casual  
Formal

**Grooming**

Careless  
Neat  
Clean  
Unclean  
Well-dressed  
Inappropriately dressed

**Composure**

Poised  
Awkward  
Relaxed  
Nervous  
Confident  
Insecure

**Attitude**

Sincere  
Flippant  
Enthusiastic  
Indifferent  
Cooperative  
Uncooperative  
Contentious  
Pleasant  
Forthright  
Secretive  
Arrogant  
Modest

**Oral Expression**

Articulate  
Inarticulate  
Responsive  
Unresponsive  
Taciturn  
Loquacious

**General Impression**

Impressive  
Unimpressive  
Dull  
Interesting  
Mature  
Immature

**Voice Quality**

Strident  
Soft spoken  
Speaks Clearly  
Inaudible

**STA-21 APPLICATION CHECKLIST**

**Applicant**

- \_\_\_\_\_ Application Cover Letter - signed and dated
- \_\_\_\_\_ STA-21 Data Form (if input not provided via website)
- \_\_\_\_\_ Personal Statement (signed and dated) - 1 page, with name, rate/rank, and SSN
- \_\_\_\_\_ Evaluations - front and back
- \_\_\_\_\_ SAT/ACT Test Scores
- \_\_\_\_\_ ASTB Test Scores (Pilot or NFO only)
- \_\_\_\_\_ High School Transcript(s) or GED Certificate
- \_\_\_\_\_ College Transcript(s) - if applicable
- \_\_\_\_\_ SMART Transcript
- \_\_\_\_\_ Photograph (Nuclear only)
- \_\_\_\_\_ Special Qualification Documents (e.g., awards, letters of appreciation/commendation, qualifications, recommendations)
- \_\_\_\_\_ PFA Results

**Command**

- \_\_\_\_\_ CO Endorsement Letter with Ranking
- \_\_\_\_\_ CO Recommendation Form
- \_\_\_\_\_ Interview Board Appraisal Sheets (3)

**Nomination Review Board**

- \_\_\_\_\_ Chairperson's Recommendation Form
- \_\_\_\_\_ Interview Board Appraisal Sheets (3)
- \_\_\_\_\_ Interview Verification Form - signed and dated by both commanding officers

**NEW COMMISSIONING PROGRAM OFFERS INCREASED FINANCIAL SUPPORT**

Seaman to Admiral-21 (STA-21) is a commissioning program that provides an opportunity for outstanding career motivated active duty enlisted personnel to complete their baccalaureate degree and earn a commission in the U.S. Naval Reserve.

Selectees attend a NROTC host or affiliated university on a full-time, year-round basis while receiving full pay, allowances, and benefits for their enlisted pay grade. While enrolled in their studies, STA-21 officer candidates also benefit from an annual education voucher of up to \$10,000 per year to help pay tuition, fees, and book costs. Applicants can choose from the STA-21 Core Program that allows community selection while attending college or one of its many options that initially designate a specific officer community including:

Civil Engineer Corps (CEC)	Special Duty Officer
Naval Flight Officer	(Intelligence)
Nuclear	Special Operations
Nurse Corps (NC)	Special Warfare
Pilot (Aviation)	Supply Corps (SC)
	Surface Warfare

Upon graduation from college with a baccalaureate degree, STA-21 officer candidates will be commissioned Unrestricted Line (URL), CEC, SC, Special Duty Officer (Intelligence), or NC ensigns.

Interested personnel must submit their applications to Chief of Naval Education and Training (OTE9/STA-21) postmarked by 1 July 2002. The STA-21 Selection Board will meet in September 2002 to consider applicants who meet the requirements delineated in OPNAVNOTE 1530.

REGISTER FOR THE SAT OR ACT ASSESSMENT NOW.

FOR DETAILS  
SEE YOUR CAREER COUNSELOR AND  
OPNAVNOTE 1530  
OF  
16 MAY 2002

or visit the STA-21 website at  
[www.sta-21.navy.mil](http://www.sta-21.navy.mil)