

**MILPER Message Number  
25-281**

**Proponent  
AHRC-TAD-S**

**Title  
Fiscal Year 2026 (FY26) Sergeants Major Academy (SGM-A)  
Fellowship Program Cohort 12**

**...Issued: [16 Jul 25]...**

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- A. AR 140-10, (Assignments, Attachments, Details, and Transfers), 16 July 2021.
  - B. AR 140-111 (U.S. Army Reserve Reenlistment Program), 2 March 2018.
  - C. AR 600-9 (The Army Body Composition Program), 16 July 2019.
  - D. AR 600-78 (Army Suitability, Fitness, and Credentialing Program), 8 March 2024.
  - E. AR 614-30 (Overseas Service), 26 March 2025.
  - F. AR 614-200 (Enlisted Assignments and Utilization Management), 27 June 2025.
  - G. AR 623-3 (Evaluation Reporting System), 14 February 2025.
  - H. Army Directive 2023-11 (Army Body Fat Assessment for the Army Body Composition Program), 9 June 2023.
  - I. Department of Defense Instruction (DoDI) 1322.06 (Fellowships, Legislative Fellowships, Internships, Scholarships, Training-With-Industry (TWI), and Grants Provided to DoD or DoD Personnel for Education and Training), 12 October 2016.

1. This message will expire no later than (NLT) 1 September 2026.
2. The FY26 Sergeants Major Academy (SGM-A) Fellowship Program Cohort 12 Selection Panel will convene 5-9 January 2026 at Fort Bliss, Texas to identify the best qualified list for final selection of Fellows. Packets must be received by the selection panel, approved through the appropriate processes described in this MILPER, to be considered by the panel, NLT 2 December 2025, and 14 August 2025 for ARNG and USAR.

3. Program Description: The SGM-A Fellowship Program is targeted at Sergeants Major and Command Sergeants Major who have potential and a strong desire to be an educator of future Sergeants Major. Selected candidates will pursue either a master's in leadership studies or a master's in defense and strategic studies. Both degree programs will be conducted in-person and will confer a graduate degree upon completion. The programs will focus on core components of the respective concentrations while imparting the knowledge and skills required to develop professionals who work with adult learners.

4. Selection Process: The SGM-A Fellowship Program Selection Panel will establish a best-qualified list to present to the Commandant, SGM-A for final selection.

a. All eligible and complete Active Component Regular Army applicant packets will go directly to the panel for consideration. Suspense for packets from all components is 2 December, to the applicable points of contact listed in para 9 below

b. All eligible National Guard Bureau applicants will be approved by the Army National Guard CSM NLT 4 October 2025. Applicants must submit packets to the POC listed in para 9d NLT 14 August 2025. Approval does not guarantee selection and is subject to the availability of funds.

c. All eligible United States Army Reserve applicants will be approved by the Army Reserve CSM NLT 15 September 2025. Applicants must submit packets to the POC listed in para 10 NLT 14 August 2025. Approval does not guarantee selection and is subject to the availability of funds.

d. Selection Results for Cohort 12 will be released NLT 31 January 2026. The panel will select both primary and alternate candidates. Should a primary candidate be unable to fulfill the program requirements, an alternate candidate will be notified by the Commandant, SGM-A.

(1) Selectees will be required to apply to the university and be accepted prior to being admitted into the program.

(2) Notification of acceptance by the institution will occur once the application process is complete. The SGM-A Fellowship Program Manager will provide additional information to those selected as primaries or alternates after the selection board has adjourned and an OML has been created.

5. Funding: Tuition for a master's in leadership studies, or a master's in defense and strategic studies is the responsibility of the SGM-A. This program will have no impact on selectees' education benefits (i.e., GI-Bill, Post 9-11 Education Bill, etc.). NGB will fund

Price and Availability (P&A) and Permanent Change of Station (PCS) costs while stationed/assigned to the SGM-A. Applicants may be required to pay for transcripts from previous education institutions as required.

6. Tenure/Location: Assignment will be to the SGM-A Fellowship UIC (W3QTB1), Fort Bliss, Texas 79918. Fellows are expected to be 100% ready in all readiness areas. During in- processing, Fellows will update their DD93/PRR/FRR/SGLV and MEDPROS. During the program, fellows will maintain the currency of their AFT every six months after including HT/WT. Selectees participating in the program are expected to stay current on AR 350-1 training. Before master's degree course work begins mid-August 2026, the Noncommissioned Officer Leadership Center of Excellence (NCOLCoE) Faculty and Staff Development Office (FSDO) will instruct the fellows on the following courses: Common Faculty Development- Instructor Course (CFD-IC) and the Instructor Observation Course (IOC). These courses provide future instructors with the opportunity to become enhanced, adaptive leaders within the SGM-A's world-class faculty with the capability to educate others to win in a complex world. The FSDO page can be found at <https://www.ncolcoe.army.mil/Organizations/Training-Education/Course-Management-Division/Faculty-and-Staff-Development-Office/>.

7. Obligations incurred:

a. Active Component (AC) applicants must have at least 36 months of service remaining at the time that master's degree coursework begins. Applicants unable to meet the Service Remaining Requirement (SRR) must take action to meet the length of service requirements pursuant to AR 601-280 if selected for the program. United States Army Reserve (USAR)/ United States Army National Guard (ARNG) will incur a 2-year service obligation after graduation.

b. Students participating in the SGM-A Fellowship program also incur a two-year utilization tour as instructors at the SGM-A. Upon graduation from the appropriate degree program, students will be assigned to the SGM-A UIC (W3QTA1) Fort Bliss, Texas 79918 as SGM-A Staff and Faculty.

Active Duty	ARNG/USAR
Submission Date: 2 December 2025	Submission Date: 14 August 2025
Selection Date: January 2026	Selection Date: September/October 2025
Degree Program: August 2026 – 2027	Degree Program: August 2026 – 2027
SGM-A S&F: August 2027 – 2029	SGM-A S&F: August 2027 – 2029
Eligible for Assignment or PCORD NET: August 2029	
Retirement Eligible NET: August 2030	

Active-duty Cohort 12 Fellows may be eligible to serve as SGM-A Staff and Faculty until August 2030 at the discretion of the Commandant, SGM-A.

c. Students who participate in this funded educational program may be required to reimburse the U.S. Government the costs if they voluntarily or involuntarily fail to complete their degree program.

#### 8. Eligibility Criteria:

a. AC, Army National Guard (M-Day and AGR) (ARNG) or United States Army Reserve (Troop Program Unit (TPU) and AGR) (USAR) Sergeants Major (promoted to SGM at the time of packet submission) with DA Form 1059 course completion of the Sergeants Major Resident/Non-Resident Course.

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

New England Association of Schools and Colleges
North Central Association Commission on Accreditation and School Improvement
Middle States Association of Schools and Colleges
Southern Association of Colleges and Schools
Western Association of Schools and Colleges
Northwest Commission on Colleges and Universities
Higher Learning Commission
Or Tertiary (Postsecondary) Degree that is deemed comparable to a four-year bachelor's degree from a regionally accredited U.S. institution

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

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

e. Pass a suitability screening by the Sergeants Major Management Division (SMMD), U.S. Army Human Resources Command (USAHRC), any adverse actions or any history of Type I or Type II or Type III offenses, in accordance with (IAW) reference D.

f. Meet Army Fitness Test requirements, IAW FM 7-22 and Army Height and Weight Requirements, IAW AR 600-9.

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

h. Active Component personnel competing for CSM, Key Billets, or 00Z nominative positions will be authorized after successful completion of the master's degree program and completion of a minimum of 2 years as an instructor at the SGM-A. If selected for CSM or SGM Key Billet, the Projected Change of Responsibility Date (PCORD) will be after successful completion of the second year of the SMC Instructor requirement. Early

release from program for Army critical personnel needs, on a case-by-case basis, will be at the sole discretion of the Commandant, SGM-A or Sergeant Major of the Army.

i. Applicants currently serving as a CSM must be able to adjust their PCORD date to arrive to the SGM-A by June 2026. Do not presume this will happen if you are selected. If your command does not concur with an earlier PCORD date, or if HRC cannot support due to not having a replacement, you will not be selected for the program.

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

k. AC and AGR applicants must have less than 26 years' time in service (TIS) as of 1 August 2026. There are no exceptions to policy (ETP) to waive the TIS remaining requirement. ARNG M-day and USAR TPU applicants are not limited by the TIS requirements but must be able to complete the utilization tour before reaching their mandatory removal date or mandatory retirement date. ARNG M-day and USAR TPU Soldiers must have 14 years or less Active Federal Service (AFS) or have already requested Sanctuary when entering the SGM-A Fellowship.

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

## 9. How to Apply:

a. Active Duty will submit a complete packet to the SGM-A Fellowship Program at [SGM-AFellowshipProgram@army.mil](mailto:SGM-AFellowshipProgram@army.mil) email NLT 2 December, 2025 with the subject "Request to Compete for SGM-A Fellowship." USAR / ARNG will submit complete packets NLT 14 August 2025 to the POCs listed in 10d and 10e. When submitting a packet, please attach the below required documents to the email using the following naming convention: RANK\_LAST NAME\_DOCUMENT NAME. The documents below are required to be attached to the email using the applicable number, annotated below, to allow for easy identification and accurate packet submission(s).

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

(2) DA 1059 or Sister Service Equivalent: DA Form 1059 (Service School Academic Evaluation Report), course completion of the U.S. Army Sergeants Major Course (Resident/Distance Learning) or sister service equivalent (proof of completion).

(3) Essay: Candidates submitting a packet for consideration into the SGM-A Cohort 12 Fellowship Program must include a 500-600 word essay, in APA-7th Ed. format, that answers one of two following questions: "Why should you be selected for the SGM-A Fellowship?" or, "As a SGM-A Fellow, how will you contribute to the development of

future Sergeants Major?”

(4) Letter of Recommendation (LOR): Minimum two and a maximum of three from the candidate's rater, senior rater and or supplementary reviewer. The LOR can be in letter or memorandum format, IAW AR 25-50. LORs are part of the application packet and are not sent directly to the Director, SGM-A.

Memorandum for the Record (MOR): With the following information - grade, name, last four of your SSN, or full DODID Number, bachelor's degree GPA, and the following statement: “I understand that if I am selected for the 2025 SGM-A Fellowship, I will incur an active duty service obligation of 3 years (2 years ARNG/USAR) upon successful completion of the 1-year program. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program.”

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

(6) Soldier Talent Profile from IPPS-A.

(7) NCOER (last three).

(8) Professional Curriculum Vitae. Example is provided on the link in para 10b.

(9) NGB 23B: ARNG (M-Day only) applicants must include a current NGB 23B (Retirement Point Accounting Statement) with adjusted basic active service date (BASD) dated within 30 days of 14 October 2025.

b. Your nomination will be reviewed by your career branch and Leader Development Division for eligibility, availability, and derogatory information.

10. Points of Contact for additional information:

a. Sergeants Major Academy: SGM-A [FellowshipProgram@army.mil](mailto:FellowshipProgram@army.mil) or 915-744- 8508.

b. Sergeants Major Academy Fellowship Website: <https://www.ncoworldwide.army.mil/Academics/SGM-A-Fellowship-Program/>.

c. Active Army (HRC): Mr. David Minor by email at [david.l.minor1.civ@army.mil](mailto:david.l.minor1.civ@army.mil).

d. Army National Guard: Mr. Tim Huggins, [timothy.e.huggins.ctr@army.mil](mailto:timothy.e.huggins.ctr@army.mil) or 703-607-7344.

e. U.S. Army Reserve: Senior Leader Development Office by email at [usarmy.usarc.ocar.mbx.sldo-e9@army.mil](mailto:usarmy.usarc.ocar.mbx.sldo-e9@army.mil) or by phone at: 502-626-8958.