

**MILPER Message Number
23-068**

**Proponent
AHRC-EPS**

**Title
Fiscal Year 2024 (FY24) Noncommissioned Officer Leadership Center
of Excellence (NCOLCoE) and the Sergeants Major Academy (SGM-A)
Fellowship Program Cohort 10**

...Issued: [2 March 2023]...

A. AR 614-200 (Enlisted Assignments and Utilization Management), 25 January 2019.

B. Army Directive 2018-16 (Suitability Criteria for Military Personnel in Specified Positions), 8 November 2018.

1. This message will expire no later than (NLT) 2 March 2024.

2. The FY24 Noncommissioned Officer Leadership Center of Excellence (NCOLCoE) and the Sergeants Major Academy (SGM-A) Fellowship Program Cohort 10 Selection Panel will Convene 11 - 22 September 2023 at Fort Bliss, Texas to identify the best qualified list for final selection of Fellows. The deadline for submitting applications is 14 August 2023.

3. Program Description: The Noncommissioned Officer Leadership Center of Excellence (NCOLCoE) and the Sergeants Major Academy (SGM-A) Fellowship Program is targeted for Sergeants Major who have potential and a strong desire to be an educator of future Sergeants Major. Selected candidates will pursue a Master's Degree in Lifelong Learning and Adult Education through Pennsylvania State University or a Master's Degree in Instructional Design, Development and Evaluation from Syracuse University. Both degree programs are 30 semester hour online programs focusing on the knowledge and skills required to develop professionals who work with adult learners in the academic disciplines of distance and continuing education; program planning, research and evaluation of adult learners; course design and development.

4. Selection Process: The Sergeants Major Academy Fellowship Program Selection Panel will convene 11-22 September 2023 at Fort Bliss, Texas, to establish a best-qualified list to present to the Commandant, NCOLCoE for final selection of Fellows.

a. To support this process, National Guard Bureau (NGB) conducts a video teleconference or in person interviews for applicants with approved packets NLT 08 September 2023.

b. Selection Results for Cohort 10 will be released NLT 23 October 2023. 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, NCOLCoE. Selectees can request a preference to attend Penn State or Syracuse, but the Commandant, NCOLCoE, will make final determination. Notification of acceptance by Penn State or Syracuse will occur once the institutions' application processes are complete. The SGM-A Fellowship Program Manager will provide additional information on applying to Penn State University or Syracuse University.

5. Funding: All costs (application fee, tuition, books) will be borne by the NCOLCoE. This program will have no impact on selectees' education benefits (i.e., GI-Bill, Post 9-11 Education Bill, etc.). NGB will fund P&A and PCS costs while stationed/assigned to the NCOLCoE. Applicants may be required to pay for transcripts from previous education institutions as required by Penn State or Syracuse.

6. Tenure/Location: Assignment will be to the SGM-A UIC (W3QTB1), Fort Bliss, Texas 79918. Participants will begin the fellowship with a Permanent Change of Station to the NCOLCoE at Fort Bliss, Texas by June 2024, with 60 days early report authorized. Upon reporting Fellows are expected to be 100% ready in all readiness areas. During processing, Fellows will update their DD93/PRR/FRR/SGLV and MEDPROS. During the program Fellows will maintain the currency of their ACFT or the Army's approved test of record and every six months after to include HT/WT. There is a requirement to attend monthly meetings and stay current on AR 350-1 training. Before Master's degree course work begins mid-August 2024, the NCOLCoE Faculty and Staff Development Office (FSDO) will instruct the Fellows on the following courses: Common Faculty Development- Instructor Course (CFD-IC), Common Faculty Development- Developer Course (CFD-DC), Project Athena Coaching Workshop (PACW), and the Digital Learning Instructor Course (DLIC). These courses provide future instructors the opportunity to become enhanced adaptive leaders within our world-class faculty with the capability to educate others to win in complex world. The FSDO page can be found at <https://www.ncolcoe.army.mil/Directorates/Policy-and-Governance/Faculty-and-Staff-Development-Office/>.

7. Obligations incurred:

a. Following successful completion of the Master of Lifelong Learning and Adult Education Program with Penn State or the Masters in Instructional Design, Development, and Evaluation Degree Program with Syracuse University, Active Duty Fellows will incur a 3-year Active-Duty Service Obligation, subject to regulatory

guidance. United States Army Reserve (USAR)/ United States Army National Guard (ARNG) will incur a 2-year service obligation after graduation.

b. Upon graduation from Penn State or Syracuse, Fellows will be assigned to the SGM-A UIC (W3QTA1) Fort Bliss, Texas 79918 as NCOLCoE Staff and Faculty.

Active Duty	ARNG/USAR
Selection Date: October 2023	Selection Date: September 2023
Arrive at Fort Bliss: June 2024	Arrive at Fort Bliss: June 2024
Degree Program: August 2024 – 2025	Degree Program: August 2024 - 2025
NCOLCoE S&F: August 2025 – 2027	NCOLCoE S&F: August 2025 – 2027
Eligible for Assignment: August 2027	
Retirement Eligible: NET August 2028	

Active-duty Cohort 10 Fellows are eligible to serve as NCOLCoE Staff and Faculty until August 2028 at the discretion of the NCOLCoE Commandant.

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

8. Eligibility Criteria:

a. Active Component (AC), Army National Guard (M-Day and AGR) (ARNG) or Troop Program Unit (TPU) **Sergeants Major (promoted 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
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. Pending a suitability screening by the Enlisted Personnel Management Directorate, U.S. Army Human Resources Command (USAHRC), any adverse actions or any history of Type I or Type II or Type III offenses, IAW Army Directive 2018-16 will deem an applicant ineligible to participate in the program. Army Directive 2018-16 can be viewed at https://armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/ARN13996_AD2018-16_Web_Final.pdf.

f. Meet Army Physical 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, para 6-9 and 6-12.

h. Active Duty competing for Command Select List (CSL), or nominative positions will be authorized after successful completion of the Master's degree program and a minimum of 2 years as an instructor at the SGM-A. If selected for Command Sergeant Major (CSM) on an Army approved CSL list, Projected Change of Responsibility Date (PCORD) should be after successful completion of the second year of 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, NCOLCoE.

i. Applicants currently serving as a CSM must be able to adjust their PCORD date to arrive to the NCOLCoE by June 2024. 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 fellowship.

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

k. Active duty and AGR applicants must have less than 26 years' time in service (TIS) as of 1 August 2024. 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 ADSO requirement 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. Timeline for inclusion:

August 2024-August 2025- Fellow with Penn State or Syracuse.

August 2025-August 2027- Instructor in the Sergeant Major Course.

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 complete Personnel Action Request (PAR) in IPPS-A IAW instructions located at <http://www.ncoworldwide.army.mil/Academics/SGM-A-Fellowship-Program/>.

b. Active duty will attach the following to the PAR. AGR, ARNG and USAR will submit the following to the appropriate POCs listed in para 10 (page 6), NLT 14 August 2023 for all components. Subject title of email "Request to Compete for SGM-A Fellowship."

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

(2) DA Form 1059 (Service School Academic Evaluation Report), course completion of the U.S. Army Sergeants Major Resident/Non-Resident Course.

(3) Candidates submitting a packet for consideration into the SGM-A Cohort 10 Fellowship Program must include a 500-600 word essay, in APA 7 format, that answers one of two following questions: "Why should you be selected for the SGM-A Fellowship?" or, "As a Fellow, how will you contribute to the development of future Sergeants Major?"

(4) Letters of Recommendation (LOR). Minimum of two and a maximum of three. One LOR must be from the first Colonel (O6), Brigade Commander, Brigade Command Sergeant Major or equivalent in your current chain of command. The LOR can be in letter or memorandum format, IAW AR 25-50. Address the LORs to the Commandant, NCOLCoE, ATTN: Fellowship Program Manager, 11291 SGT E. Churchill St., Fort Bliss, Texas 79918. LORs are part of the application packet and are not sent directly to Commandant, NCOLCoE.

(5) Memorandum for Record with the following information: grade, name, last four of your SSN, bachelor's degree GPA and indicate preference to attend Penn State or Syracuse, and the following statement: "I understand that if I am selected for the 2024 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".

(6) 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.

(7) The Soldier Talent Profile (from IPPS-A).

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

(9) Individual Resume (no standard format).

(10) ARNG (M-Day) applicants must include a current NGB 23B (Retirement Point Accounting Statement) with adjusted basic active service date (BASD) dated within 30 days of 14 August 2023.

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. NCOLCoE: SGM-AFellowshipProgram@army.mil.

b. Active Army (HRC): Mr. David Minor by email at: david.l.minor36.civ@army.mil.

c. Army National Guard: SFC Angeli Viyar by email at: angeli.c.viyar.mil@army.mil, or by phone at: 703-601-8622.

d. US Army Reserve-TPU: Senior Leader Development Office by email at: usarmy.usarc.ocar.mbx.sldo-e9@army.mil, or by phone at: 502-626-8971.

e. US Army Reserve /Active Guard Reserve: Senior Leader Development Office by email at: usarmy.usarc.ocar.mbx.sldo-e9@army.mil, or by phone at: 502-626-8971.