

NMMI Army ROTC Early Commissioning Program

ROTC Handbook

Part 3 – Military Science IV

(Sophomore Year at NMMI)

Military Science and Leadership IV 1
New Cadet Cadre 2
Administrative Requirements Prior to Commissioning 3
Commissioning 4
Education Assistance Program 5
The “Silver Dollar” Salute 6
Officers Creed 6
Accessions Process 6
National Order of Merit List Criteria: OML Model 8
Gold Bar Recruiting 8

Military Science and Leadership IV

The MSL 401 and 402 courses comprise your second year of ROTC classes and are a part of your NMMI academic schedule. In addition to your classroom responsibilities, you will now comprise the leadership of the ROTC Battalion and will take an active role in planning, resourcing, and conducting training.

Overview of MSL 401: Mission Command and the Army Profession

In this course, you will explore the dynamics of leading in the complex situations of current military operations. You will examine differences in customs and courtesies, military law, principles of war, and rules of engagement in the face of international terrorism. You also explore aspects of interacting with non-government organizations, civilians on the battlefield, the decision making processes and host nation support. The course places significant emphasis on preparing you for BOLC B and your first unit of assignment. It uses mission command case studies and scenarios to prepare you to face the complex ethical demands of serving as a commissioned officer in the United States Army. This semester, you will:

- Explore military professional ethics, organizational ethics and ethical decision making processes

- Gain practical experience in Cadet battalion leadership roles and training management
- Begin your leadership self-development including civil military and media relations
- Prepare for the transition to a career as an Army Officer

Overview of MSL 402: Mission Command and the Company Grade Officer

In this course, you will explore the dynamics of leading in the complex situations during *Unified Land Operations I, II, and III*. Examine the *Art of Command* and how to properly communicate with your NCOs and Soldiers during *Taking Charge 1, 2, and 3* and *Developing Others* (counseling). During *Cultural Awareness and Cultural Property Protection (CPP)*, you will discuss numerous situations on how ethical decisions impact personnel and the unit mission. Through the understanding of your roles and responsibilities, you will learn about *Comprehensive Soldier Fitness (CSF)*, *Being Ready and Resilient (R2C)*, and how *Individual Family Readiness* can assist you in preparing your Soldiers and their families on reducing and managing stress during times of uncertainty. The course places significant emphasis on preparing you for BOLC B and your first unit of assignment. It uses mission command case studies and scenarios to prepare you to face the complex ethical demands of serving as a commissioned officer in the United States Army. This semester, you will:

- Identify the leader's roles and responsibilities for enforcing Army policies and programs
- Explore the dynamics of building a team prepared to handle any future operational environment and win
- Examine the importance of understanding culture and how it can affect your unit and mission
- Develop both oral and written communication skills by conducting a battle analysis and decision briefs

New Cadet Cadre

Most MSL IV Cadets report to NMMI early as part of the Corps of Cadets Leadership Detail. To be invited back early as a leader in the Corps of Cadets is a great honor and a great responsibility. In addition to your being able to influence the future of NMMI, you are also able to recruit for the ECP through your image, actions, and professionalism. In short, you are the face of the ECP and the US Army. If invited back for Leadership Detail, you will report on time and you will execute your duties to the best of your ability. Plan your summer around your ROTC obligations and your obligations to NMMI. Should your report date conflict with other training you have been scheduled for, be sure to inform the Commandant's Office as soon as you become aware of a conflict. If your summer training extends past your report date for Leadership Detail, you will report to NMMI within 48 hours of returning from summer training.

Administrative Requirements Prior to Commissioning

Transfer College

You will return to NMMI for your sophomore year knowing which college or university you will apply to so as to finish your bachelor's degree. Have a primary school and an alternate in mind. When making your decision, consider academic major, credit transfer, cost, housing, location, and proximity of USAR/ARNG units. In addition, the college you select must have an Army ROTC unit on campus or must be a partnership school with a college that has Army ROTC.

Apply to Transfer College

You will apply to your primary and alternate school in your MSL IV year. You will report to the PMS for mid-semester counseling with proof that you have applied to your transfer university.

Gain Acceptance to Transfer College

Typically, you will receive notification of your acceptance into your transfer university, and you will bring a copy of your acceptance letter to the ROTC Admin Section, by mid-February (specific date varies each year).

Expanded Educational Assistance Program

The Expanded Educational Assistance Program (EAP) is an optional program that pays full tuition or room and board to ECP Lieutenants to fund their last two years in college and complete their bachelor's degrees. ECP Lieutenants who choose to accept funds under the EAP incur the additional service obligation of one year of service for each year of benefits received. If you choose to participate in the EAP, you must submit your DA Form 597-4 to the ROTC Admin Section with your college acceptance letter.

Obtain Position with ARNG/USAR Unit near Transfer College Once you have been accepted into your transfer college, you will obtain a position with a local USAR/ARNG unit. Work with the USAR/ARNG Recruiters at Army ROTC and the State Officer Strength Managers to obtain a letter of acceptance and submit it to the ROTC Admin Section by mid-March (specific date varies each year). Once you have gained acceptance into a USAR/ARNG unit, obtain the unit's training schedule for the months following commissioning in May.

Coordinate With PMS at Transfer College

You will conduct coordination with the PMS at your transfer university to let him/her know that you will be an ECP 2LT on his/her campus and to obtain any guidance. At a minimum, you will introduce yourself via email or telephone and will obtain his/her signature on the ECP Memorandum of Understanding (MOU). You should strive to set up a face-to-face meeting with the gaining PMS in order to introduce yourself. You will submit the signed MOU to the ROTC Admin Section by mid-April (specific date varies each year).

Obtain Class A Uniform for Commissioning

You will obtain the Army Service Uniform and have it inspected by one of the Army ROTC Noncommissioned Officers for serviceability and proper fit by mid-April prior to graduating. Do

not wait until the last day to get inspected; you need to leave yourself some time to make alterations or corrections, if necessary.

Commissioning

Requirements

In order to be eligible for a commission in the US Army, you must:

- Graduate from NMMI with a minimum cumulative grade point average of 2.0
- Complete all MSL courses with a minimum grade point average of 2.0
- Complete the Cadet Leader Course (CLC)
- Pass a military history course (HI 203, 205, or 206)
- Pass the APFT
- Meet Army height/weight/body fat standards
- Pass the Combat Water Survival Test
- Obtain a Secret clearance

Responsibilities

Upon commissioning as a Second Lieutenant, you are no longer the responsibility of NMMI Army ROTC, and you will have far greater responsibilities than you did as a Cadet. First, you will be a full-time student at your transfer college. Second, immediately upon commissioning, you will be an officer in the US Army and will have duties and responsibilities with your new unit of assignment. Third, you must maintain a liaison with the PMS at your transfer college and report to him/her immediately upon starting classes in the fall.

Oath of Office upon Commissioning as a Second Lieutenant

At the commissioning ceremony the morning of graduation day, you will be sworn in as a second lieutenant according to following oath:

I, (State your full name) having been appointed a second lieutenant in the Army of the United States, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States of America against all enemies foreign and domestic, that I will bear true faith and allegiance to the same, that I take this oath freely, without any mental reservation or purpose of evasion, and that I will well and faithfully discharge the duties of the office upon which I am about to enter, so help me God.

Education Assistance Program

The PMS (Professor of Military Science) at NMMI can guarantee any Cadet that commissions out of the Army ROTC Early Commissioning Program a two year, full tuition scholarship to any university to which they are accepted. The EAP will cover either tuition and fees or pay up to \$10,000/year for room and board. Once at your four year university the gaining Army ROTC unit will assist you in completing this request.

After a cadet graduates and commissions from NMMI, the new lieutenant will attend a four year Army ROTC affiliated university. The lieutenant must earn a baccalaureate degree, during this time they are assigned to Human Resources Command (HRC) in St. Louis, Missouri.

Just prior to graduation/commissioning from NMMI, the Cadet has the option to select the EAP (Educational Assistance Program). The EAP is financial assistance is designed to cover costs beyond the tuition assistance from their ARNG or USAR unit participation for up to two years. The program will incur a one-year service obligation for each year/partial year of benefits used while obtaining a baccalaureate degree. Your follow-on school will initiate the EAP paperwork (DA Form 597-4) and place the contract in Military Personnel Readiness Jacket (MPRJ).

Lieutenant needs to ensure this form is completed and mailed in a timely manner to get paid during the first semester.

Lieutenant responsibilities: Headquarters Cadet Command (HQCC) tracks lieutenants reporting to 4-yr schools and holds branching boards prior to their graduation. If there is a breach of contract HQCC will recoup monies provided per the cadet contract (CC Reg. 145-9, Ch 5 for more details).

- Maintain a GPA at 2.0 or above (semester & cumulative)
- Maintain fitness and other basic soldier requirements and PASS the APFT every semester
- Must complete degree within 24 months (6 month extensions awarded on a case by case basis through HRC).
- Request PMS at the 4-year school to re-offer EAP (if not previously accepted)
- Meet with PMS once a quarter
- Non-deployable until after baccalaureate degree and officer basic course completion
- Join either a ARNG or USAR unit
- Work with ROTC Cadre if RC unit not available

Breach of contract occurs after one of the following:

- GPA falls below 2.0 (semester or cumulative)
- Doesn't graduate within 36 months
- Fails to maintain fitness or other basic soldier requirements (drug test, etc.)

Send memo, 597-4 copy, and transcripts to EAP program manager. Failure to graduate within 36 months could result in commission revocation & MJC scholarship recoupment.

The Silver Dollar Salute

Following the commissioning ceremony, your second lieutenant's bars will be pinned to your uniform in Pearson Auditorium by persons of your choosing. The pinning is followed by the "First Salute" outside of Pearson Auditorium.

It is a tradition in our Army that newly commissioned second lieutenants present a silver dollar to the first enlisted Soldier who salutes them. The coin symbolically acknowledges the receipt of respect due the new rank and position.

Authorized by Congress in 1792, the silver dollar is the only coin given in exchange for the first salute. By 1816, an officer's pay included a one-dollar allowance for an enlisted Soldier to teach the officer the regiment's history and traditions. Although the allowance was later discontinued, the training responsibility and tradition remain. Today, the silver dollar salute is an expression of the respect shared between the enlisted and the commissioned Soldier. The coin symbolizes payment for what the new officer has learned and still has to learn from the Non-Commissioned Officer.

Officers Creed

I will give to the selfless performance of my duty and my mission the best that effort, thought, and dedication can provide. To this end, I will not only seek continually to improve my knowledge and practice of my profession, but also I will exercise the authority entrusted to me by the President and the Congress with fairness, justice, patience, and restraint, respecting the dignity and human rights of others and devoting myself to the welfare of those placed under my command. In justifying and fulfilling the trust placed in me, I will conduct my private life as well as my public service so as to be free both from impropriety and the appearance of impropriety, acting with candor and integrity to earn the unquestioning trust of my fellow soldiers -- juniors, senior, and associates -- and employing my rank and position not to serve myself but to serve my country and my unit. By practicing physical and moral courage I will endeavor to inspire these qualities in others by my example. In all my actions I will put loyalty to the highest moral principles and the United States of America above loyalty to organizations, persons, and my personal interest.

Accessions Process Branch/Component Selection

When a new lieutenant graduates from NMMI and transfers to the university of their choice/acceptance. At the beginning of your senior year in college, at your transfer institution, your PMS will compile and submit your accessions packet to the Cadet Command accessions board. You will be ranked on a National Order of Merit List (OML) and are provided an opportunity to complete your Army "wish list" for the US Army Accessions Board where you will be selected for your branch (i.e. Infantry, Armor, Transportation, Aviation, etc.), your component of assignment (AD, ARNG, USAR), and if assigned to Active Duty, also your duty location preference will be considered (i.e. Fort Hood, Fort Carson, Germany, Korea, Fort Drum,

etc); all are ultimately based on needs of the Army. The majority of their accessions OML ranking is based on college junior year GPA, physical fitness, assessments from ROTC departments, and assessment at CLC (Cadet Leadership Course). College GPA (junior year) accounts for 40 to 45 percent of this OML. Your academic, physical, and military performance will be evaluated and you will be ranked against up to 5300 Cadets across the nation who are to be commissioned the following spring. See grading criteria in the OML Model below. Based on your position on the National Order of Merit List, and any scholarship-specific requirements, you will be assigned a branch, a component, and a duty station for you to serve the remainder of your service obligation.

Each year, approximately 5,300 United States Army Cadet Command (USACC) Cadets are accessed into one of the three components of the Army. To execute this task USACC uses an Order of Merit List Model. This model uses weighted criteria to measure USACCs desired outcomes. In order to create a greater emphasis on developing leader attributes during the course of the academic education (the OML Model is periodically modified by USACC). Leaders will now focus their efforts on developing leadership competencies and attributes instead of previously evaluated events such as CLC. The goal is to develop an objective OML Model which focuses on events and /or activities which measure talent, knowledge, skill, character and the potential to serve as commissioned officers and meet the leadership requirements of the Army of 2025. This process measures officer potential across all ROTC programs and academic disciplines objectively. It utilizes OML measures which drive Cadets to develop the desired leadership, ethical and moral traits as defined by the outcome goals. <https://branching-rotc.army.mil>

In order to increase the probability of being selected into the Active Component, an ECP lieutenant must position themselves as high on the OML as possible through their skills, knowledge, and behaviors. Needs of the Army during your Accessions year group will have a significant impact on branch and component selection.

National Order of Merit List Criteria: OML Model

1. Academic Outcomes (50%)

- Standardized Tests
 - CLA+ (5.0)
 - MAT (5.0)
- Cumulative GPA (minus ROTC GPA) through spring semester junior year (25.0)
- MS III Final Exam (6.0)
- Academic Discipline (4.0)
- Command Interest Items (5.0)

ADM4 = 4 pts; ADM3 = 2 pts

2. Leadership Outcomes (35%)

- PMS Experience Based Observations
 - MS III Cadet OER, PMS Rating of Potential (12.5)
 - MS III Cadet OER, PMS Ranking (12.5)
- Cadet Training/Extracurricular Activities (5.0)
- Language/Cultural Awareness (5.0)

3. Physical Outcomes (15%)

- APFT
 - Campus (most current fall semester) (6.5)
 - Campus (most current spring semester) (6.5)
- Athletics
 - Varsity, Intramural, or Community Team (2.0)

For each event/activity: Based on a normalized weighted average distribution for that cohort (except ADM).

Campus/Community Leadership and mentorship fall under Extracurricular Activities

Revision Date: 15 November 2015

Gold Bar Recruiter Program (GBRP)

The GBRP supplements the recruiting process by assisting the PMS and Recruiting Operations Officer (ROO). The GBR makes the greatest impact for ROTC by working with select on-campus markets talking about his or her own experience as a Cadet. Cadets can request to participate in the GBRP once they have been accessed during their last year in college and have been selected for their component (Active Duty, US Army Reserve, or Army National Guard). The processes for each component are different in how you request to become a GBR and is dependent on funding and slot availability. GBR lieutenants are only paid their base pay wages (as a second lieutenant) and are not entitled to BAH, BAS or TDY per diem. Cadets interested in this opportunity should contact the NMMI Recruiting Operations Officer once your Accessions packet has been submitted at your 4-year university.