

## UNITED STATES AIR FORCE NURSE CORPS

Fully Qualified Nurse Clinical (NC) & Nurse Specialist (NCS), Nurse Transition Program (NTP), Health Professionals Scholarship Program (HPSP)



#### **INFORMATION BOOKLET**

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## **Air Force Nursing**

**Respect and Prestige:** You've set high goals for yourself, so why settle for anything less? You can be part of the best healthcare program in the world. With our on-going research and new technology development, you'll join the Air Force's top-notch medical teams in providing the highest quality care to your patients.

As an Air Force Nurse, you'll gain the respect of your civilian colleagues and your military coworkers. You'll become a vital member of our medical team. Whether you're in college pursuing your nursing degree or currently working in nursing, you decided to enter this profession because you care about people and want to make a difference in the world.

It's those very same skills and compassion that Air Force Nursing needs today. The Air Force can help you achieve your goals, follow



your dreams and exceed any expectations you may imagine for yourself.

In caring for their patients while also serving as Air Force officers, our healthcare teams live by the Air Force's core values of *Integrity First, Service Before Self and Excellence in All We Do.* In return, the Air Force offers unique challenges, career growth, and educational opportunities. We're also committed to providing you a quality of life and stable work week that lets you devote more time for yourself, your family and your friends.

**Lifestyle:** Being an Air Force Nurse is a rewarding lifestyle. You'll get to provide health-care to active-duty members and their families using some of the most advanced equipment available. You'll get a great feeling knowing your skills are highly valued as a vital member of the Air Force healthcare team. Our medical teams are passionate and compassionate about what they do. Not only will you get to practice your profession, you'll also get to shape your future as a leader while developing and using your skills as a commissioned officer and healthcare professional. You'll also have the satisfaction of working with some very talented officers and enlisted members who care about their patients as much as you do.

The world and different cultures await you. Your quest for adventure will take you places. While many of your civilian counterparts are stuck in a routine job with predictable hours, you can volunteer for assignments that include Europe and the Far East. Or, you can apply for jobs in Alaska to enjoy its hunting and fishing opportunities, or even Washington, D.C., for its great museums, intellectual forums and the historical sites of our nation's beginnings. And the best part, as many Air Force people agree, is the lifelong friends you'll make along the way in your military career, be it four years or thirty.

A comprehensive history of Air Force Nursing Services: <a href="http://airforcemedicine.afms.mil/idc/groups/public/documents/afms/ctb\_039988.pdf">http://airforcemedicine.afms.mil/idc/groups/public/documents/afms/ctb\_039988.pdf</a>

## **Nurse Responsibilities**

Within the Air Force, the practice of nursing by a registered nursing professional means assuming responsibility and accountability for these and other nursing actions:

- Diagnosing and treating human responses to actual or potential health conditions.
- Providing healthcare services in collaboration with other health service personnel, including carrying out diagnostic and therapeutic regimens prescribed by duly licensed practitioners authorized to order such regimens.
- Teaching healthcare practices.
- Making a nursing diagnosis that identifies the needs of an individual, family, or group.
- Administering a nursing treatment regimen through selection.
- Performance and management of proper nursing practices.
- Administering, supervising, delegating, and evaluating nursing and medical technician actions



Our health professionals will tell you that participating in humanitarian missions brings a sense of personal fulfillment and satisfaction in their lives. Whether providing medical are to survivors of a natural disaster, airlifting medical supplies to a third-world country or responding to an emergency request from a foreign government, Air Force medical personnel are ready to help wherever and whenever needed to save lives.

#### **Features & Benefits**

Air Force Nurses enter the military as officers with the same rank as physicians, leading to a more team-oriented environment. Besides a great job, education, and training... consider these benefits:

Pay and compensation: Who doesn't need a good income these days? The Air Force strives to provide salaries that are competitive with those in the civilian sector. As you progress in your career, getting promoted and adding years to your military service time, your pay will increase. In addition, all military members may earn annual pay raises approved by Congress and the President. Your experience and education determines what rank you'll enter the Air Force. Add in monthly food and housing allowances and you'll make a comfortable living. Don't forget the free medical and dental benefits you'd pay for in the private sector for you and your family members.

Earn 30 days of vacation with pay each year: Beginning your very first year! You'll have lots of time to enjoy your off-duty time with family and friends at home or in another state or country. There are some really great vacation destinations too, like beach time at the Hale Koa Hotel in Hawaii, or skiing in Garmisch, Germany or golfing at Shades of Green in Orlando, Florida.

No loss of seniority when moving to other hospitals or clinics: No matter whether you serve stateside or overseas, in a small clinic or large hospital. Air Force nurses have that advantage over their civilian counterparts. You can see the world and still earn your promotions and pay raises just like other Air Force personnel in non-healthcare professions. It's that simple.

Tax-free housing and food allowances: Most of the time, you can choose to live on base or in the local community. If you live in base housing, you do so rent free. If you live off-base, the Air Force provides you with a monthly housing allowance. You can still continue to use the on-base facilities such as restaurants and the grocery store no matter whether you live on base or off.

Comprehensive medical and dental care: Unlike the private sector, you won't have to wait for months to start using all facets of our medical and dental care the Air Force provides for its military members and their families. Think of the monthly savings you'll enjoy by not having to pay those very expensive healthcare premiums that your civilian counterparts, friends and neighbors have to deal with.



**Insurance:** You can purchase life insurance policies up to \$400,000 for up to about \$30 per month. If you are temporarily disabled due to illness or injury, you'll still receive a salary.

**Live, work and travel overseas:** What an opportunity it would be for you and your family to see the world; maybe even live in a foreign country, and experience different ethnic cultures together! The Air Force can make it happen.

**Home loans:** As an Air Force member, or as a veteran, you're eligible for low-cost Veterans Administration backed home mortgage loans.

Thrift Savings Plan: TSP is a Federal Government-sponsored retirement savings and investment plan. It's optional and is completely separate from the military pension. The plan offers the same type of savings and tax benefits that many private corporations offer their employees under —401Kll plans. You get a choice of investment funds and you contribute from your own pay. The amount you contribute and the earnings attributable to your contributions belong to you, even if you don't serve the years needed to receive a military retirement.

**Discount shopping at on-base grocery and department stores:** Our commissaries have a variety of fresh, frozen and packaged foods just like off-base supermarkets. Our base exchanges have the latest in clothing, electronics, jewelry, and household items, just to name a few. We even have gas stations on base too!

**Family care while you're at work:** There are on-base child care centers for infants, toddlers and young children. For near-teens and teens, the youth center has a variety of activities and regularly-scheduled programs to keep young people busy.

**Recreation:** Air Force bases have a variety of morale, welfare and recreation programs, including sports and fitness activities, to enjoy all year long. In recent years, the Air Force has made exercise and staying —fit to fight a top priority. Our fitness centers have top-of-the-line exercise equipment, swimming pools and weight room plus we

have tennis courts, golf courses, camping areas, and varied fitness classes for the entire family. Most bases also have bowling alleys, movie theaters, youth centers and even discount ticket offices where you'll get reduced prices for amusement parks, live theater and movies.

**Retirement:** While civilian pension plans are falling by the wayside or being totally cut, our retirement plan is still one of the



best programs around. Plus, while you're earning your pension, there are no payroll deductions for the Air Force's retirement plan. With just 20 years of service with the Air Force, you'll be eligible for retirement. You could be as young as 38 years old and still, if you choose, have another 27 years or more to do something else! Of course, you can stay in the Air Force past 20 with the potential to retire at 75% base pay.

Morale, Welfare and Recreation (MWR) Activities: Provide conveniently located, low-cost, professionally managed activities and entertainment. You and your dependents receive significant savings when you participate in programs that include golf, bowling, child development center, clubs, arts and crafts, outdoor recreation activities, equipment check-out, libraries, youth activities, hobby shops, recreation centers, aero clubs, etc.

**Space Available Travel:** Members on leave may travel on military aircraft at no cost.

## **Nurse Specialties**

#### **Entry Level**

46N1T Nurse Transition Program (NTP)

- Two tracks only: Med/Surg or OB

#### Fully Qualified (FQ)

46N3 Clinical Nurse (Med/Surg)

46F3\* Flight Nurse

#### FQ Nurse Specialists (NCS):

46N3D*	Clinical Nurse Staff Development
46N3E	Critical Care Nurse
46N3F	Neonatal Intensive Care Nurse
46N3G	Perinatal Nurse
	- OB/GYN/LD/PP
46N3J	Emergency (ER) /Trauma Nurse
46P3	Mental Health Nurse
46S3	Perioperative (OR) Nurse



#### FQ Advanced Practice Nurses (NCS- APN):

46Y3C*	Adult / Acute Care Nurse Practitioner (ACNP)
46Y3G	Nurse Midwife
46Y3M	Certified Registered Nurse Anesthetist (CNRA)
46Y3A	Women's Health Nurse Practitioner (WHNP)
46Y3B	Pediatric Nurse Practitioner (PNP)
46Y3H	Family Nurse Practitioner (FNP)
46Y3P	Psychiatric Mental Health Nurse Practitioner (PMHNP)

#### **Nurse Corps Health Professions Scholarship Program (NC-HPSP):**

46G1	Nurse Midwife
46M1	Certified Registered Nurse Anesthetist (CNRA)
46N1B	Pediatric Nurse Practitioner (PNP)
46N1C*	Adult / Acute Care Nurse Practitioner (ACNP)
46N3A	Women's Health Nurse Practitioner (WHNP)
46N1H	Family Nurse Practitioner (FNP)
46P1A	Psychiatric Mental Health Nurse Practitioner (PMHNP)

Note: \*=Very limited Availability

## **Nurse Specialty Descriptions**

Acute Care Nurse Practitioner (ACNP): is an advanced-practice registered nurse who provides care to patients who are experiencing acute, critical, and complex episodic illnesses or injuries. The ACNP's scope of practice encompasses trauma, critical care and emergency service, as well as hospital-based specialty practices such as orthopedics, cardiology, neurology, oncology and infectious disease. The ACNP has completed a graduate-level program of specialized study that includes both didactic training and a minimum of 500 supervised clinical hours. National board certification and state licensure are subsequently required to begin independent practice. The ACNP's scope of practice includes: conducting a comprehensive history and physical exam, diagnostic reasoning, ordering and interpreting the full range of diagnostic tests, performance of invasive procedures, and prescriptive authority. The ACNP collaborates with the patient, family members, and other members of the health-care team to reach the best possible outcome for the patient.

Emergency Room (ER) Nurse: Emergency nursing crosses multiple dimensions and includes the provision of care that ranges from birth, death, injury prevention, women's health, disease, and life and limb-saving measures. Unique to emergency nursing practice is the application of the nursing process to patients of all ages requiring stabilization and/or resuscitation for a variety of illnesses and injuries which occur in a variety of settings, including during a contingency or natural disaster setting. These may require minimal care to life-support measures; patient, family, and significant



other education; appropriate referral and discharge planning; and knowledge of legal implications. The emergency room nurse is a focal point at the crossroads of primary, secondary, and tertiary care, and on the wellness illness continuum. Emergency room nurses triage and use assessment skills during contingency operations as well as peacetime, to save life and limb. ACLS, BLS, required, Trauma Nurse Course highly encouraged.

**Critical Care Nurse:** A critical care nurses manages complex critically ill and injured adults to children. As a critical care nurse, you will use state-of-the-art equipment on the ground and in the air and assist with transport of critically injured soldiers during a contingency. Advanced cardiac life support (ACLS) and basic life support (BLS) are required. Advanced education is encouraged throughout your career.

Family Practice Nurse Practitioner (FNP): Air Force Family Practice Nurse Practitioner manages all ages of patients from infant to geriatrics. They work in collaboration with physicians and a multidisciplinary team to benefit the military population and their beneficiaries and practice as an independent practitioner with a normal caseload of patients with complex multisystem medical issues, as well as routine health maintenance.

Medical Surgical (Clinical) Nurse: Clinical medical surgical nurses are indispensable members of Air Force medical teams. As a medical surgical nurse, you plan, implement and evaluate nursing care for both outpatients and inpatients along the health continuum. You will collaborate with all members of the team to ensure your patients and their families receive the finest state-of-the-art health care. A variety of assignments await you from working in a full size medical center including research, to working



interdependently with medical providers in a small clinic. Medical surgical nurses are involved in every aspect of healthcare from bedside nursing, community initiatives, leadership, research, education and disaster preparedness, including deployment. Medical surgical nursing offers the widest variety of opportunities within healthcare.

Mental Health Nurse: Mental health nurses are crucial to the recovery of their patients. In this assignment, you will provide services to promote and maintain optimal mental health, manage mental and physical disorders and diagnose and treat human responses to actual or potential mental health problems. You will work with individuals, families, groups and communities to assess mental health needs, develop diagnoses and plans and implement and evaluate nursing care. You will also monitor patients undergoing detoxification from alcohol and drugs, assist in planning, providing and evaluating comprehensive mental health services and support, conduct and use nursing research to improve health-care delivery. As a mental health nurse you may manage inpatient care units, provide case management, and work with members in the deployed setting.

Neonatal Intensive Care Nurse: An Air Force neonatal nurse is a medical surgical nurse who works primarily in the neonatal intensive care unit (NICU). As a neonatal nurse, you will assess, plan, supervise and ensure that quality care is given to neonatal patients (ages 0-30 days) with multiple pathologies, including medical and surgical diagnosis. You will attend high-risk deliveries, as well as perform all functions of a medical surgical nurse while managing resources during multiple admissions and discharges.



Depending on the NICU to which you are assigned, you may care for infants on high-frequency oscillator ventilators or extracorporeal membrane oxygenation and assist in neonatal aeromedical evacuation (transport) missions. You will be responsible for using highly specialized equipment; assigning duties to subordinates; and providing psychological, social and educational support to parents and family members. All Air Force neonatal nurses must acquire and maintain certification in basic life support (BLS) and the neonatal resuscitation program (NRP).

Nurse Anesthetist: (CRNA) ensures that all operations and surgeries are as painless as possible. In this role, you will administer anesthetic agents to patients and monitor their reactions to anesthesia and surgery. You will also provide or supervise postoperative recovery care. Your responsibilities will include the management of the anesthesia department. You will provide or supervise services in support of patients with respiratory care requirements. You will also assist with the training of personnel in venipuncture and



intravenous therapy, respiratory care, cardiopulmonary resuscitation and anesthesia under the direction of a medical officer. Your responsibilities include performing preoperative evaluations and preparations, administering anesthetics and advising the anesthesiologist of adverse reactions necessitating nondelegated medical decisions.

**Nurse-Midwife:** On the front lines of women's health in the Air Force is the certified nurse-midwife. The certified nurse-midwife provides comfort, support and expertise in medical-midwifery care during pregnancy, labor, delivery, and postpartum. Functioning in this role you will independently manage women's health care with emphasis on the maternity cycle and practice in collaboration with an obstetrician/gynecologist or family practice physician.

Operating Room Nurse: The operating room nurse is on the front line of the most complex lifesaving procedures. You will be responsible for planning, directing and coordinating activities of the operating room department. An operating room nurse provides professional nursing care to patients undergoing surgery, prepares and maintains the operating room for all surgical procedures and assembles the type and quantity of materials and special equipment needed for daily procedures and possible emergencies. You



will conduct both preoperative and postoperative visits with your patients. You will also coordinate with other hospital units, which may include recovery room, intensive care, obstetrics and nursing units, to ensure your patients' progress.

**Psychiatric Mental Health Nurse Practitioner:** (PMHNP) provides comprehensive psychiatric mental health care to the adult military population, retirees, and their significant others between the ages of 18 and 65. The PMHNP interfaces and collaborates with other professional to insure appropriate and coordinated multidisciplinary patient evaluation and treatment. PMHNP functions independently and in collaboration with credentialed health providers. Also serves as a role model and consultant to staff in the provision of psychiatric care, education, and research.

Pediatric Nurse Practitioner: PNP) is a privileged provider in the specialty of Pediatrics. PNPs are registered nurses who have obtained advanced education, training, and certification to practice independently and collaboratively to provide primary health care to pediatric clients. PNPs provide medical assessment, treatment, education, health promotion, and prevention to individuals, families, and the community. PNPs practice independently and collaboratively with physicians providing comprehensive healthcare



for well and sick children from birth to adolescence and are an integral, active member of the pediatric healthcare team, caring for neonates, infants, children, and adolescents up to age 21 yrs. Education requirements include graduation from an accredited baccalaureate degree program in nursing (BSN) and completion of an approved and accredited Master's Degree (MSN or MS) prepared pediatric nurse practitioner program. Licensure is required as an RN from at least one US jurisdictions. In addition, national certification through the Pediatric Nursing Certification Board (PNCB) or the American Nurses Credentialing Center (ANCC) is required. Basic Life Support and Pediatric Advanced Life Support certifications are also a requirement.

Perinatal (OB/GYN) Nurse: You assess, plan, implement, supervise and evaluate quality care given to obstetrical/neonatal patients and families. Assignment opportunities exist both in the States and overseas. Depending on the unit to which you are assigned, you may care for high risk OB patients, level II nursery patients, circulate for cesarean sections, or add medical-surgical patients to your OB duties on a single unit inpatient care ward. OB nurses are integral parts of OB care teams and work with certified



midwives, physicians, neonatologists, pediatricians, medical surgical nurse specialists and others to provide management of acute and chronic illnesses as well as low risk obstetrical care. All Air Force Obstetric Nurses must acquire and maintain certification in Basic Life Support (BLS) and Neonatal Resuscitation Program (NRP).

Women's Healthcare Nurse Practitioner: (WHNP) is an advanced practice medical surgical nurse who works in the ambulatory care setting. As a WHNP, you will provide primary health care to both obstetric and gynecologic patients from menarche through their life cycle. Your privileges include obtaining medical histories, performing physical exams, and establishing medical diagnoses; ordering and interpreting diagnostic studies; initiating appropriate treatment, to include drug therapy, within privileged scope of care. Also perform comprehensive family planning counseling, cancer screening, STI care, and procedures (if credentialed to do so, such as IUD insertion, colposcopy, and biopsies of the vulva, vagina, cervix, and endometrium). The practice setting the Air Force WHNP ranges from solo practice in a clinic to group practice in a medical center.

## **Educational Programs**

**Nurse Corps Programs:** The Nurse Corps annually provides Air Force Nurses with a variety of opportunities to receive graduate education at civilian institutions sponsored by the Air Force Institute of Technology. Typical degrees awarded include a Master of Science in Nursing Disciplines which has nurse practitioner programs and clinical specialties.

**Professional Growth:** From day one and throughout your Air Force career, you achieve professional growth and development through leadership experiences, on-the-job training (OJT) and continued education. The Air Force places a very high priority on continuing education and training. You'll have the opportunity to meet your goals and further your career. If you're still in nursing school and have student loans or you're wondering how you'll pay for your master's degree, we've got that covered too.

**Nursing Service Fundamentals:** Introductory level correspondence course designed to prepare nurses to deal effectively with day-to-day situations encountered in Air Force Nursing units. Additionally the course facilitates and awareness of the nurse manager role. Some components include cultural diversity, sexual harassment, followership, mentoring, manpower and duty schedules, ethical decision-making, and delegation. This course is a prerequisite for selection to Nursing Service Management.

**Flight Nursing:** Trains nurses pre-selected for flying assignment as a member of the medical crew in aeromedical evacuation units. At Brooks AFB, TX, this 5 ½ -week course includes principles of aerospace medicine; altitude physiology; specialized techniques necessary for safe and efficient transportation of patients by air in peacetime and wartime environments; life support principles, procedures, equipment, and techniques, and survival skills. Provides the knowledge and skills required for management and nursing care of patients in flight.

**Post 9/11 GI Bill:** Up to \$48,000 for use toward your education while on duty or up to 15 years after you leave or retire from the Air Force. And, it is transferrable to your spouse or your children. Certain rules apply.

Clinical Hyperbarics: Provides training necessary to function as a hyberbaric medicine nurse, emphasizing management of total patient care for critically/chronically ill patients selected for hyperbaric oxygen therapy. Attendees participate in all phases of clinical hyperbaric medicine including wound care, in this 7-week course at Brooks AFB, TX. Students gain experience in emergency practice to include treatment for decompression sickness, air embolisms, carbon monoxide poisoning, and gas gangrene. Four weeks of job qualification is then mandatory at the selectees' clinical hyperbaric site before the nurse is considered fully qualified.

**Nursing Service Management:** This residence course at Sheppard AFB, TX provides training in the knowledge and skills needed to perform the duties associated with nursing management positions. Topics include regulatory agencies, standards of practice, responsibilities, management tools, quality assessment/improvement, risk management, duty scheduling, and performance evaluations. Completion of Nurse Service Fundamentals is mandatory before selection to attend Nurse Service Management.

Health Professions Education and Training Course: This 4-week course held at Sheppard AFB, TX, prepares both officer and enlisted members for various roles in education within the Medical Group. Attendees make several oral presentations and accomplish various individual and group projects. Content focuses on initial orientation of medical group personnel, in-service education, and continuing education, assessing learner needs, teaching adult learners, planning and implementing educational programs, evaluating effectiveness of educational endeavors, and management of Medical Group Education and Training.

**Operating Room Nurse:** Provides training to enter the operating room nurse career field from other nursing career fields. Course consists of 2 weeks of didactic training and 10 weeks of clinical experience under direct supervision of the course supervisor and approved preceptors. Emphasis is placed on development of the preoperative role and ability to function effectively and safely as a surgical team member. Creation of an optimal surgical environment, utilizing the principles of aseptic technique and infection control practices is stressed. Operating room nurses responsibilities during OR emergencies, peacetime disasters, and wartime medical readiness are also emphasized.

**Nurse Anesthetist:** Selected RN's participate in a 2-year master program through selected universities, which are fully accredited by the American Association of Nurse Anesthetists. The didactic instruction involves areas such as general anatomy, physiology, physics, chemistry and pharmacology. The clinical phase is accomplished at various Air Force Medical Centers.

**Neonatal Intensive Care Nurse:** This 10-week course provides training to enter the Neonatal ICU career field from other nursing career fields. This course provides training in the knowledge and skills necessary to perform the duties of a clinical nurse in a level 2-3 neonatal ICU. This course will include emergency response to newborn deliveries and concepts of neonatal transport. Instruction is geared toward providing the basic knowledge and hands on training needed in assessing, planning, implementing, and evaluating care of the neonatal patient.

**Perinatal Nursing:** This 6-week course, taught at Langley AFB, VA or Lackland AFB, TX provides training for new perinatal nurses in the knowledge and skills necessary to perform duties as a staff nurse in an obstetrical unit, including labor and delivery, postpartum, and newborn nursery. Instruction is geared toward planning, implementing, and evaluating care of antepartum, intrapartum, postpartum, and neonatal patients.

Continuing Education Contact Hours: The Air Force Nurse Corps supports professional growth and development through continuing education programs. Several funding sources exist to send nurses, expenses paid, and educational offerings such as national conventions of nursing specialty organizations and other local and national education conferences and courses. In addition, the NC continues its tradition of commitment to education through its Continuing Educational Approval and Recognition Program (CEARP). Contact hour activities, approved through CEARP, are often held right in the workplace and are possible because the NC is an accredited approver unit of the American Nurses Credentialing Center Commission on Accreditation (ANCC COA). The Air Force requires 60 contact hours every 3 years. The Air Force contact requirement usually meets or exceeds individual state requirements; however, each nurse is required to maintain their states contact hour requirement.

Uniformed Services University Health Sciences (USUHS) Graduate School of Nursing: The USUHS Graduate School of Nursing focuses on preparing health care professionals at the graduate level for practice and research in federal and military healthcare.

Sponsorship for Graduate Study: Through the Air Force Institute of Technology (AFIT) nurses are selected each year to earn graduate degrees at the Air Force's expense, from civilian colleges and universities all over the United States. Tuition and fees, as wells as full pay and allowances, are provided while obtaining a master's or doctoral degree. While a student, nurses are not assigned any other duties. However, time limits do apply and additional service commitments are incurred. degree/majors/clinical specialties are generally available based on forecasted needs of Air Force Medical Service. Examples of some opportunities include: family nurse practitioner, pediatric nurse practitioner, women's health nurse practitioner, and midwifery; clinical nurse specialist such as critical care, maternal/child. emergency/trauma, pediatrics, neonatal, adult health, mental health and gerontology; community health nursing, nursing education, Certified Registered Nurse Anesthetist and nursing administration.

Air Force Education With Industry Program – Medical (MEWI): This is a 10-month fellowship in a civilian institution/company. During the course, the student will be exposed to the industry's organizational structure, management methods and technology and will be immersed in the day-to-day challenges of management. The objective is to develop management qualities and technical leadership abilities.

**Tuition Assistance:** Our Tuition Assistance (TA) program pays up to 100% of your tuition at any accredited educational institution, both in-person and online while attending during off-duty time.



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POSITION	Beds		Midwife	CRNA	Med-Surg / Clinical	Women's Health	PNP	Critical Care	Neonatal	OB/LD	FNP	Emergency Room	Psych	OR	NOTES
AFSC			46GX	46MX	46NX	46NXA	46NXB	46NXE	46NXF	46NXG	46NXH	46NXJ	46PX	46SX	
Hospitals in the Continental United States															NOTES
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AFA/Peterson, CO	12			Х	Х	Х					Х		Х	Х	
Andrews, MD	60			Х	X	Х	X	Х		X	Х	X	Х	X	NTP
Eglin, FL	53		X	Х	Х		Х	X		Х	X	Х		Х	NTP
Keesler, MS	78		X	X	X	X	X	X	X	X	Х	X	X	X	NTP NTP
Lackland, TX	270 35		X	X	X	X	X	X	Х	X	v	X	Х	X	NIP
Langley, VA Mt. Home, ID	10		Α	X	X	X	Α	Х		X	X	^		X	
Nellis, NV	104		Х	X	X	X	Х	Х		X	^	Х		X	NTP
Travis, CA	84			X	X	X		X	Х	X	Х	X	Х	X	NTP
Wright Patterson, OH	65			X	X	X	Х	X		X	X	X	X	X	NTP
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Ambulatory Surgery Clinics Located in the Continental United States	Beds		Midwife	CRNA	Med-Surg\Clinical	Women's Health	ANA	Critical Care	Neonatal	OB/LD	FNP	Emergency Room	Psych	OR	
															NOTES
AFSC			46GX	46MX	46NX	46NXA	46NXB	46NXE	46NXF	46NXG	46NXH	46NXJ	46PX	46SX	
Kirtland, NM					Х	Х	Х				Х				
Miscellaneous			Midwife	CRNA	Med-Surg\Clinical	Women's Health	PNP	Critical Care	Neonatal	OB/LD	FNP	Emergency Room	Psych	OR	
Bethesda				Х							Х				
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Sheppard Training Group

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Continental United States	Clinics Located in the													
Barksdale														
Beale, CA														
Bolling, MD										Х				
Brooks, TX					Х	V				v				
Buckley, CO	Brooks TV					^	v			^				
Cannon, NM							^							
Charleston, SC         X         X         X           Columbus, MS         X         X         X         X           Davis Monthan, AZ         X         X         X         X           Dover, DE         X         X         X         X           Dyess, TX         X         X         X         X           Ellsworth, SD         X         X         X         X           Edwards, CA         X         X         X         X           Edwards, CA         X         X         X         X           Feiarchild, MN         X         X         X         X           FE Warren, WY         X         X         X         X           Goodfellow, TX         X         X         X         X           Flansom, MA         X         X         X         X         X           Hall, UT         X         X         X         X         X         X         X         Introduction         X         X         X         X         X         X         X         X         X         X         X         X         X         X         X         X         X         X					Х									
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Davis Monthan, AZ														
Dyess, TX				Х	Х	Х								
Ellsworth, SD				Х	Х					Х				
Edwards, CA	Dyess, TX			Χ						Х				
Fairchild, MN	Ellsworth, SD			X	X									
FE Warren, WY	Edwards, CA			Х	Х									
Ft Dix/McGuire, NJ					Х					Х				
Goodfellow, TX														
Grand Forks, ND														
Hansom, MA										Х				
Hill, UT						X				v				
Holloman, NM					Y	Y								
Hurlburt, FL	Holloman NM													
Lackland, TX (37 <sup>th</sup> )         X			Х				Х			Х				
Little Rock, AR         X										Х				
Los Angeles, CA	Laughlin, TX													
Luke, AZ         X<					X	X								
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Vandenburg, CA					Х										
Whiteman, MO					Х	Χ	Χ								
	1		l	l	l	l	l					l	l	l	
POSITION	Beds	Flight Nurse	Midwife	CRNA	Med-Surg / Clinical	Women's Health	PNP	Critical Care	Neonatal	OB/LD	FNP	Emergency Room	Psych	OR	NOTES
AFSC		46FX	46GX	46MX	46NX	46NXA	46NXB	46NXE	46NXF	46NXG	46NXH	46NXJ	46PX	46SX	
Hospitals Located Overseas															
Aviano, Italy	14		Х	Х	Х					Х	Х			Х	
Elmendorf, Alaska	55		Х	Х	Х	Х	Х	Х		Х	Х	Х		Х	
Landstuhl, Germany	140		Х	Х	Х	Χ		Х	Х	Х	Х	Х	Х	Х	
Lakenheath, England	39		Х	Х	Х	Х	Х	Х		Х		Х		Х	
Misawa, Japan	25			Х	Х					Х		Х		Х	
Osan, Japan	20			Х	Х	Х						Х		Х	
Yokota, Japan	15			Х	Х							Х		Х	
Amb Surg Clinics Overseas Incirlik, Turkey				X	X	X								Х	
Clinics Located Overseas															
Anderson, Guam					Х	Х									
Croughton, England					X										
Eielson, Alaska					Χ										
Geilenkirchen, Germany					Х										
Hickam, Hawaii					X	Х									
Kadena, Okinawa					Х	Х	Х	Х	X		Х		Х		
Kunsan, Korea					Х										
Lajes, Azores					X	Х									
Ramstein, Germany					X	V	Х				Х		Х		
Bitburg/Spangdahlem, GE					X	Х									
Upwood, England					Х										
Flying Units															
43 AES at Pope		Х													
374 AES at Kadena		Х													
375 AES at Scott		Х													
86 AES at Ramstein		Х													
615 AMOS Travis		Х													
21 AMOS McGuire		Χ													
TRANSCOM		Χ													
TPMRC Ramstein		Х													
AMOCC Ramstein		Х													
TPMRC Hickam	1	Х	1				1		1	1	1	1			

X

Vance, CA



## Major Air Force Bases Overseas



### **Air Force Officer Ranks**



*	**	***	***
Brigadier General	Major General	Lieutenant General	General
O-7	O-8	O-9	O-10

When considering your rank, we look at the following:

- (1) Professional Experience (as of date of initial RN license). We calculate half of documented civilian experience to make a certain rank. For example, if an applicant is a fully qualified ER Nurse with exactly 8 years of experience, that person would be award the rank of Captain, because it takes 4 years to obtain that rank in the Air Force. Consideration beyond the rank of Captain will be made on an individual basis.
- (2) Prior Military Service: minimum 4 years of Enlisted (E) Active Duty (AD) or Warrant Officer completion time, in some cases accumulative Guard and Reserves activation accrual time, or prior service officer commission time. Service from other US military branches is also included.

Maj. Gen. Kimberly A. Siniscalchi is Assistant Air Force Surgeon General, Medical Force Development, and Assistant Air Force Surgeon General, Nursing Services, Office of the Surgeon General, Headquarters U.S. Air Force, Rosslyn, Va. As Assistant Air Force Surgeon General, Medical Force Development, she establishes new and appraises existing personnel policy and staffing requirements for 34,000 active-duty officer and enlisted medical personnel. Her directorate is responsible for all medical force education and training. As Assistant Air Force Surgeon General, Nursing Services, she creates and evaluates nursing policies and programs for 19,000 active-duty, Guard and Reserve nursing personnel. She interacts with Air Staff, Joint Staff, other services and major commands to ensure the highest caliber of nursing care and personnel.



## Pay & Entitlements 2013 Military Commissioned Officer Pay Chart

	< 2	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14
O-8	\$9,847	\$10,170	\$10,384	\$10,444	\$10,711	\$11,157	\$11,261	\$11,685	\$11,806
0-7	\$8,182	\$8,562	\$8,738	\$8,878	\$9,131	\$9,381	\$9,671	\$9,959	\$10,248
O-6	\$6,064	\$6,663	\$7,100	\$7,100	\$7,127	\$7,432	\$7,473	\$7,473	\$7,897
O-5	\$5,055	\$5,695	\$6,089	\$6,164	\$6,410	\$6,557	\$6,880	\$7,118	\$7,425
0-4	\$4,362	\$5,049	\$5,386	\$5,461	\$5,774	\$6,109	\$6,527	\$6,852	\$7,078
O-3	\$3,835	\$4,347	\$4,692	\$5,116	\$5,361	\$5,630	\$5,804	\$6,090	\$6,240
O-2	\$3,314	\$3,774	\$4,347	\$4,493	\$4,586	\$4,586	\$4,586	\$4,586	\$4,586
0-1	\$2,876	\$2,994	\$3,619	\$3,619	\$3,619	\$3,619	\$3,619	\$3,619	\$3,619

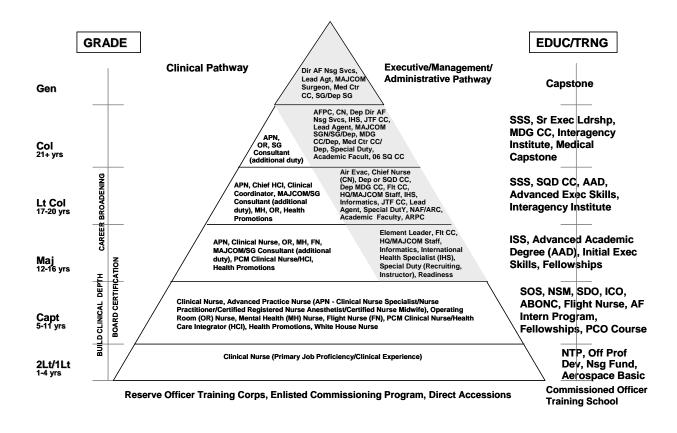
#### MONTHLY BASIC ALLOWANCE FOR SUBSISTENCE (BAS) & BASIC ALLOWANCE FOR HOUSING (BAH)

Pay	BAS (Same for a	all		BAH	I RC	т	
Grade	Officers)		With	out Dependents	<b>\</b>	With Dependents	These BAH rates are based on lowest location
							amounts within the continental United States.
O-10	\$ 242.6	0	\$	1481.70	\$	1822.50	These amounts will more than likely increase depending on your first duty assignment. Also,
O-9	\$ 242.60	0	\$	1481.70	\$	1822.50	rates will increase the longer you spend in the
O-8	\$ 242.6	0	\$	1481.70	\$	1822.50	Air Force.
O-7	\$ 242.60	0	\$	1481.70	\$	1822.50	A
O-6	\$ 242.6	0	\$	1358.70	\$	1640.70	Actual BAH rate will be based on the area where you are stationed, which could be a base
O-5	\$ 242.6	0	\$	1308.30	\$	1581.60	or city. Additional money like Overseas
O-4	\$ 242.6	0	\$	1212.00	\$	1394.10	Housing Allowance (OHA) and Cost Of Living Allowance (COLA) could be granted.
O-3	\$ 242.6	0	\$	972.00	\$	1153.50	
O-2	\$ 242.6	0	\$	770.40	\$	984.30	Dependents include spouse and/or children.
O-1	\$ 242.6	0	\$	660.90	\$	881.10	

## **Career Progression**

Career progression is based on a solid "three-legged stool" of operational, staff, and leadership experience. This triad will serve as your career foundation as you progress up through the ranks and proceed toward your goal. In the beginning of your career focus on one goal...establishing operational credibility in your AFSC-specific skill set. Until you develop this expertise, you cannot build the remaining legs of staff and leadership experience. Staff experience provides increased job responsibility and is key in developing areas of expertise that will enhance you decision-making and leadership skills. Early in your career you can obtain valuable staff experience by taking on additional duties or getting involved in special projects. As an example, you may dual-hat as a clinical nurse with additional responsibilities as the Infection Control Officer. During tenure as a senior captain through major, expand your staff experience through specialty education and mid-level career broadening assignments.

Leadership is the core of officership. As an officer you will be held to the highest standards of conduct and will be expected to live the core values of Integrity, Service Before Self and Excellence in all that you do. You will be responsible for your development as an Air Force officer. This process begins immediately when you take the commissioning oath and continues throughout your career. Build on what you learn in Commissioned Officer Training (COT), Aerospace Basic and Professional Military Education (PME) courses. Network with your line officer counterparts through involvement in special projects and the Company Grade Officer Council. As you gain experience, you will lead and mentor junior officers and enlisted personnel in day-to-day operations and in their professional growth. As you become more senior, progressive successes in more complex leadership roles prepare you for challenging and expanded responsibilities. As you progress throughout your career, the "three legged stool" will continue to serve as your model and will guide you toward positions offering increasing responsibility and opportunity.



The operational or clinical track is characterized by a solid AFSC-specific/clinical foundation with progression as a field grade officer into advanced practice nursing, clinical specialist, element leader, and flight commander roles. In the operational track you can incrementally acquire the executive skills competencies required for entry into the executive leadership track. In the staff track, you branch out to jobs or specialties such as readiness, quality, health promotion, prevention, case management, research, and education/training. Squadron or group level staff jobs are an integral part of day-to-day business and overlap into the operational track. To advance in the staff track, develop your specialty to be competitive in major command (MAJCOM), lead agent, or Air Staff positions. As in the operational track you can also gain many of the skills required for executive leadership positions.

The executive leadership track spring boards from the operational and staff tracks and affords you the opportunity for potential promotion to colonel. In this track, you must have a solid operational background with an intermingling of staff jobs. Officers in this track possess executive skills, solid command potential, and the appropriate level of PME. They face leadership challenges as chief nurses, squadron commanders, medical group commanders, MAJCOM and HQ USAF division chiefs, or equivalent positions. For general officer consideration, you must progress through top-level executive leadership, MAJCOM, Air Staff, or joint staff positions.

These tracks are not cast in stone and movement between them is possible and encouraged during the first half of your career. However, as your seniority increases, flexibility to switch tracks becomes limited. It is very difficult to become proficient in the required executive skills unless you diversify your career with *operational* and *staff* experience, invest in graduate education and complete Professional Military Education (PME) commensurate with your grade. As an example, if you remain in the operational track as an advanced practice nurse or in the staff track as a health promotions officer, you may not have equipped yourself with the right experience to compete for a position in the executive leadership track. There are opportunities to pursue an "exceptional career" with promotion to colonel in the operational and staff tracks, however, you must develop your area of expertise to make you competitive for high level staff jobs at MAJCOM, lead agent, or Air Staff levels.

The skills required for success in any of the three tracks require constant updating. Complete PME by correspondence or in seminar as soon as you are eligible. Apply for Air Force Institute of Technology (AFIT) sponsored education or pursue off duty or innovative distance learning graduate programs. Don't strictly limit yourself to "nursing" jobs. Many challenging positions are "corps neutral" and may be filled by qualified nurse corps officers. Investigate these jobs and determine if they could provide you the experience needed to meet your goals. Remember that Air Force promotions are based on future potential...plan your future now.

#### Officer Leadership Schools & Centers:

- Air Force Institute for Advanced Distributed Learning (AFIADL)
- Air Force Institute of Technology (AFIT)
- Air Force Research Institute (AFRI)
- Carl A. Spaatz Center for Officer Education
  - Air War College (AWC)
  - Air Force Fellows (AF Fellows)
  - School of Advanced Air and Space Studies (SAASS)
  - Air Command and Staff College (ACSC)
  - Squadron Officer College (SOC)
    - Air and Space Basic Course (ASBC)
    - Squadron Officer School (SOS)
- International Officers School (IOS)
- Eaker College for Professional Development
  - Commanders School (ECPD/CPDS)
  - Air Force Human Resource Management School (AFHRMS)
- LeMay Center for Doctrine Development & Education (LeMay Center)

## **Frequently Asked Questions**

What's the age cut-off to join the Air Force? 42, although an age waiver could be accomplished based on the applicant's specialty and needs of the Air Force.

**Do I get to choose where I want to be stationed?** You'll get to complete an Assignment Preference Worksheet on which you'll get to provide eight selections each for overseas assignments and those within the continental U.S. You will also list preferences for up to eight bases (or geographical areas). While Air Force needs come first and there are no assignment guarantees, we do consider your choices and, when possible, try to match an Air Force need with your base or area choice.

The Air Force has more than 64 bases in the continental United States and more than 20 locations overseas.

What's the pay like for healthcare professionals? Air Force healthcare professional pay varies by your specific profession. Some will qualify for professional pay and/or yearly bonuses above their base pay and benefits. A few high-need professions may also receive sign-on bonuses. An Air Force recruiter has details.

What do healthcare professionals do in peacetime? The Air Force healthcare mission is providing care to our service members and their families. A majority of our healthcare professionals work in clinics and hospitals much like our civilian counterparts. We have locations stateside and overseas. There are also opportunities to take part in global humanitarian missions. One example is a story noted earlier brochure about the one-of-kind ECMO team that helped an infant on a flight from Puerto Rico. Other examples include Air Force members responding to Hurricanes Katrina and Rita, and teams traveling to Equador, Chile, Egypt and Thailand to provide medical care and bring medical supplies to those in need. You can also pursue education or medical research.

How does the Air Force compare to the civilian world? There are almost limitless opportunities for Air Force nurses. You'll work in similar facilities stateside or in other countries. And due to our dedicated administrative staffs, you'll get to focus on patient care, education or research.

**Will I have to deploy?** The Air Force provides training for nurses and other medical professionals to enhance their wartime readiness. Our nurses learn skills necessary to manage and operate an air transportable hospital, provide advanced trauma life support and conduct combat medical operations in field situations. Hands-on participation is stressed throughout readiness training. While some military nurses and other medical professionals may never be asked to mobilize and deploy in wartime or peacetime emergencies, they must always be prepared for those situations.

What about my family? Bring them with you! In fact, after your initial training we will pay to move your spouse and children, household goods, and vehicles to your new assignment.

**How long do I have to be in the Air Force?** Minimum contract is 3 years.

## **Commissioned Officer Training**

What is boot camp like? When you enter the Air Force you'll attend the Commissioned Officer Training (COT) course at Maxwell Air Force Base in Montgomery, Alabama. Training consists of physical conditioning and classroom studies that prepare you for challenges as an officer and leader. You'll learn leadership principles, Air Force customs and courtesies, military law, officer/noncommissioned officer relationships, warfare and disaster preparedness, and the Air Force's role in national security. Your time at Maxwell goes by quickly and the camaraderie you develop will last throughout your career. After completing COT, you'll move to your first assignment with a clear understanding of your dual roles as an officer and medical professional in the United States Air Force.

Everything you need to know is here:

http://www.au.af.mil/au/holmcenter/OTS/COT-RCOT/index.asp

#### **Transitioning To Military Life**

To help ease your transition from the private sector to the Air Force, you'll begin with a training regimen designed to educate you on the ways of both the military and military healthcare. Things work a little differently here, and before you get started, we're going to make sure you have all the tools you need to succeed.

Commissioned Officer Training lasts four weeks and is designed to help ease the transition of candidates in the healthcare, legal and religious professions from the private sector into military life. You'll begin with a training regimen designed to educate you in the ways of the military. This is an important time during which you'll develop into an officer and a leader. You'll participate in physical conditioning three days a week, training, financial seminars and classroom studies.

#### Typical schedule

0500-0615: Physical Conditioning

0615-0800: Personal Time and Breakfast

0800-1200: Training/Academics

1200-1300: Lunch/Student Wing Activities

1300-1700: Training/Academics

1700-1800: Evening Meal

1800-2200: Trainee Group Activities/Meetings

2200-2330: Personal Time or Sleep

2330: Lights Out



Primarily Monday through Friday, with studying, readings, and computer based training on the weekends. Trainee Group may organize weekend and after duty hours events. Expect to be very busy throughout the entire course.

Trainees are restricted to a 120-mile radius around Montgomery, Alabama when they have earned off-base privileges. Trainees are authorized to attend church off-base on the weekends. However, off-base privileges may be revoked per direction of squadron commanders for disciplinary reasons.

## **Commissioned Officer Training**

#### **Living Quarters**

It is mandatory that you live (this includes sleeping) in the OTS dormitories. Trainees will usually share a room with another trainee. There will be a security drawer in your room to lock up valuables. It is also highly recommended that you bring your own bath towels and washcloths in addition to the towels that you will purchase for physical conditioning while here at COT/RCOT. Washers and dryers are available for student use at no charge. Custodial service for all rooms and community areas is provided six days a week, but you are responsible for the cleanliness of your room. Rooms are carpeted and furnished with minimal furniture. The rooms DO NOT have TVs, telephones, refrigerators, microwaves, bath towels, wash cloths, or coffee makers. There are TVs and phones in the common area day rooms.

#### Pay and Allowances

All students are required to enroll in Sure-Pay, a direct deposit program for your military pay. Your pay record will be established during the first or second week of training. To ensure your record is built accurately and in a timely manner, please bring the following items to training:

- An established checking account
- Orders
- Copy of Marriage Certificate and Birth Certificates for children (if applicable)
- Voided Check
- Completed & signed by financial institution Form 2231

#### **Dining Facility**

You will be required to eat most meals at the dining facility while at COT/RCOT. Active duty trainees will be issued an EZ pay card preloaded with approximately \$300.00 (which will be deducted from your pay) to pay for meals at the dining facility. If you are not issued an EZ pay card, you will need small bills (\$1s and \$5s) to pay for your meals. No checks, travelers' checks, or credit cards are accepted. Approximate cost per meal is \$3. There will be times when meals in the dining facility are not feasible. In this case, you will purchase a Meal, Ready to Eat (MRE). Costs will vary.

#### **Uniform Requirements**

All uniforms are purchased at the expense of each member. Trainees are encouraged to purchase their uniforms prior to arriving at COT. All uniform items you are unable to prepurchase will be available for purchase once you arrive at Commissioned Officer Training. You may have your rank sewn on or use the subdued pin-on rank on your ABU shirt/hat. It's a good idea to purchase your military footwear (i.e. combat boots/low quarters) in advance and start to break them in early, as you will be doing a lot of marching.

In addition to uniforms, there are several other items you will need. You may bring them with you, or you may purchase them when you arrive. All the items below can be purchased at the Base Exchange (BX) or Shoppette (within walking distance of COT campus). It is also recommended that you bring an old pair of tennis shoes to wear to events where your footwear could get wet. You do not need to purchase a second pair if you do not have an old pair.

Please consult the COT website for full details. It is your responsibility to ensure you prepare and meet all COT requirements.

## **Nurse Transition Program**

The U.S. Air Force Nurse Transition Program (NTP) offers nursing graduates the opportunity to complete a structured program designed to facilitate the transition from student to professional nurse in the Air Force.

NTP applicants will attend an 11-week NTP program. The first 3 days are didactics: documentation/assessment. medication administration, computational pharmacology, annotation of physician orders, supervision and management (nurse/technician interactions), Basic Life Support, and emergency response and procedures. First clinical rotation: 5 weeks. geared toward skills acquisition. The following Air Force Nurse Corps core competencies are venipuncture, IV drip/piggyback medication administration, IV lock, IV push/bolus medication administration, peripheral IV cannulation, administration of blood/blood components, anaphylactic shock/blood transfusion reaction, computational pharmacology, and emergency response and procedures (used in didactics). Second clinical rotation: 5 weeks, geared toward team leading. Students must be able to manage a team of patients by graduation; accomplish admissions, discharges, pre-op and post-op management of patients. Currently they receive training on ethics and leadership, as well as age-specific care.

NTP applicants can only apply in a Medical/Surgical or OB/GYN track.

NTP is for BSN/BAN nursing students, considered to be in their senior year of an approved Bachelor of Science/Arts in Nursing (BSN/BAN) program. The program must be accredited by the National League of Nursing Accrediting Commission (NLNAC) or Commission on Collegiate Nursing Education (CCNE). Recently graduated nurses with less than the required professional work experience may apply as NTP. BSN/BAN nurses, who have been out of practice for 5 years or more, may be considered as an NTP candidate.

NTP applicants must have a cumulative grade point average of 3.0 or higher based on a 4.0 grade scale. The GPA may be waived to 2.75 based on the whole person concept, i.e. past work history, educational background. If the applicant has a CUMULATIVE GPA of 2.75-2.99, the recruiter will calculate both a cumulative and a separate nursing only GPA on the GPA worksheet which will be included in the waiver package. Only the CUMULATIVE GPA should be reflected throughout the entire application.

NTP selects must pass the National Council Licensure Examination (NCLEX) as a Registered Nurse (RN) prior to their initial COT class. Failure to graduate and/or pass the NCLEX prior to their scheduled COT date will result in declination of select status. If you fail the NCLEX or decline this opportunity, you will not be offered another chance.

In addition, all NC applicants will be required to provide an American Heart Association (AHA) CPR/BLS certificate that is current upon projected date of accession.

NTP course sites/class dates are scheduled throughout the year and will correspond with COT schedule and availability of positions at NTP locations. NTP candidates are <u>NOT</u> authorized vacation time between COT and their arrival at their first duty assignment. The start dates of the course are firm.

There are only a few selection boards a year for this program. All slots may be taken on the very first board. If you are a student, it is best to contact me before the end of your Junior Year. If you are a recent graduate, you may have to wait until the next fiscal year if you don't apply within the right timeframe. Either way, this process takes time so each applicant must be committed, patient and maintain their qualifications throughout every step.

## **Health Profession Scholarship Program**

Here's an idea: You go to graduate school and the Air Force pays for it. Yes, you read right. If you want to work as one of these:

- Certified Registered Nurse Anesthetist CRNA HPSP (46Y1M) Must have been accepted in a master's level CRNA program recognized by the Council on Accreditation of Nurse Anesthesia Educational Programs and is acceptable to the AF Surgeon General.
- Pediatric Nurse Practitioner (PNP) HPSP (46Y1B) Must have been accepted in a master's level PNP program recognized by the Pediatric Nursing Certification Board (PNCB) or the American Nurses Credentialing Center (ANCC).
- Women's Health Nurse Practitioner (WHNP) HPSP (46Y1A) Must have been accepted in a master's level WHNP program approved by the National Certification Corporation (NCC) for obstetrics, gynecological, and neonatal nursing specialties.
- Nurse Midwife HPSP (46Y1G) Must have been accepted in a master's level program in nursing with a specialty in nurse-midwifery approved by the American Midwifery Certification Board (AMCB) in Nurse Midwifery.
- Family Nurse Practitioner (FNP) HPSP (46Y1H) Must have been accepted in a master's level FNP program recognized by the American Nurses Credentialing Center (ANCC) or the American Academy of Nurse Practitioners as a FNP.
- Mental Health Nurse Practitioner (MHNP) HPSP (46Y1A) Must have been accepted in a master's level MHNP program recognized by the American Nurses Credentialing Center (ANCC) as a MHNP.

...then the Air Force has a very simple plan to help you achieve your goals in the healthcare industry. So, come join our team!

Here's what you get:

- 1. Full tuition and fees...paid. This includes books, labs, equipment, insurance, etc.
- 2. A monthly stipend of \$2060.
- 3. Commissioned as a Second Lieutenant (O-1) while attending school, and usually a direct promotion to First Lieutenant (O-2) or Captain (O-3) when you enter Active Duty, based on your RN experience and length of program.

So what do you have to give in return?

We offer two and three year full scholarships and you pay us back by serving in the Air Force for three years. During this time, you are receiving full pay and benefits also, with many opportunities for training and advancement. No loans to pay back.

Availability is limited, so contact me now.

## **BSN / MSN School Affiliates**

The following schools with BSN/BAN or MSN programs are recognized by the United States Air Force per NLN or CCNE accreditation and within MSgt Kline's jurisdiction:

#### OKLAHOMA:

- Bacone College
- East Central University
- Langston University
- Northeastern State University
- Northwestern Oklahoma State University
- Oklahoma Baptist University
- Oklahoma Christian University
- Oklahoma City University
- Oklahoma Weslyan University
- Oral Roberts University
- Rogers State University
- Southern Nazarene University
- Southwestern Oklahoma State University
- University of Central Oklahoma
- University of Oklahoma HSC
- University of Tulsa

#### KANSAS:

- Baker University
- Emporia State University
- Fort Hays State University
- Kansas Weslyan University
- MidAmerica Nazarene University
- Newman University
- Pittsburg State University
- Southwestern College
- University of Kansas City Medical Center
- Washburn University
- Wichita State University

#### MISSOURI:

- Avila University
- Central Methodist University
- College of the Ozarks
- Cox College
- Graceland University
- Missouri Southern State University
- Missouri State University
- Missouri Western State University
- Research College of Nursing
- Saint Luke's College of Health Sciences
- Southwest Baptist University
- Truman State University
- University of Central Missouri
- University of Missouri in Kansas City
- William Jewell College

#### ARKANSAS:

- Arkansas Tech University
- Henderson State University
- University of Arkansas

If you are attending or have graduated from a BSN/BAN or MSN school not listed here, please contact me for verification.

NLNAC Accredited Nursing Programs: <a href="http://nlnac.org/Forms/directorySearch.asp">http://nlnac.org/Forms/directorySearch.asp</a>

CCNE Accredited Nursing Programs: http://www.aacn.nche.edu/CCNE/reports/accprog.asp

## **Qualifications - General**

Must be a U.S. Citizen (required for all military officers)

Age 18-42, must be less than 42 by the time you graduate Commissioned Officer Training. Age might be waiverable to 47 for certain critical needs specialties.

Be a Registered Nurse with a Bachelor/Master of Science in Nursing degree from a college or university accredited by the National League of Nursing (NLN) or Commission on Collegiate Nursing Education (CCNE) **or...**.Be a Senior Nursing Student pursuing a B.S.N. at a college or university accredited by the National League of Nursing (NLN) or Commission on Collegiate Nursing Education (CCNE) interested in applying to our Nurse Transition Program.

If already a BSN or MSN level RN you must have at least one year of full-time acute care experience in an in-patient hospital setting. This can be waiverable to six months.

Possess a valid, current, unencumbered RN license. <u>Senior Nursing Students will be selected for a position pending the results of the NCLEX.</u>

Be otherwise qualified by an Air Force Health Professions recruiter concerning Moral, Financial and Physical / Psychological Standards as required by Air Force regulations.

#### Weight Limits for Accession – Male and Female

	Pounds								
Height (in Inches)	Minimum (BMI = 19kg/m)	Maxiumim (BMI = 27.5kg/m)							
58	91	131							
59	94	135							
60	97	141							
61	100	145							
62	104	150							
63	107	155							
64	110	160							
65	114	165							
66	117	170							
67	121	175							
68	125	180							
69	128	186							
70	132	191							
71	136	197							
72	140	202							
73	144	208							
74	148	214							
75	152	220							
76	156	225							
77	160	231							
78	164	237							
79	168	244							
80	173	250							

## **Qualifications – Specific**

CLINICAL NURSE (46N3): Bachelor's or Master's Degree in Nursing from a school accredited by the NLN or CCNE (while the nurse was attending). A licensed RN with an Associate's Degree in Nursing from an accredited school may apply if they are within 12 months of completing an accredited BSN/BAN/MSN program. Prior-service officer applicants who have been deferred or passed over for promotion are ineligible to apply. Clinical Nurse acute care experience is defined as practice in an inpatient or outpatient medical-surgical healthcare setting, including, but not limited to, inpatient nursing units, emergency departments, high-volume outpatient clinics, and ambulatory surgery centers. Below are examples of various healthcare settings; however this is NOT an all-inclusive listing:

- Medical / Surgical Unit
- Pediatrics
- Oncology/Hematology
- Cardiovascular/Cardiothoracic
- Neonatal Intensive Care
- Neurosurgery/Neurology
- Acute Care Rehabilitation
- Cardiac Telemetry
- ENT
- Nephrology
- Urology
- Orthopedics
- Obstetrics
- Gastroenterology
- Burn Unit
- Post Anesthesia Care Unit
- Ambulatory Surgery
- Psychiatric Unit
- CCU / Intensive Care Units
- Emergency Departments (Levels I and II)

The following areas **do not constitute acute care** and applicants will most likely need to apply for NTP regardless of length of experience:

- Home Health Agency
- Prisons
- Schools
- Camps
- Physicians' Offices
- Cardiac Lab
- Radiology
- Research & Education
- Outpatient Clinics
- Outpatient Chronic Rehabilitation Only
- Outpatient Hospice
- Occupational Health
- Nursing/Convalescent Home
- Staff Development
- Long Term/Extended Care Nursing Facilities
- Utilization Management/Case Management /Discharge Planning

<u>Critical Care Nurse (46N3E)</u> Critical Care Nurses holding a Bachelor's or Master's Degree in Nursing from a school accredited by the NLN or CCNE (while the nurse was attending). A licensed RN with an Associate's Degree in Nursing from an accredited school may apply if they are within 12 months of completing an accredited BSN/BAN program.

Successful completion of American Heart Association Advanced Cardiac Life Support (ACLS) provider and completion of <u>at least two</u> of the following programs/courses (must include course content approved for continuing education contact hours by an accredited agency):

- Anatomy and Physiology/Pathology
- Physical Assessment, including neurological
- Dysrhythmia Recognition/Treatment
- Basic/Advanced EKG Interpretation
- Cardiac Monitoring
- Heart/Lung Sounds
- Emergency/Cardiac Drugs
- Arterial Blood Gas Interpretation/Therapy
- Ventilatory Therapy
- Hemodynamic Monitoring
- Central Line Management
- Thrombolytic Therapy
- Pacemaker Management
- Systematic approach to treatment to include nutrition, skin integrity, body function, psychosocial
- Essentials of Critical Care Orientation (ECCO)

or

Master of Science in Nursing degree with an adult critical care major or critical care track (Cardiovascular, Respiratory, Intensive/Coronary Care, Trauma)

or

Certification as a Critical Care Registered Nurse (CCRN) by a nationally recognized agency, such as the American Association of Critical Care Nurses.

**Neonatal Intensive Care Nurse (46N1/3F)** - NICU nurses holding a Bachelor's or Master's Degree in Nursing from a school accredited by the NLN or CCNE (while the nurse was attending). A licensed RN with an Associates Degree in Nursing from an accredited school may apply if they are within 12 months of completing an accredited BSN/BAN program. Prior-service officer applicants who have been deferred or passed over for promotion are ineligible to apply.

NICU Nurses must have a minimum of \*\*\* 6 months full-time experience in a Level 2/2A/2B or 3 NICU. Experience waivers will be considered on a case-by-case basis.

Successful completion of American Heart Association Neonatal Resuscitation Program (NRP), and completion of **two of the following** programs/courses (must include course content approved for continuing education contact hours by an accredited agency):

- Neonatal and/or Pediatric Anatomy and Physiology/Pathophysiology
- Neonatal/Pediatric Physical Assessment
- Dysrhythmia Recognition/Treatment
- Cardiac Monitoring Heart/Lung Sounds
- Arterial Blood Gas Interpretation/Therapy
- Hemodynamic Monitoring
- Apnea Monitoring
- Ventilatory Therapy
- Neonatal Blood Transfusion
- High-risk Neonatal Care
- Master of Science in Nursing degree with a neonatology major or neonatal track or certification as a Perinatal Nurse by American Nurses Credentialing Center or High or Low risk Certification as Neonatal Intensive Care Nurse or low risk Neonatal Intensive Care Nurse by a nationally recognized agency (NCC or ANCC/CCRN)

<u>Perinatal (OB/GYN) Nurse (46N1/3G)</u> - Perinatal nurses holding a Bachelor's or Master's Degree in Nursing from a school accredited by the NLN or CCNE (while the nurse was attending). A licensed RN with an Associates Degree in Nursing from an accredited school may apply if they are within 12 months of completing an accredited BSN/BAN program.

Perinatal Nurses must have a minimum of \*\*\*6 months full-time perinatal nursing, to include antepartum, postpartum, intrapartum, and newborn nursery. Experience waivers will be reviewed on a case-by-case basis.

CV needs to include type/number of patients seen daily, size of unit, supervisory responsibility, example of nursing skills, competencies typically seen in a <u>perinatal unit</u>, etc.

Perinatal Nurse applicants must have completed **at least two** of the following programs/courses (must include minimum course content approved for continuing education contact hours by an accredited agency):

- Anatomy and Physiology of the obstetric patient
- Maternal assessment and care during the antepartum, intrapartum, and postpartum periods.
- Electronic Fetal Monitoring (basic or advanced) to include interpretation, interventions and documentation. (The AWHONN Fetal Heart Monitoring Principles and Practices is preferred.)
- Obstetric analgesia and anesthesia
- Induction and augmentation of labor
- Complications of labor and delivery (common high-risk conditions)
- Preeclampsia
- Preterm Labor
- Anatomy and physiology of the newborn
- Newborn physical assessment and procedures
- Common newborn complications, e.g., hypoglycemia, jaundice, and thermoregulation
- Perinatal liability and ethics
- Master of Science in nursing degree with a maternal-child, or perinatal emphasis. Course work or practicums must include perinatal emphasis or award of Certification in Perinatal Nursing specialty from a nationally recognized organization. Certification must include at least: 1) Inpatient OB, OR 2) maternal-newborn nursing, OR 3) low-risk newborn.

<u>Mental Health Nurse (46P1/3)</u> – Mental Health nurses holding a Bachelor's or Master's Degree in Nursing from a school accredited by the NLN or CCNE (while the nurse was attending). A licensed RN with an Associates Degree in Nursing from an accredited school may apply if they are within 12 months of completing an accredited BSN/BAN program.

Mental Health Nurses must have \*\*\*6 months full-time, INPATIENT psychiatric nursing experience. Waivers will be reviewed on a case-by-case basis by AFPC/DPAMN.

CV needs to include type/number of patients seen daily, size of unit, supervisory responsibility, example of nursing skills, competencies typically seen in a mental health unit, etc.

<u>Emergency/Trauma Nurse (46N3J)</u> - Emergency/Trauma Nurses holding a Bachelor's or Master's Degree in Nursing from a school accredited by the NLN or CCNE (while the nurse was attending). A licensed RN with an Associates Degree in Nursing from an accredited school may apply if they are within 12 months of completing an accredited BSN/BAN program.

Emergency/Trauma Nurses must have a <u>minimum of 6 months full-time</u> emergency/trauma nursing.

CV needs to include type/number of patients seen daily, size of unit, supervisory responsibility, example of nursing skills, competencies typically seen in an <u>emergency/trauma unit</u>, etc.

Emergency/Trauma Nurse applicants must have successfully completed the American Heart Association Advanced Cardiac Life Support (ACLS) and Pediatric Advanced Life Support (PALS) course. They also must have completed <u>at least two</u> Trauma Nurse Core Course or equivalent courses which encompasses the Trauma Nursing Core Course and Trauma Nursing curriculum:

- Biomechanics and Mechanisms of Injury
- Initial Assessment Shock
- Brain and Craniofacial Trauma
- Thoracic and Neck Trauma
- Abdominal Trauma
- Spinal Cord and Vertebral Column Trauma
- Musculoskeletal Trauma
- Burn Trauma
- Trauma and Pregnancy
- Pediatric Trauma
- Psychosocial Aspects of Trauma Care
- Stabilization, Transfer, and Transport
- Demonstration of the Trauma Nursing Process Station
- Skill Stations
- Trauma Nursing Process
- Airway and Ventilation Interventions
- Chest Trauma Interventions
- Traction Splinting/Helmet Removal
- Master of science in nursing degree with a concentration in Emergency/Trauma Nursing or
- Certification as an Emergency/Trauma Nurse by a nationally recognized agency, as the Emergency Nurses Association.

<u>Perioperative/(OR) Nurse (46S3)</u> – Perioperative Nurses holding a Bachelor's or Master's Degree in Nursing from a school accredited by the NLN or CCNE (while the nurse was attending). A licensed RN with an Associates Degree in Nursing from an accredited school may apply if they are within 12 months of completing an accredited BSN/BAN program.

Perioperative Nurses must have a \*\*\*minimum of 6 months full-time perioperative nursing experience. Experience waivers will be reviewed on a case-by-case basis.

CV needs to include type/number of patients seen daily, size of unit, supervisory responsibility, example of nursing skills, competencies typically seen in an <u>operating</u> room unit, etc.

Perioperative Nurse applicants must have completed <u>at least two</u> of the following programs/courses (must include a perioperative course that has been approved for continuing education hours by an accredited agency):

- Principles of Aseptic Technique
- Principles of OR and Patient Safety
- AORN Standards
- Principles of Sanitation/Disinfection/Sterilization
- Positioning of the Surgical Patient
- Principles of Infection Control
- Scrubbing/Gowning and Gloving Techniques
- Master of Science in Nursing with a Perioperative major or award of certification in Perioperative Nursing specialty from the Competency & Credentialing Institute.

If the applicant has had only clinical experience (OJT), or has attended a course that was not approved for continuing education credit, they must submit documentation from their training hospital discussing what curriculum was incorporated into their program and the subject matter of the program.

In addition to CN Interview, Perioperative Nurses require the Perioperative Nurse Questionnaire be completed, and either in person or telephonically, by a Senior Perioperative Nurse.

#### Flight Nurse (46F3) DAFSC - Initial Assignment

Current AF Reserve flight nurses and civilian nurses working as flight nurses may now come on EAD to an AES flying assignment for their first assignment.

Applicant must meet qualifications for fully qualified accession in a core AFSC (46N3, 46N3E, 46N3J, etc.) and will be accessed in that core AFSC with duty AFSC 46F3, Flight Nurse, for first assignment. They will be counted under goal for their core AFSC.

After first assignment in AES, the member can expect next assignment to be in their core AFSC.

Civilian trained flight nurses will be required to successfully complete the AF Flight Nurse Course, AF Survival Evasion Resistance Escape (SERE), and Water Survival Course for a first assignment in an AES.

AF Reserve nurses holding field grade rank and wanting to EAD to fly first assignment require the routine rank waiver. The CV in rank waiver package should clearly show applicant's completion of or work toward professional development the milestones (i.e. advanced academic degree, PME appropriate for rank, national certification). Packages also need official documentation showing date of rank. These items are needed to ascertain promotion potential and are part of the assessment for rank waiver.

<u>Pediatric Nurse Practitioner (46Y3B)</u> - Must have a Master's degree in nursing (MSN). Degree must be in the applicant's specialty, either a Master's Degree as a PNP or a certificate, with an MSN in pediatric nursing.

Master's degree, licensure and national certification as a Pediatric Nurse Practitioner (PNP) are sufficient for accession as a fully qualified PNP. There is no minimum practice/work experience as a PNP required. RN Experience is highly desired

Must have completed a pediatric nurse practitioner program approved by the Pediatric Nursing Certification Board (PNCB) or the American Nurses Credentialing Center (ANCC).

In addition to Chief Nurse interview PNP's require an interview with the designated AF PNP Consultant.

<u>Women's Health Nurse Practitioner (46Y3A)</u> – Must have a Master's degree in nursing (MSN). Degree must be in the applicant's specialty.

Master's degree, licensure and national certification as a Women's Health Nurse Practitioner (WHNP) are sufficient for accession as a fully qualified WHNP. There is no minimum practice/work experience as a WHNP required. RN Experience is highly desired.

Must have completed a WHNP program approved by the National Certification Corporation (NCC) for obstetrics, gynecological, and neonatal nursing specialties. Must possess national certification by the NCC at time of accession.

Requires both a CN interview (Attachment 7) and an interview with the designated AF WHNP Consultant.

**Nurse Midwife (46Y3G)** – Must have a Master's degree in nurse-midwifery, or a Master's degree in nursing with a post-graduate certificate in nurse-midwifery and be certified by the American Midwifery Certification Board (AMCB) in Nurse Midwifery. Prior-service officer applicants who have been deferred or passed over for promotion are ineligible to apply.

Master's degree, licensure and national certification as a nurse midwife are sufficient for accession as a fully qualified midwife. There is no minimum practice/work experience as a midwife required. RN Experience is highly desired

Requires both a Chief Nurse interview and an interview with the designated AF Midwife Consultant.

Family Nurse Practitioner (FNP) (46Y3H) - Must have a Master's degree as an FNP.

Master's degree, licensure and national certification as a Family Nurse Practitioner (FNP) are sufficient for accession as a fully qualified FNP. There is no minimum practice/work experience as a FNP required. RN Experience is highly desired

Must have completed an approved FNP program and be certified by the American Nurses Credentialing Center (ANCC) or the American Academy of Nurse Practitioners as a FNP.

Requires both a Chief Nurse interview (Attachment 7) and an interview with the designated AF FNP Consultant.

<u>Psychiatric Mental Health Nurse Practitioner</u> (46Y1/3P) – Must have a Master's degree as an MHNP.

Master's degree, licensure and national certification as a Psychiatric Mental Health Nurse Practitioner (PMHNP) are sufficient for accession as a fully qualified PMHNP. There is no minimum practice/work experience as a PMHNP required. RN Experience is highly desired

Must have completed an approved PMHNP program and be certified by the American Nurses Credentialing Center (ANCC) as a PMHNP.

<u>Certified Registered Nurse Anesthetist (CRNA) (46Y3M)</u> – Must have a Master's degree awarded from a graduate nurse anesthesia program. For the award of the "M" prefix, graduate registered nurse anesthetists must successfully pass the national certifying examination within 1-year of completion of required didactic and clinical requirements'

Master's degree, licensure and national certification as a Certified Registered Nurse Anesthetist (CRNA) are sufficient for accession as a fully qualified CRNA. There is no minimum practice/work experience as a CRNA required. RN Experience is highly desired

Must have completed a nurse anesthesia program accredited by the Council on Accreditation of Nurse Anesthesia Educational Programs, and is acceptable to the AF Surgeon General.

Must possess national certification through the National Board on Certification and Recertification of Nurse Anesthetists (NBCRNA).

Requires both a Chief Nurse Interview (Attachment 7) and an interview with the AF CRNA consultant.

## **Application Process**

- 1. Telephonic interview for pre-qualification
- 2. Submit professional resume/CV via email.
- 3. In-person interview to determine next step, complete initial forms
- 4. Provide Letter of Commitment, stating you are ready to join and follow through
- 5. If waivers are needed, complete waivers.
- 6. Submit documentation and order transcripts
- 7. Complete application package, forms and return to recruiting office
- 8. Complete a Medical Examination at the nearest Military Entrance Processing Station (Oklahoma City, OK; Kansas City, KS; or Little Rock, AR).
- 9. Complete consults if there are medical issues.
- 10. Submit information for Congressional approval
- 11. Background and credentials verification
- 12. Complete an Interview with a Chief Nurse Executive at the Nearest Air Force Base Medical Treatment Facility or a Specialty Nurse Consultant (Tinker AFB, Vance AFB, Altus AFB, McConnell AFB, Whiteman AFB or Little Rock AFB).
- 13. Quality Control and finalize application
- 14. Forward Application to the Nurse Corps for review
- 15. Board results known. If selected, immediately sign Letter of Acceptance, which will state COT date and initial assignment.
- 16. If not yet graduated, submit transcripts after and pass NCLEX. If waiting on a specialized license or certification, submit when available.
- 17. Commission into the Air Force as an officer. Sign documents during ceremony.
- 18. Receive orders for COT and first duty assignment.
- 19. Check in with recruiter monthly in person.
- 20. Leave for COT.

This entire process could take more than a year to complete depending on circumstances.

## **Required Documentation**

Social Security Card

Birth Certificate

Driver's License

Official Transcripts from ALL colleges and universities sent directly to recruiter's office

All Current Licenses, Certifications, Degrees and Diplomas

**Applicant Worksheet** 

Applicant Questionnaire

Credit Check: Disclosure Notice & AFRS Form 1325

CV/Resume

AFRS 1373 - Request for Professional Evaluation (3 minimum)

Assignment Preference Worksheet

Release of Liability Letter

Sexual Harassment Statement

Other Documents As Needed:

Marriage Certificate / Divorce Decree

**Medical Documents** 

Passport

Law Violation Documents

Additional Letters of Recommendation

Copies of prior military service documents:

Officers: All initial commissioning forms/certificates, Oath of Office, All Officer Evaluations, DD 214s/215s/NGB 22s, Discharges Orders/Certificates, All Promotion orders, etc

Enlisted: DD Form 4's, DD 214s/215s/NGB 22s, Discharge orders/Certificates, Performance Reports

Current Guard/Reserve/Other Branches: DD Form 368

# UNITED STATES AIR FORCE NURSE CORPS



Practice your passion and shape your future — Become an Air Force Nurse.



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(Current as of 4 Feb 2013)