“GRIZZLY BATTALION”
CADET HANDBOOK
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Scholarship Programs

The Military Science Department offers the traditional four-year commissioning program and a special two-year program. The following benefits are available in both programs.

Scholarships: Two-, three- and four-year scholarships awarded on a competitive basis.

Leadership/Management Skills: Valuable in both military and civilian environments. Designed to assess your current level and develop your potential.

Extracurricular: Includes Color Guard, Cannon Crew, Ranger Challenge, ROTC Intramural sports, and Corps of Cadets activities.

Social Activities: Range from informal picnics to a formal military dining in.

Physical Training: Conforms to Eagle Tactical Athlete Program (ETAP) that focuses on developing your speed, agility, flexibility, and balance, as well as maintaining your physical fitness.

Advanced Course Pay: Currently $450-$500 a month while a contracted Advanced Course cadet.


Academic Counseling: Provided by all faculty members in the Military Science Department on a person-to-person basis.

Additional Training/Schools: Air Assault, Airborne, Northern Warfare, Mountain Warfare, Combat Diver Qualification Course, Cadet Troop Leader Training and Cultural Understanding and Language Proficiency (CULP) Deployment.

The Four-Year Program: The Four-Year Army ROTC program is divided into two parts called the Basic Course and the Advanced Course.

1. The Basic Course is usually taken during the first two years of college and is called Military Science I and Military Science II (MS I and II). The academic classes cover such subjects as national defense, military history, leadership development, team building and introduction to tactics. All necessary uniforms and other essential materials are furnished to the student at no cost. After completing the Basic Course, students who demonstrate the potential to become an officer and who meet the physical and scholastic standards are eligible to enroll in the Advanced Course. Some placement credit may be granted for participation in Junior ROTC training for entering freshmen students.

2. The Advanced Course (MS III and MS IV) is taken during the final two years of college. It includes instruction in organization and management, leadership theory, tactics, physical training, ethics and professionalism, as well as military law. All necessary textbooks and uniforms in the Advanced Course are also furnished to students at no cost. During the summer between the junior and senior years of college, Advanced Course cadets attend a paid four-week training session called the Leadership Development & Assessment Camp (LDAC), which gives students the chance to practice what they have learned in the classroom, and introduces them to Army life in the field. Performance at LDAC plays a major role in branch selection in your senior year.

The Two-Year Program

1. The Two-Year Program is designed for juniors, community college graduates, students at four-year schools who did not take ROTC during their first two years of college, students entering a two-year post graduate course of study, graduates of Junior ROTC programs, and veterans who may be granted placement credit for the freshman and sophomore years of the program.

2. To enter the Two-Year Program, students must either have completed a Military Basic Training or attend a paid, four-week Leader Training Course (LTC), normally held during the summer between their sophomore and junior years of college or prior to graduate school. After the successful completion of LTC, students who meet the necessary requirements may enroll in the Advanced Course.

The Simultaneous Membership Program: Students can get a head start on their military careers and their futures through the Simultaneous Membership Program (SMP). SMP allows students to be members of the Army Reserve or Army National Guard and Army ROTC at the same time. Advanced ROTC SMP cadets are paid at the rate of at least Sergeant (E5) for their Reserve/Guard training assemblies, plus $450-$500 a month subsistence allowance from the ROTC Advanced Course. They serve as officer trainees in their Reserve/Guard units and, under the close supervision of a commissioned officer, perform duties commensurate with those of a second lieutenant. Qualified students, who enroll in the ROTC Advance Course and join a National Guard or Army Reserve Unit under the Simultaneous Membership Program will earn money to help pay for college tuition. As a SMP who has attended Basic Training (BT) and Advanced
Individual Training (AIT) with the Army National Guard or Reserves, you may receive over $1200/month while contracted in the ROTC Advanced Course. If the student has attended the Leader Training Course (LTC), they may also be an SMP student and receive over $700/month while contracted in the ROTC Advanced Course. Cadets, who successfully complete the SMP, graduate with a commission as a second lieutenant. Once commissioned, they may continue to serve in their Reserve/Guard unit, or they may apply for active duty in the U.S. Army.

Grizzly Battalion Mentoring Program

A. Mentoring Program

1. The purpose of the mentoring program within the Grizzly Battalion (GRIZ BN) is to facilitate the leadership development of contracted cadets, provide a well-rounded knowledge base for newcomers to the GRIZ BN and recognize any potential problems in time to make the needed corrections.

2. All cadets will be assigned an experienced cadet to serve as their sponsor. At the beginning of the academic year the cadet battalion commander (BC) and cadet command sergeant major (CSM), with recommendations from the ROTC cadre and ROTC seniors who have completed LDAC, will assign all cadets in the Battalion a mentor. New cadets who enter ROTC during the middle of the academic year will immediately be assigned a mentor. At the end of the fall semester, the BC, CSM, cadre, and seniors will conduct a re-assessment of assigned mentors to determine if any changes are warranted. Due to the size and structure of the GRIZ BN, most mentors will be assigned approximately two or three cadets, depending on the incoming class sizes.

3. The sponsor's goal is to assist new cadets with their adjustments into the University of Montana Army ROTC program and preparation for LDAC. The intent is to provide expertise to the new cadet in the areas of cadet battalion operations, customs and traditions, Military Science administration, and supply procedures. MS IV sponsors will provide regular counseling and will encourage participation in all activities through regular meetings.

B. Areas of Concentration: Areas of concentration for mentors to assist in development include, but are not limited to, the following:

1. Academic
2. Social
3. Extra-Curricular
4. Military Science

An outline for each area of concentration will provide mentors a framework to assist in the mentoring process. The outline is nothing more than a starting reference and should be amended and updated as often as necessary. Topics of interest and leadership development outside the four areas of concentration are acceptable and encouraged. After one semester of being involved with a mentor each cadet should have a better understanding of ROTC and what is required to achieve success in the Army and at The University of Montana.

Cadre Open Door Policy: Any cadet seeking information or having a problem or complaint is encouraged to contact his/her cadre mentor, chain of command or MSL advisor. The MSL advisors are available to provide assistance in solving problems related to the Department of Military Science, the Army, the University, and personal affairs. The Professor of Military Science has an open door policy and Cadets may schedule appointments to discuss issues with the PMS. However, Cadets should first discuss their issues with their MSL advisors.

Classes and Training Requirements

Course Descriptions: Military Science course offerings by title, units, description, and applicable semester are listed below:

Military Science Leadership (MSL): A total of 24 credits are allowed toward the bachelor degree for contracted students. A total of 12 credits are allowed toward the bachelor degree for non-contracted students.

U 101 Leadership and Personal Development 3 cr. Offered autumn. The Constitutional role of the military, military tradition, current defense posture, service roles and missions. An introduction to issues and competencies that are central to a commissioned officer’s responsibilities. Establishes framework for understanding officership, leadership and army values.

U 102 Introduction to Tactical Leadership 3 cr. Offered spring. Establishes foundation of basic leadership fundamentals such as problem-solving, communications, goal setting and improving listening techniques. Introduction to the principles of military leadership and organizational values through discussion, observation and practice exercises.

U 106 Army Physical Fitness 1 cr. (R-4) Offered autumn and spring. The study and application of military drill and ceremony: formation, ceremonies, and marching; the study of the fundamentals of the military physical conditioning program, and the practical application of skills learned. Physical education activity course; a maximum of four credits of activity courses may be counted toward graduation.
U 201 Innovative Team Leadership 3 cr. Offered autumn. Demonstration and practice of individual military leadership skills with emphasis on communication and observation through experiential learning exercises. Establishes framework for understanding of "life skills" such as physical fitness and time management. Examination and practical application of tasks training and military style briefings.

U 202 Foundations of Tactical Leadership 3 cr. Offered spring. Building successful teams through influencing actions and effective communication in setting and achieving goals. Use of creativity in the problem solving process. Introduction of individual and team aspects of military tactics in small unit operations. Practical exercises in techniques for training others as an aspect of continued leadership development.

U 203 Ranger Challenge 2 cr. (R-2) Offered autumn. Practical hands-on training in one rope bridge, land navigation, military weapons assembly/disassembly and physical conditioning. A team selected from this class will represent the University in competition against four other colleges and universities within the Big Sky Task Force. Students must be physically qualified and enrolled in an additional MSL academic class.

U 204 Leadership Training Course 3 cr. Offered autumn and spring. Prereq., consent of instr. Intensive supervised study in applied leadership and management development in an organizational setting. Students learn to challenge themselves physically and mentally, and to build their confidence and leadership skills.

U 301 Adaptive Team Leadership 3 cr. Offered autumn. Prereq., consent of instr. Coreq., MSL 303. Developing personal leadership principles through the learning and application of various small unit leadership procedures. Fundamentals of leadership development, land navigation, troop leading, small units tactics, rifle marksmanship and physical fitness. Study of the organization and operation of the U.S. Army as a profession. Students are required to attend one weekend field exercise during the semester. Restricted to contracted Military Science students.

U 302 Applied Team Leadership 3 cr. Offered spring. Prereq., consent of instr. Coreq., MSL 303. Continuation of the study and application of small unit leadership tasks. Advanced leadership skills taught including medical evacuation procedures, radio procedures, and increased involvement in planning and executing military operations in preparation for attendance at the Leader Development and Assessment Course at Fort Lewis, Washington. Students participate in rifle marksmanship instruction including qualification with the M16A2 rifle, and attend one weekend exercise with students from regional universities in the area and the Montana Army National Guard. Restricted to contracted Military Science students.

U 303 Leadership Laboratory 1 cr. (R–4) Offered autumn and spring. Prereq., consent of instr. Coreq., MSL 301, 302, 401, or 402. Practical application of skills learned in the classroom.

U 305 Leadership Development and Assessment Course 3 cr. Offered every term. Prereq., consent of instr. Required study and internship in military tactics, leadership and organizational behavior. Supervised by active duty military officers. Participants attend course of study at Joint Base Lewis-McCord, WA for four weeks of intense evaluation and training to assess their ability to serve as a 2LT in the US Army, US Army Reserves, or the National Guard.

U 401 Adaptive Leadership 3 cr. Offered autumn. Prereq., consent of instr.; coreq., MSL 303. The application of leadership principles and techniques involved in leading young men and women in today’s Army. Students explore training management. methods of effective staff collaboration and developmental counseling techniques. Develops student proficiency in planning and executing complex operations, functioning as a member of a staff and mentoring subordinates. Restricted to contracted Military Science students.

U 402 Leadership in a Complex World 3 cr. Offered spring. Prereq., consent of instr., coreq., MSL 303. Study includes case study of military law and practical exercises on establishing an ethical command climate. Examines the role communications, values and ethics play in effective leadership. Students complete a semester long Senior Leadership Project that requires them to plan, organize, collaborate, analyze and demonstrate their leadership skills. Restricted to contracted Military Science students.

U 492 Military Science Independent Study Variable cr. (R–4) Offered autumn and spring. consent of instr. Experimental offerings of visiting professors, experimental offerings of new courses, or one–time offerings of current topics.

C. Requirements: Although not all inclusive, the following list outlines the majority of the requirements for cadets.

1. Basic course by:
   a. Taking 4 lower MS division (MS 100 and 200 levels) courses, including MS101, MS102, MS201 and MS202.
   b. Satisfactorily completing Leaders Training Course provides credit for the MSI/II years and qualifies for entry into the Advanced Course.
   c. Satisfactorily completing Initial Entry Training or be a member of an Army Reserve or National Guard Unit, and enter the Simultaneous Membership Program.

2. Participate in labs, FTXs, change of command ceremonies, Army Physical Fitness training, battalion runs, the military ball, and the awards ceremony.

3. Meet height and weight standards, physical fitness standards, pass the medical examination, are of high moral character and possess aptitude for military service.
4. Develop Academic Plan (CC Form 104-R) by the end of the fall semester of your freshman year. Your Military Science Advisor and Academic Advisor will assist you. The 104-R must be certified and signed by your Academic Advisor. Freshmen will conduct counseling with the PMS and finalize their CC Form 104-R.

D. Advanced Course Requirements: Upon entry into the Advanced Course, the following activities or courses will be satisfactorily completed:

1. MS III Year
   a. Fall Semester  MSL 301, 303 and 315*
   b. Spring Semester  MSL 302, 303 and 315*
   c. As assigned  Color Guard/ Flag details/Cannon Crew

2. MS IV Year
   a. Fall Semester  MSL 401, 303** and 315*
   b. Spring Semester  MSL 402E, 303** and 315*
   c. As assigned  Color Guard/ Flag details/Cannon Crew

*Note: All contracted cadets are required to participate in physical fitness training on Mon/Tue/Thu/Fri. MS315 (Drill and Conditioning) is an accredited course offered for a grade if the student so desires or needs a credit.

**Note: MSIV cadets may take MS 303 (Leadership Laboratory) for additional credit.

E. Professional Military Education: In addition to Military Science courses and other courses leading to the baccalaureate or higher degree in their major field of study, ROTC students are required by the Army to take and pass Military History course, HSTA 333 or HSTA 316, prior to commissioning. Students must develop their own schedule with their class advisor.

F. Upper-Division Writing Proficiency Assessment (WPA): All students (including transfer students) who have completed the composition course requirement, the writing course requirement (unless exempted), and at least 45 semester credits must take the WPA, prior to graduation. The WPA consists of a two-hour proctored examination written in response to a text released two weeks prior to the examination date. The assessment is offered six times annually. Information on the assessment and copies of the text are available at: http://www.umt.edu/wdpwa. The assessment is designed to ensure that the student is prepared for the writing required in upper-division major courses. If a Cadet already has earned a Bachelor’s Degree, he is exempt from WPA.

G. Leadership Laboratory (LAB). Leadership Labs are mandatory training conducted every Thursdays for MSIIIIs. Contracted MSIIIs are expected to participate in the weekly leadership laps if their academic schedule permits (coordinate with your Military Science Advisor). A complete lab schedule for the entire academic semester is distributed to each MSIII cadet at the beginning of each semester. The lab schedule is also posted on the training boards outside of the MSIII Advisor’s office and the MSIV lounge. The purpose of these labs is to conduct hands-on training in basic military skills which are taught in the classroom and to provide leadership experience through practical application. The labs may be conducted at Blue Mountain, Pattee Canyon, Lubrecht Forest or around the local campus area.

H. Field Training Exercises. Field Training Exercises (FTXs) are conducted during Fall and Spring Semesters. Attendance is mandatory for contracted cadets. Others are encouraged to attend. FTXs provide the opportunity to apply the theory taught in the classroom and labs in a field environment. Individuals are evaluated on their demonstrated knowledge, leadership ability and active participation. The FTXs are conducted at Lubrecht Forest, Fort Harrison (Helena), Gowen Field (Idaho) and other designated areas.

I. Grading System. The Military Science Department uses the same grading system as the other departments of the University. The final semester grade is a composite of several weighted sub-course grades. Each course syllabus specifies the method for determining the course grade. Since all professionals are expected to be punctual and properly prepared, a portion of course grades may include attendance and participation.

J. Dropping Military Science Courses. Contracted Cadets will consult with their Military Science advisor and receive a signed drop form prior to dropping any MSL course. Utilizing CyberBear does not provide sufficient documentation required for administrative requirements. CyberBear may be utilized for all other add/drop actions. Cadets must still consult their MS advisor prior to any add/drop actions.

K. Leave of Absence. The Professor of Military Science may grant a Leave of Absence from the program for contracted cadets under the following situations:
   1. The cadet needs more than the normally required time to devote to studies to complete degree requirements.
   2. The normal period for completion of degree is extended because of minor academic deficiencies, addition of another course, or similar reasons.
   3. The cadet enrolls in an academic curriculum requiring five years for completion.
   4. Medical reasons (illness, injury or convalescence).
   5. Cadets may also be involuntarily placed on LOA pending resolution of administrative actions.
L. University of Montana Cadet Order of Merit List (OML)

1. The OML ranks cadets each semester from highest to lowest in performance for each academic year group. The OML is used as one of the management tools in determining appointments or nominations for cadet awards, rank, positions within the Grizzly Battalion, Distinguished Military Student (DMS), Active Duty upon commissioning, and active duty training (such as airborne or air assault training).

2. The following areas are considered by the cadre in developing the OML: Academic Cumulative GPA, Military Science Cumulative GPA, Army Physical Fitness Test (APFT), Leadership Lab/Leadership Position Evaluations, Land Navigation, Military Bearing, and Cadre Subjective evaluations.

M. Distinguished Military Students and Graduates: MS IV cadets who possess outstanding qualities of leadership, high moral character and aptitude for military service, rank in the top third of their ROTC class and rank in the top half of their college class may be appointed Distinguished Military Students by the PMS. Designation by the PMS is normally made at the beginning of the fall semester. Cadets who rank in the top 20% on the national order of merit list (OML) will be designated Distinguished Military Graduates by Cadet Command once all requirements for a baccalaureate have been completed and the degree will be conferred at the next regular commencement.

Uniform Wear and Appearance
(CCR 670-1)

A. General: Each cadet must take pride in his/her personal appearance as a cadet and officer candidate. The following guidelines apply to all cadets:

1. Male cadets will follow the published Cadet Army haircut policy. When attending voluntary training such as Airborne School, shorter than usual hair length is recommended. Every male cadet’s hair is expected to be clean and neatly groomed at all times when in uniform.

3. Beards are not permitted. Males should shave closely each day.

4. Female cadets will follow the published Cadet Army standard hairstyles for women. The hair must be worn in such a manner as not to extend below the lower edge of the collar when in uniform. Thus, long hair is permissible, as long as it can be rolled in a bun, twist, etc., when in uniform, provided the bulk of the hair is not excessive.

B. Uniforms: Cadets are responsible for the accountability, serviceability, fit, and cleanliness of uniforms issued to them

1. Issue and Turn-In:

   a. Basic Course Uniform: An Army uniform is issued to each cadet enrolled in the basic course for wear when and as required, for participation in the ROTC program. Detailed instructions for issue and turn-in are available from the Battalion Supply Technician. The uniforms are U.S. Government property, loaned to the basic course cadet for use. At the time of issue, each uniform will be freshly cleaned and pressed. The fit of each uniform will be inspected by the military staff. Necessary alterations will be accomplished by a contracted tailor to ensure a neat properly fitted uniform. Upon completion of the ROTC program or upon discontinuing the program for any reason, cadets must turn in their uniforms to the Battalion Supply Technician immediately.

   b. Advanced Course Uniforms: Advanced course cadets who are not members of the Simultaneous Membership Program (SMP) are issued uniforms by the ROTC department. SMP cadets are issued uniforms by their assigned Reserve or Guard units. The fit of each uniform will be inspected by the military staff. Necessary alterations will be made for the cadet by contacting supply. Advanced Course cadets may retain their uniforms as long as they are enrolled in the ROTC program and may purchase them at a reduced rate upon being commissioned. Cadets who fail to complete the course for any reason must turn in their uniforms to the Battalion Supply Technician.

2. Uniform Types:

   a. Army Combat Uniform (ACU) is designated uniform for MSL classes, labs, and FTXs.

   b. Army Service Uniform (ASU) is designated uniform for formal military ball and dining in.

      i. The Army Blue Service Uniform:

      1. Class "A"-Army blue uniform with jacket and tie with low quarter shoes or pumps for females.

      2. Class "B"-Army blue uniform without jacket, with low quarter shoes and short sleeve shirt or long sleeve shirt with tie.

   c. Army Physical Fitness Uniform (APFU) is the designated uniform for physical fitness training.

3. Cadet's Responsibility for Uniforms:
The way a cadet wears the uniform reflects on the standards and reputation of the Grizzly Battalion, the University and the U.S. Army. Coarse or undignified conduct in uniform or wearing the uniform slovenly reflects adversely not only on the Battalion and the individual concerned, but also against the government of the United States, whose uniform each cadet wears.

See CCR 670-1 for Uniform Wear and Appearance

Expectations and Standards

Honor Code: As future officers, cadets are expected to exemplify the highest standards of honor and integrity. Army officers do not lie, cheat, steal nor tolerate those who do.

1. The purpose of the Grizzly Battalion honor code is to establish guidelines for honorable and ethical conduct while enrolled in The University of Montana as ROTC cadets, and equally important, to carry forward into your professional career the ethical standards which contribute to the moral and professional organization that you are about to enter.

2. The goals of the Cadet Honor Code are:
   a. That cadets learn and practice the essential leader responsibility of establishing a healthy ethical climate within a unit.
   b. That cadets develop an understanding of the importance of integrity as an essential value of leadership.
   c. That cadets develop a strong desire to develop an honorable lifestyle.
   d. That the moral and ethical convictions of cadets are strengthened, thereby preparing them for greater challenges to their integrity throughout a lifetime of service to the nation.

3. The Cadet Honor Code represents the minimum ethical standard by which all cadets are expected to abide. The Code is not an unduly difficult standard to live by. It demands strict compliance, but it does not demand ethical perfection. It requires a commitment to self-betterment and recognition of the special role that moral-ethical excellence plays in leadership.

4. A Cadet who commits a violation of this code knowingly or by an act of omission should make every effort to make the matter known to all concerned persons and to correct the violation personally. Conduct reflecting a lack of honor or integrity will be grounds for disenrollment.

Student Responsibilities: Before admission as a contracted cadet, each cadet must meet the requirements for admission as specified in Cadet Command Pamphlet 145-4. A copy of this pamphlet is available from your MS advisor. After admission, each cadet must maintain the academic, physical and moral standards specified. Cadets will report immediately any change in status (i.e., knee surgery, academic warning, etc.) to their MS advisor. Failure to maintain standards will result in dismissal from the Advanced Course and possible repayment of benefits received or the cadet may be called to active duty.

Listed below are the specific requirements for all contracted cadets:

1. Army ROTC (Military Science) Academic Standing: Scholarship students are expected to maintain an ROTC cumulative grade point average (GPA) of 3.0 in all military science courses. Non-scholarship students are expected to maintain a 2.0 GPA in all military science courses.

2. Attendance at Classes and Scheduled ROTC Training Activities: There are no "cuts" authorized from scheduled training activities or Military Science classes. ROTC students are required to attend each activity or period of instruction scheduled. While full attendance is expected, cadets may request prior approval for absences (i.e. schedule conflicts, personal problems, and emergencies) from their class advisor. The attendance requirement is to assist students in developing their sense of responsibility plus the habits of punctuality, self-discipline, and consideration for duty that are essential for Army officers. The fall and spring Field Training Exercises are the two main training events of the academic year. Approval for absence from these events rests with the PMS.

3. Weight Control: Students must meet weight control standards in AR 40-501 for enrollment in Advanced ROTC (MS III and MS IV) or as scholarship cadets. Students must attain and maintain compliance with weight control standards in AR 600-9 each year, prior to attendance at LDAC, and continuously thereafter or be subject to disenrollment. No aspiring leader can hope to inspire confidence among soldiers without maintaining Army standards personally. Students will weigh in during each Army Physical Fitness Test (APFT), under supervision of the Battalion Sergeant Major.

4. Physical Fitness: Contracted Cadets will complete the Army Physical Fitness Test (APFT) as scheduled and conducted by the Cadre. Cadets must meet or exceed the APFT minimum standard of 60 points per event with a total score of 180 points on the first test and show improvement in each event, each month, over their previous level of performance. We are responsible as leaders to maintain the highest standards of physical fitness. This is not only to ensure that we are technically capable of leading soldiers, but physical fitness enhances combat readiness by developing and sustaining stamina, quick reactions, flexibility, coordination and self-discipline thereby improving the fighting spirit and the individual will to win when the need arises. Fitness of cadets and cadre is assessed on a regular basis, and is measured by standards outlined in TC 3.22-20.
   a. All contracted cadets are required to participate in physical fitness training on Mon/Tue/Thu/Fri. MS315 (Drill and Conditioning) can be taken for credit. This requirement is to ensure that cadets develop the habits of self-discipline and personal responsibility necessary to keep them in good physical condition, ready for Army-wide assignment or deployment as national defense requirements may dictate.
Academic Probation: A cadet's first priority is to maintain high academic standards. For those who do not, the following information is provided from AR 145-1 and CCR 145-1. Probation is considered to be a warning. However, probation for more than one semester is a serious matter and could result in the termination of an ROTC scholarship or disenrollment. Financial entitlements are not affected by probation. A cumulative GPA falling below 2.0 will result in suspension of scholarship benefits.

A. Probation for Non-Scholarship Cadets. Probation is required under any of the following conditions:
   1. Semester or cumulative GPA of MS courses falls below 2.0.
   2. Failure to complete 12 credits satisfactorily each semester.
   3. Failure to maintain a semester and cumulative GPA of 2.0 or above.
   4. Failure to receive a passing grade in each enrolled course.
   5. Failure to maintain the minimum cumulative GPA required for academic major.
   6. Failure to maintain satisfactory progress towards degree.

B. Probation for Scholarship Cadets. Probation is required under any of the following conditions:
   1. Failure to maintain a semester or cumulative GPA of 3.0 in all MS classes.
   2. Failure to complete 12 credits satisfactorily each semester.
   3. Failure to maintain a semester academic GPA of 2.0 or higher. If cumulative GPA falls below 2.0 a waiver must also be submitted.
   4. Failure to receive a passing grade in each enrolled course.
   5. Failure to maintain the minimum cumulative GPA required for academic major.
   6. Failure to maintain satisfactory progress towards degree.

C. Authority to impose probation. The Battalion Commander/PMS has authority to grant academic probations. Up to three academic probations may be granted by the PMS if the overall GPA is 2.0 or higher. If the third probation is for a GPA of less than 2.0, the probation must be approved by the Brigade Commander. A request for a fourth academic probation must be approved by the Brigade Commander. Cadet(s) requiring a fourth probation will be required to provide written justification to the Brigade Commander for retention in the ROTC program.

Disenrollment: The PMS will disenroll a student from ROTC for the following reasons:

1. Withdrawal from school because he/she is unable to continue.
2. Physical disqualification when so determined by a military doctor.
3. Failure to maintain scholastic standing as required by the institution in academic or ROTC subjects.
4. Disciplinary reasons.
5. Inaptitude.
6. Indifference to training.
7. Willfully evading the terms of the advanced course contract.
8. Undesirable traits of conduct (honor, integrity, loyalty).
9. Failure to maintain requirements for enrollment as prescribed in Army regulations.
10. Discovery of a fact or condition that will bar the student from appointment as an officer.
11. Dismissal or withdrawal from LDAC. A student who is not credited with satisfactory completion of camp training will also be disenrolled. Temporary physical disqualification at advanced camp, in itself, is not usually grounds for disenrollment.
12. Failure to maintain physical fitness and height/weight standards.

Accession Process and Service Obligation

Accession Process

1. Cadets who will graduate between 1 October of the current year and 30 September of the following year are considered for duty assignment (active and reserve forces duty) and branch selection. All may apply for an active duty appointment in the Army Reserve unless a Guaranteed Reserve Forces Duty (GRFD) contract has been initiated. Non-scholarship cadets with existing GRFD contracts may request revocation of this contract prior to the accession process to be considered for active duty.
2. The key cadet performance indicators are the PMS ranking and comments, the cadet’s cumulative Grade Point Average (GPA) and LDAC performance. Each accession packet contains the PMS evaluation of the cadet’s potential as a commissioned officer and recommendation of duty assignment and branch; input from the cadet regarding duty assignment preference, branch choices and bullet statements concerning their request; college transcripts; LDAC and on-campus evaluations. Additional information is required for those requesting Aviation as a branch (Aviation physicals are given at LDAC). GRFD cadets can include an acceptance letter from an Army Reserve or National Guard unit with their accessions packet. A letter of acceptance is required from a unit for those requesting a Reserve Forces Duty assignment in the branches of Medical Service, Military Intelligence, or Aviation. GRFD cadets providing an acceptance letter after the accession packets have been sent forward/results received will be required to conduct a branch transfer. The results of the regular board are normally released in December.

3. Upon receipt of the accession results, cadets selected for active duty are required to submit an assignment preference sheet and their top ten choices of assignment location (four must be overseas) as well as their desired Basic Officer Leader Course (BOLC-B) report dates. It is here that the cadet may also volunteer for the additional duty assignments of Gold Bar Recruiter, LTC or LDAC cadre upon commission. Cadet Command normally announces BOLC-B dates and additional duty assignments in March after the annual BOBC Conference. Cadet Command prepares orders upon receipt of the Request for Orders (RFO) by the specific branch at US Army Personnel Command (PERSCOM).

4. Those selected for reserve forces duty will receive correspondence from Army Personnel Command (AR-PERSCOM) who coordinates scheduling BOLC-B dates. They will serve on active duty for a short period to complete BOLC-B for branch qualification, followed by service in a Army Reserve or National Guard component unit.

Service Obligations

The length of time a cadet will spend in the Army upon graduation and commissioning varies by type of duty appointment. All ROTC cadets have an eight-year Military Service Obligation (MSO) which begins at the time they enter active duty (either to attend BOLC-B as a RFD appointee or begin their active duty career).

a. Active component scholarship cadets have a four-year active duty obligation. Non-scholarship cadets selected for active duty have a three-year active duty obligation. Those receiving Aviation as a branch incur a six-year active duty MSO upon completion of flight training or voluntary withdraw from flight training during Phase II of BOLC-B. The balance of the obligation can be completed in the Army Reserve or National Guard.

b. Reserve component cadets must serve in an Army Reserve or National Guard unit, which has Monthly Unit Training Assemblies and an annual training period of approximately two weeks until the eight-year MSO has been served.

Military Customs and Courtesies

A. General: Military courtesy is the display of good manners and politeness in which it takes respect from both senior and subordinate to each other. Military courtesy shown to a senior is recognition of the responsibility and authority of his/her position that shows that a junior acknowledges the essential part he/she plays as a member of the military team. In the military service, courtesy goes hand-in-hand with military discipline. Military discipline is an attitude of readiness and willingness of individuals or groups of individuals to ensure the attainment of specified goals.

B. Reporting:

1. When in uniform and reporting to an officer, knock on the door and wait to be recognized (remain at parade rest until called), advance to a position in front of his/her desk, salute and state your name and business in the following manner: "Sir (Ma'am), Cadet Wright reports to Captain Roberts as ordered," or "Sir (Ma'am), Cadet Wright wishes to discuss . . ." When out of uniform and reporting to an officer or when reporting to a noncommissioned officer, the procedure is the same except that you do not salute. A noncommissioned officer should be addressed in the following manner: "Cadet Wright reports to Sergeant Doe."

2. Remain standing at attention until asked to sit down or to rest.

3. On departure, face the officer, salute smartly (in uniform only), and upon return of the salute, face about and depart.

C. Classroom Standards: Cadets are expected to be in the classroom in their seats at the appropriate time and in the correct uniform for Military Science class to begin. You are expected to have accomplished your homework and to be prepared to discuss any readings. Quizzes and discussion will show the quality of your preparation. Dignified manners and courtesy will be stressed at all times. If a visitor arrives to inspect your classroom, the class is not brought to attention.

D. Saluting: The salute is an act of recognition between military men and women. Its origin is in the ancient European custom of free men greeting each other by holding up their right hand to show that they had no arms. The junior salutes first, which is similar to the civilian courtesies shown to elders, women, and persons placed in positions of authority. Salutes are exchanged outdoors, when not under overhead cover, usually at a distance of 6 to 30 paces. The best rule to follow is to salute at the moment of recognition or when eye-to-eye contact is made. The junior salutes even when in the company or presence of higher-ranking officers. Other than reporting to cadre, no salutes are exchanged indoors. One exception to this rule is reporting to an officer. When passing the colors or when the colors are passing by, the salute is rendered and held from a distance of six paces before to six paces after. Cadets, when in uniform, will salute all cadet officers of senior rank, to include those of other services; it is not required to
salute cadet officers when not in uniform. Upon saluting, it is customary to give the appropriate greeting of the day such as "Good morning, Sir (Ma'am)."

E. Titles of Address. Cadets will address commissioned officers as 'Sir' or 'Ma'am'. They will address Cadre NCOs as Sergeant or Master Sergeant.

Grizzly Organization

A. Military Science Department Organization (Cadre): The Department of Military Science is staffed by active duty officers and noncommissioned officers. The senior officer, a Lieutenant Colonel, is the Professor of Military Science (PMS). All other officers are Assistant Professors of Military Science (APMS). Noncommissioned officers are designated as training instructors. The Department of Military Science is organized as follows:

1. Professor of Military Science (PMS): The senior officer within the department. This officer serves as the Chair of the Military Science Department, and is accorded the academic rank of full professor. The PMS has ultimate responsibility for all assigned personnel and cadets. The Professor of Military Science has an open-door policy and welcomes cadets to discuss any matter of their choosing on a scheduled basis.

2. Executive Officer (XO): This officer manages the staff functions within the department. He acts as the liaison between the department and various campus/community organizations. He is responsible for both the internal/external logistics functions of the battalion and the development, management and execution of the University and the Command Operating Budgets within the guidance provided by the PMS.

3. Battalion Sergeant Major: (MSG) The senior enlisted member within the department. The MSG is the senior instructor and monitors all training and class presentation. As well as providing guidance to cadets, he works closely with the operations and training section to ensure cadets receive the best training possible.

4. The Recruiting Operations Officer (ROO): This officer has the responsibility for informing students about the program and incorporating cadets into the program in a manner which best suits their individual backgrounds and needs. He determines the eligibility of prospective students to enter the program. The ROO is also responsible for advising cadets regarding the various ROTC Scholarships available and the SMP program.

5. The Operations and Training Section: This section consists of one officer and one senior noncommissioned officer. Responsibilities include organization and assessment of present training programs; planning and conducting field training exercises; advising the cadet chain of command regarding the planning and conduct of leadership labs; making recommendations to the PMS regarding the type of training; coordinating all leadership lab support requirements; and coordinating cadet military schooling.

1. Active Guard Reserve (AGR). This officer is an active guardsman assigned to the Military Science Department. Besides the normal duties as an APMS, he is the liaison between the ROTC program and the Army Reserve/National Guard leadership in the state. He coordinates for support such as medical, maintenance, weapons, training areas, etc with reserve components to meet necessary cadet training requirements.

2. Military Science Advisors: Each military science year group has an advisor responsible for cadet counseling and guidance. This officer is usually the primary instructor for that level of the program and has daily classroom contact with the cadets.

3. The Administrative Section: The Administrative Section consists of one government service civilian, and a department administrative assistance provided by the university. Their responsibilities are as follows: maintaining cadet records, cadet payroll, administering cadet scholarships and security clearances, medical processing and preparing correspondence related to branching and commissioning.

4. The Supply Section: The Supply Section consists of one government service civilian. This section is responsible for the procurement, storage, accountability, maintenance and issue of all uniforms and equipment. The Supply Technician is the principle advisor to the Cadet Battalion S4.

B. Corps of Cadets. The Corps of Cadets is organized as a Battalion, called the Grizzly Battalion, with a command and staff element (Headquarters Company) and one or two line companies (depending on enrollment). Cadet officers and noncommissioned officers are appointed by the PMS based on recommendation of the class advisor. The basis for promotion is military knowledge, proficiency and leadership qualifications, as well as, academic grades, extracurricular activities, and cadet leadership evaluations. The Order of Merit List (OML) is used for cadet rank and promotions.

C. Cadet Rank:
### Army Officer and Enlisted Ranks:

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<th>Rank/Grade</th>
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<td>Second Lieutenant (2LT) O-1</td>
<td>First Lieutenant (1LT) O-2</td>
<td>Captain (CPT) O-3</td>
<td>Major (MAJ) O-4</td>
<td>Lieutenant Colonel (LTC) O-3</td>
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<td>Brigadier General (BG) O-7</td>
<td>Major General (MG) O-8</td>
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<td>Private (PV2) E-2</td>
<td>Private First Class (PFC) E-3</td>
<td>Specialist (SPC) E-4</td>
<td>Corporal (CPL) E-4</td>
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<td>Staff Sergeant (SSG) E-6</td>
<td>Sergeant First Class (SFC) E-7</td>
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