



OFFICE OF
PROFESSIONAL
DEVELOPMENT

ENHANCE MINDS, BUILD FUTURES



Guidebook for 2025



NYPD

New York City Police Department

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Letter from First Deputy Commissioner, Tania I. Kinsella



Dear Members of the Service,

As Nelson Mandela once said, “Education is the most powerful weapon which you can use to change the world.” This guidebook highlights numerous opportunities for you to enhance your education and develop essential skills that will advance your career.

Continued learning is vital for both personal and professional growth. It equips all members of the service to better tackle the challenges of policing our city. We must recognize the significance of our roles in the greatest police department in the world and continually strive to improve our ability to protect the freedoms that make our society great.

I strongly encourage you to explore the various opportunities available to both uniformed and civilian members of the service, including traditional scholarships, non-traditional educational programs, educational leave grants, and tuition reduction initiatives. This guide will help you identify the opportunities suited to your rank or title.

As you read this guide, remember that investing in your education is investing in our community. Let us embrace this chance to grow and lead with excellence. Together, we can elevate our department and create a lasting impact. The future is ours to shape — let’s seize it.

Sincerely,

A stylized, handwritten signature in black ink, consisting of a large, sweeping initial 'T' followed by a long, horizontal flourish that tapers to the right.

Tania I. Kinsella
FIRST DEPUTY COMMISSIONER



Letter from Assistant Commissioner, Dr. Maria (Maki) Haberfeld



Dear Members of the Service,

I would like to start this welcome message by expressing my profound gratitude to the leadership of the New York City Police Department for creating the Office of Professional Development for the members of the service. This tremendous opportunity cannot, and should not, be overstated.

Borrowing from the wisdom of a colleague of mine, it is important to note that: Being a member of the service requires a lot of thinking and decision making as they have to deal with different situations such as crimes, accidents, emergencies, conflicts and public safety issues, thinking quickly and critically and applying the law and ethical principles to each case. An enlightened member of the service would strive to think and act with empathy and respect, understanding the perspectives and needs of different people and groups. Because members of the service must think constantly and continuously, learning from experience and scholarship will enhance their skills and knowledge in service and pursuit of the common good (Nogala, 2024).

Please keep the above in your minds when you are contemplating taking advantage of the professional development opportunities available to you.

Stay safe and thank you for your service.

A handwritten signature in black ink that reads "Dr. M. Haberfeld". The signature is written in a cursive, flowing style.

Maria (Maki) Haberfeld
ASSISTANT COMMISSIONER

NYPD Office of Professional Development

Mission

To empower all members of the service to pursue fulfilling careers that include the opportunity for continuous learning and professional growth, developing the personnel of the NYPD by affording them with the skills and attributes necessary for success in all positions and assignments.

Review the OPD Portal, Department Bulletins, Administrative emails, and announcements for the latest information.

Contact the Office of Professional Development:

Location: One Police Plaza, Room 808
Phone: (646) 610-7862
Email: professionaldevelopment@nypd.org
Website: <https://portal.nypd.org/sites/650>
Twitter: https://twitter.com/nypd_prodev
Instagram: https://instagram.com/nypd_prodev

For more in depth questions, please reach out to the following:

Scholarship Team Contact Information:

Administrative Staff Analyst Ruth Loomis-ext 8333 or Ruth.Loomis@nypd.org
City Research Scientist Fabiola Zyka-ext 4722 or Fabiola.Zyka@nypd.org
Detective Mary Ann Andrews-ext 5727 or Maryann.Andrews@nypd.org
Police Officer Stephanie Vargas-ext 8042 or Stephanie.Vargas2@nypd.org

Executive Programs Contact Information:

Lieutenant Lawrence Mulé- ext 4103 or Lawrence.Mule@nypd.org
Sergeant Ahmed H. Mobley- ext 5387 or Ahmed.Mobley@nypd.org

CHDS & FBI National Academy:

Detective Kaili Harper-ext 5386 or Kaili.Harper@nypd.org

This guide is intended to be used as an informative resource only. We reserve the right to revise, modify or alter programs in this guide. Current as of August, 2024

Traditional Scholarships

There are fourteen scholarships for over fifty opportunities under the Department's Traditional Scholarship Program. The following pages and table describe the programs. All qualified **full-time** uniformed and civilian members of service, with at **least three years of full-time service** in good standing, who are interested in furthering their education in these select programs are encouraged to submit applications. All recipients of a Department administered scholarship will agree in writing to a three-year service commitment beginning at the completion of their studies. Please make sure to review any Bulletins that announce these programs, as changes may occur after this publication.

All Traditional Scholarship awards are administered by the Department.

The application period is announced via Department Bulletin, typically open from late October until February, for programs that begin in Summer or Fall of the next academic year. Applicants must be accepted by their chosen university, in accordance with their admission requirements. Please note that scholarship application deadlines and eligibility are not the same as the university deadlines and eligibility for admissions. All applications should include a completed application form, resume, personal essay, recommendation letters, performance evaluations, transcripts (current and prior), and proof of admission, with some applications requiring additional information.

SCHOOL	DEGREE	AWARD	ELIGIBILITY
Pace University	1 Undergraduate	100% Tuition	Police Officer, Detective, Sergeant
St. Joseph's University	1 Undergraduate 1 Graduate	100% Tuition	UMOS & CMOS
The Police Commissioner's Graduate Scholarship	1 Graduate	\$25,000 Stipend Paid leave	UMOS
New York University (NYU) Robert F. Wagner	1-2 Graduate EMPA or MPA-PNP	50% Tuition discount \$10,000 to top awardee Educational Leave Grant days	UMOS & CMOS
Georgetown University McCourt School of Public Policy	Master of Policy Management (MPM)	30% Tuition discount Paid leave	UMOS & CMOS with at least 5 years of professional experience

SCHOOL	DEGREE	AWARD	ELIGIBILITY
Harvard University Kennedy School	1 Graduate Mid-Career Master in Public Administration	\$25,000 Stipend Paid leave	UMOS & CMOS with at least 7 years of public sector work
Hunter College	4 Graduate Master of Science in Urban Policy & Leadership	Paid leave	UMOS & CMOS
State University of New York at Albany	2 Graduate Master of Criminal Justice	100% Tuition Paid leave	UMOS
Crisses Family Scholarship	1 Any Degree Program	\$15,000 Tuition & fees	UMOS & CMOS
Adam R. Rose Foundation Scholarship	1 Any Degree Program	\$15,000 Tuition & fees	UMOS in the rank of Lieutenant and above
New York's Finest Foundation & New York State Fraternal Order of Police Surgeons & Associates Lodge SA03 Partnership Grant	4 Any Degree Program	\$2,250 Tuition & fees	UMOS
Police Reserve Association Scholarship Grant	5 Bachelors/Masters	\$1,500 Tuition & fees	UMOS
Educational Leave Scholarship Grant	30 Any Degree Program	18 Whole days (16 if 10 hour tours, 14 if 12 hour tours)	UMOS & CMOS





Pace University

UNDERGRADUATE (1 award per year)

MEMBER BENEFIT: 100% tuition, and some fees

MEMBER COST: Some fees, and all other costs

Requirements and eligibility:

- o **Uniformed members in the ranks of Police Officer, Detective and Sergeant**
- o **Minimum GPA of 3.0 for any courses taken from an accredited college/university**

Pace University offers an undergraduate scholarship award, which covers all tuition costs and most fees for members pursuing an undergraduate degree in any major. Continuous fall and spring semester full or part-time enrollment is expected, while summer semesters may also be included. This scholarship can also be used for the Pace online programs.



St. Joseph's University, School of Professional and Graduate Studies

UNDERGRADUATE (1 award per year)

MEMBER BENEFIT: 100% tuition, and some fees

MEMBER COST: Some fees, and all other costs

Requirements and eligibility:

- o **Any member of the service**
- o **High school graduate or have a general equivalency degree**
- o **Minimum GPA of 2.0 from an accredited college/university**

St. Joseph's University offers a wide variety of programs leading to a Bachelor's degree, and offers one full undergraduate scholarship each academic year, covering tuition costs for members pursuing any major. Tuition and most fees are covered in any semester, including winter intersession and summer programs, if offered in your major. Scholarship recipients may attend at either the Brooklyn or Long Island campus as well as online.



St. Joseph's University, School of Professional and Graduate Studies

GRADUATE (1 award per year)

MEMBER BENEFIT: 100% tuition, and some fees

MEMBER COST: Some fees, and all other costs

Requirements and eligibility:

- o Any member of the service
- o Bachelor's Degree with a minimum GPA of 3.0

St. Joseph's University offers a wide variety of programs leading to a Master's degree, and offers one graduate scholarship each academic year, covering tuition costs for members pursuing any major. Tuition and most fees are covered in any semester, including winter intersession and summer programs, if offered in your major. Scholarship recipients may attend at either the Brooklyn or Long Island campus. If your acceptance is contingent on pre-requisite coursework, this coursework must be completed before the fall semester begins.



The Police Commissioner's Graduate Scholarship sponsored by the Brownstone Family Foundation

GRADUATE (1 award per year)

MEMBER BENEFIT: \$25,000 stipend, receive paid leave

MEMBER COST: all other costs

Requirements and eligibility:

- o Uniformed members of the service
- o Bachelor's Degree with a minimum GPA of 3.0
- o Candidates must be matriculated in a master's program in one of these schools: Brown University, Columbia University, Harvard University, Georgetown University, New York University, Princeton University, University of Pennsylvania or Yale University

The Brownstone Family Foundation created an endowment which annually funds the Police Commissioner's Graduate Scholarship, supporting education in criminal justice, governmental administration, and programs relevant to the Department's mission. This scholarship offers a \$25,000 award for studies leading to a master's degree in a program relevant to the NYPD mission. The awardee will also receive a 10 ½ month paid leave of absence to study full-time.



NYU

New York University (NYU), Robert F. Wagner Graduate School of Public Service in partnership with the New York City Police Foundation

GRADUATE (up to 2 awards per year)

MEMBER BENEFIT: 50% tuition discount, \$10,000 tuition support for top candidate, also receive the Educational Leave Grant days

MEMBER COST: all other costs

NYU will offer two members of service 50% tuition discount. The New York City Police Foundation \$10,000 tuition support will be awarded to the top candidate. Each awarded enrolled student will receive an Educational Leave Scholarship Grant in addition to these tuition reductions.

Requirements and eligibility:

For the Master of Public Administration (MPA-PNP) program (Public & Nonprofit Management & Policy program only)

- o Any member of the service
- o Bachelor's Degree with a minimum GPA of 3.0

For the Executive Master of Public Administration (EMPA) program

- o Any member of the service with at least eight years of professional experience with significant experience in management showing progressive leadership (titles vary, experience supersedes title)
- o Bachelor's Degree with a minimum GPA of 3.0

McCourt School of Public Policy

Georgetown University McCourt School of Public Policy – Master of Policy Management (MPM)

GRADUATE (up to 2 awards per year)

MEMBER BENEFIT: 30% tuition discount, also receive paid leave

MEMBER COST: all other costs

Requirements and eligibility:

- o All members of the service with at least five years of professional experience
- o Bachelor's Degree from an accredited college university

The MPM is a mid-career degree that provides current and emerging policy leaders with essential management and analytical skills to advance their careers. Recipients will receive a minimum scholarship award of 30% tuition reduction from the university. Each awardee will receive a paid leave of absence to study full-time.



HARVARD Kennedy School

Harvard University Kennedy School of Government Mid-Career Master in Public Administration – The Richard L. Gelb Scholarship

GRADUATE (1 award per year)

MEMBER BENEFIT: \$25,000 stipend, also receive paid leave

MEMBER COST: all other costs (See Harvard Club below for UMOs potential benefit)

Requirements and eligibility:

- o Any full time member of the service with at least seven years of public sector work with increasing job responsibilities (titles vary, experience supersedes title)
- o Bachelor's Degree with a minimum GPA of 3.0

This program is designed for experienced professionals who have worked in the public interest for at least seven years. The one-year MC/MPA program elevates the abilities of established professionals with real-world experience to take on bolder challenges, learning new management, policy-making and analytical skills. The New York City Police Foundation Richard L. Gelb scholarship provides up to \$25,000 for this program. The awardee will also receive a paid leave of absence to study full time.

Note: The Harvard Club of New York Foundation also offers an annual full tuition award to one New York City first responder. For additional information on this scholarship, interested members must contact nypdharvardfellows@outlook.com

UPP HUNTER
URBAN POLICY & PLANNING

Hunter College, Master of Science in Urban Policy and Leadership

GRADUATE (4 awarded per year)

MEMBER BENEFIT: receive paid leave

MEMBER COST: all costs

Requirements and eligibility:

- o Any member of the service
- o Bachelor's Degree with a minimum GPA of 3.0

The Department will award a paid leave of absence to study full-time to four members of service pursuing a Master of Science in Urban Policy and Leadership at Hunter College. This graduate degree prepares professionals to be leaders in communities, public agencies and non-profit organizations.



State University of New York at Albany, School of Criminal Justice in partnership with the New York City Police Foundation

GRADUATE (2 awards per year)

MEMBER BENEFIT: 100% tuition, also receive paid leave

MEMBER COST: all fees, books, housing, and other costs

Requirements and eligibility:

- o **Uniformed members of the service**
- o **Bachelor's Degree with a minimum GPA of 3.0**

The School of Criminal Justice is an interdisciplinary program focused on the study of criminal behavior and society's response to this behavior. The State University of New York at Albany, in conjunction with the New York City Police Foundation, provides two full tuition scholarships leading to a Master of Criminal Justice degree. Recipients are also awarded a paid leave of absence to study full-time.

Traditional Programs for Degrees at Accredited Institutions

The following programs are designed to provide funds or limited complete days off in degree programs for any accredited college or university. Typically, applicants are already matriculated into their chosen programs. If not yet matriculated, applicants need to provide proof that they will be enrolled in summer or fall for the next academic year. As part of the Traditional Scholarship Program. All rules and requirements also apply for these awards.



New York City Police Foundation

Building a Safer City Together

New York City Police Foundation's Crisses Family Scholarship

ACCREDITED DEGREE PROGRAM (1 award per year)

MEMBER BENEFIT: \$15,000 tuition and fee support

MEMBER COST: all other costs

Requirements and eligibility:

- o Uniformed or civilian members of service
- o Matriculated in an accredited college/university degree program relevant to the Department's mission
- o Minimum GPA of 3.0 in the current degree program

The Crisses Family Scholarship provides up to \$15,000 for tuition and fees for one member of service for an academic year, in any qualified degree program.



Adam R. Rose Foundation Scholarship in partnership with the New York City Police Foundation

ACCREDITED DEGREE PROGRAM (1 award per year)

MEMBER BENEFIT: \$15,000 tuition and fee support

MEMBER COST: all other costs

Requirements and eligibility:

- o Uniformed members of service in the rank of lieutenant and above
- o Matriculated in an accredited college/university degree program relevant to

the Department's mission

- o Minimum GPA of 3.0 in the current degree program



New York's Finest Foundation & New York State Fraternal Order of Police Surgeons and Associates Lodge SA03 Partnership Grant

ACCREDITED DEGREE PROGRAM (4 awards per year)

MEMBER BENEFIT: \$2,250 for tuition and fees

MEMBER COST: all other costs

Requirements and eligibility:

- o Uniformed members of the service
- o Minimum GPA of 2.8
- o Must be a matriculated student, enrolled in a degree program at an accredited institution
- o Candidates must complete a minimum of 3 credits each fall and spring semester, showing enrollment over the last two years (since Fall 2023), and continuing registration into Fall 2025

This partnership Grant in the amount of \$2,250 each, is designed to encourage and support uniformed members of the service to advance their education by pursuing any degree at any accredited college/ university. Scholarship grant winners may only receive this award one time during their employment with the Department.



Police Reserve Association, New York City, Scholarship Grant

ACCREDITED BACHELOR/MASTER DEGREE PROGRAM (5 awards per year)

MEMBER BENEFIT: \$1,500 for tuition and fees

MEMBER COST: all other costs

Requirements and eligibility:

- o **Uniformed members of the service**
- o **Minimum GPA of 3.0**
- o **Must be a matriculated student, enrolled in either a bachelor or master's degree program at an accredited institution**
- o **Candidates must complete a minimum of 3 credits each fall and spring semester, showing enrollment over the last two years (since Fall 2023), and continuing registration into Fall 2025**

The Police Reserve Association provides \$1,500 to uniformed members continuing to pursue either a Bachelor or Master's degree while continuing to work. These Grants are designed to encourage and support uniformed members of the service to advance their education at accredited colleges/universities. Scholarship grant winners may only receive this award one time during their employment with the Department.



Educational Leave Scholarship Grant

ACCREDITED DEGREE PROGRAM (30 awards per year, for July 2025 to June 2026)

MEMBER BENEFIT: 18 whole days (16 if 10 hour tours, 14 if 12 hour tours)

MEMBER COST: all other costs

Requirements and eligibility:

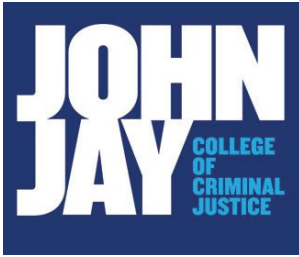
- o Any full time member of the service
- o Candidates must be matriculated students pursuing an Associates, Bachelors, Master's, JD, or PhD degree relevant to the Department's mission, at an accredited institution
- o Must have a GPA of 3.0 or higher for initial eligibility and continuation of award certification
- o Candidates must provide on-going proof of course registration and complete a minimum of 15 credits for the academic year

The Educational Leave Scholarship Program awards uniformed and civilian members of service paid educational leave grants of 18 days per calendar year (9 days per each half year) for enrollment in undergraduate or postgraduate programs relevant to the NYPD mission. Educational Leave Days are meant to assist members in meeting the demands of university study while continuing to work full-time. Members may use educational leave days, to attend class, prepare for exams, or to participate in internships or other aspects of their academic development. Restrictions apply to use of the days. Degree programs that already grant time off cannot receive Educational Leave Awards. The 2025 year awards will be active from July 1, 2025. Awards will be re-evaluated in January 2026 for the second enrollment period. This year's awards will only be granted for the academic year. No other programs, except the NYU Wagner Graduate School Scholarship, has access to these Educational Leave days.

Other Opportunities

The Department offers a variety of different scholarships outside of the Traditional Scholarship. Based on your academic needs and qualifications, this portion of the guide can assist you in attaining the right degree/certificate to enhance your academic accomplishments. Candidates must be accepted by the programs, in accordance with their admissions standards. All coursework and class attendance must be completed on off-duty time unless noted otherwise.

SCHOOL	DEGREE	AWARD	ELIGIBILITY
John Jay College of Criminal Justice NYPD Leadership Program	Certificate	Tuition & textbooks covered for 4 Leadership courses	UMOS
John Jay College of Criminal Justice	Master of Arts Program for NYPD Executives	Fully paid	Lieutenant and above
FBI National Academy	Certificate	Fully paid	Lieutenant and above
Mayor's Graduate Scholarship Program	Graduate	Varies by University	UMOS & CMOS
Center for Homeland Defense and Security (CHDS) Naval Postgraduate School	Masters Degree in Homeland Security	Fully paid	UMOS, Civilian Managers, Intelligence Research Specialists
CHDS Homeland Security Emergence Program	Certificate	Fully paid	Less than 10 years of full-time work experience in eligible positions
CHDS Radiological Emergency Preparedness Program	Certificate	Fully paid	UMOS & CMOS in eligible positions
CHDS Executive Leaders Program	Certificate	Fully paid	Captain & above



John Jay College of Criminal Justice – NYPD Leadership Program

CERTIFICATE PROGRAM-Undergraduate or Graduate

MEMBER BENEFIT: Tuition & textbooks covered for 4 courses (12 credit total)

Requirements and eligibility:

- o UMOS (ONLY)
- o Students meet weekly (Friday morning, afternoon or evening)

Credits earned are eligible towards a Bachelor's or Master's degree at John Jay. *This program is **NOT** administered by the Department. For more information, please visit John Jay's website. All coursework and class attendance must be completed on off-duty time.*

John Jay College of Criminal Justice – Master of Arts Program for NYPD Executives

GRADUATE (18 awarded each year)

MEMBER BENEFIT: Fully paid by the Department

Requirements and eligibility:

- o Uniformed members in the rank of Lieutenant and above
- o Minimum undergraduate GPA of 3.0
- o Candidates must have a bachelor's degree from a regionally accredited post-secondary institution or an international equivalent

A two year Criminal Justice Master of Arts Program delivered to a cohort of NYPD Executives.



FBI National Academy

CERTIFICATE PROGRAM (8 awarded yearly)

MEMBER BENEFIT: Fully paid by FEMA, on job time

Requirements and eligibility:

- o **Uniformed member in the rank of Lieutenant and above**
- o **Be in good standing with the Department**
- o **Bachelor's degree from an accredited institution**
- o **A three year commitment to the Department following the completion of the FBI National Academy Training program**
- o **Candidates must provide vaccination verification to the FBI National Academy**
- o **Candidates must appear before a Board, be in excellent physical condition, and be capable of vigorous physical activity to meet the established FBI fitness requirement that includes a one-mile run**

The New York City Police Department, in conjunction with the Federal Bureau of Investigation National Academy, provides opportunities for uniformed members of the service to attend the FBI National Academy in Quantico, Virginia. The FBI National Academy is an intensive ten-week training program that offers courses related to management science, behavioral science, law, education, forensic science, and health/fitness. The FBI National Academy provides living quarters and meals at its facilities. Uniformed members of the service are responsible for travel and miscellaneous expenses.



Mayor's Graduate Scholarship Program

GRADUATE

Please note that cost varies based on the University

Requirements and eligibility:

- o Any full time employee of the City of New York
- o An undergraduate degree from an accredited college or university
- o There is no minimum length of employment required for scholarship eligibility.
- o Awardees are not obligated to remain in service to the City upon completion of the graduate program.

The Mayor's Graduate Scholarship Program provides New York City government employees the opportunity to compete for scholarships at participating schools to continue their education in graduate study. For over 50 years, hundreds of applicants have been awarded scholarships thanks to the generosity of participating colleges and universities. All scholarship awards are determined and funded by the participating school.

This program is administered by the City of New York's Department of Citywide Administrative Services (DCAS), requiring all applications be processed by the Office of Professional Development to verify employment. Scholarship application paperwork is due to the Office of Professional Development in mid-November of each year for programs that begin in the fall of the following year.



**CENTER FOR HOMELAND
DEFENSE AND SECURITY**
NAVAL POSTGRADUATE SCHOOL

**Center for Homeland Defense and Security (CHDS) Naval Postgraduate School –
Master’s Degree in Homeland Security**

GRADUATE

MEMBER BENEFIT: Fully paid by FEMA, in residence sessions on job time

Requirements and eligibility:

- o **Uniformed members of service, Civilian members in managerial titles, or Intelligence Research Specialists**

- o **An undergraduate degree from an accredited college or university**

- o **Minimum GPA of 3.0 for undergraduate coursework, or awarded a graduate degree. Applicants with a GPA below 3.0 will be considered if they have relevant work experience and qualifications to complement their academic record**

The Center for Homeland Defense and Security Naval Postgraduate School offers a Master’s Degree in Homeland Security, to meet the ever evolving educational needs of our homeland security leaders. The curriculum is structured around key policy and organizational design problems that future homeland security leaders are likely to confront, and provides them with the analytic skills to meet those challenges. The 18-month online program requires participants to be in residence only two weeks per quarter, for a total of 12 weeks. The in residence sessions are conducted at one of the Naval Postgraduate School Center for Homeland Defense and Security campuses. Attendance and participation is required at all sessions. Participants complete the remainder of their coursework via network based distance learning methods.

Interested members of service should apply directly to the Center for Homeland Defense and Security website. Any member accepted into the program must submit a “Request to Attend” on proper Department

Letterhead with Bureau Chief approval to the Office of Professional Development for further processing.

Center for Homeland Defense and Security (CHDS) Naval Postgraduate School

3 CERTIFICATE PROGRAMS-see below

MEMBER BENEFIT: Fully paid by FEMA, in residence sessions on job time

Interested members of service should apply directly to the Center for Homeland Defense and Security website. Any member accepted into the program must submit a "Request to Attend" on proper Department Letterhead with Bureau Chief approval to the Office of Professional Development for further processing.

CHDS Homeland Security Emergence Program

CERTIFICATE PROGRAM (2 awarded per year)

The Homeland Security Emergence Program is a unique opportunity for homeland security/public safety professionals who are in the early stages (less than 10 years of full-time work experience) of their career. The program provides an educational forum and innovation lab for participants to explore "emerging" trends in the world around us (e.g. technology, social, and terrorism). Participants will discuss both the challenges associated with these complex trends as well as the opportunities to rethink how we protect our communities and the nation. The program requires participants to be in residence for 2 one-week sessions over 6 months, with approximately 2 months of online work prior to both week one and week two. The in residence sessions are conducted at the Naval Postgraduate School Center for Homeland Defense and Security campus in Monterey, California.

CHDS Radiological Emergency Preparedness Program

CERTIFICATE PROGRAM (2 awarded per year)

Requirements and eligibility:

- o **Homeland security/public safety employee with off-site, fixed nuclear facility emergency preparedness responsibilities**
- o **Demonstrate commitment to a career in public safety and emergency management**
- o **Strong collaboration, creativity, critical thinking and problem-solving skills and appreciation for continuous education and professional growth**
- o **Enjoy Learning through interactive activities**

The in-residence REP program is conducted at the Center for Homeland Defense and Security (CHDS) on the campus of the Naval Postgraduate School in Monterey, California. This program is designed for local, state, federal, tribal, territorial and industry leaders responsible for off-site, fixed nuclear facility emergency preparedness, response and recovery. It is designed to accommodate the busy schedules of participants and does not require the workload of traditional graduate-level education programs.

There are two four-day in-residence sessions over the course of a six-month period. Participants must commit to attending all days of both sessions.

CHDS Executive Leaders Program

CERTIFICATE PROGRAM (4 awarded per year)

Requirements and eligibility:

- o **Uniformed members in the rank of Captain and above**

This program allows senior level professionals to develop the strategies, policies and organizational elements they need to better understand and address emerging national security issues, public policy debates, terrorist threats and best practices in homeland security. The Executive Leaders Program consists of four one-week in-residence sessions over a nine-month period. The program is designed to accommodate the busy schedules of participating executives and does not require the workload of traditional graduate-level education.

Tuition Discounts & Special Program Opportunities

Many institutions offer substantial discounts to members of the service pursuing undergraduate and graduate level degrees. The amount and type of tuition reduction vary from school to school. Research each college/university you are considering attending before applying. If not listed here, ask if they may have benefits that you are eligible to receive. Many also have benefits for current or former military members. Some institutions have guaranteed transfer of Police Academy credits to their special programs for Police Officers & School Safety Agents (see information on our Portal Documents).

Listed below are tuition reduction and scholarship programs that may be useful to you and your education pursuits. Inclusion of any program, college, or university does not constitute an endorsement of the listed program, college, or university by OPD or the NYPD.

SCHOOL	DEGREE/FIELD	REDUCTION/ SCHOLARSHIP	ELIGIBILITY
Berkeley College	Undergraduate Graduate	Up to 50% Tuition reduction	UMOS & CMOS
Champlain College	Undergraduate	Over 50% tuition reduction	UMOS & CMOS
Columbia Southern University	Undergraduate Graduate	15% Tuition reduction 2 Full scholarships/year Other scholarships	UMOS & CMOS + Family
CUNY School of Labor and Urban Studies (Manhattan & Queens College Campus)	Undergraduate Graduate	Union program	CWA 1180, DC37
DeVry University	Undergraduate Graduate	30% Tuition reduction 3 Credit free course	UMOS, Civilian Managers

SCHOOL	DEGREE/FIELD	REDUCTION/ SCHOLARSHIP	ELIGIBILITY
Excelsior University	Undergraduate	20% Tuition reduction	UMOS & CMOS
Grand Canyon University	Undergraduate	10% Tuition reduction	UMOS & CMOS
Iona University School of Arts & Science or LaPenta School of Business	Undergraduate Graduate	First Responder 30% tuition reduction NYC government employee- 20% tuition reduction	UMOS & CMOS
John Jay College	Undergraduate Graduate	\$100 Tuition deduction per semester for non-supervisory NYPD UMOs 12 Credits free-Leadership Program Police officer, Detectives additional 3 credit class	UMOS
Long Island University (LIU)	Undergraduate	30% Tuition reduction	UMOS & CMOS
LIU Brooklyn-Master of Social Work	Graduate	25% tuition reduction	UMOS & CMOS

SCHOOL	DEGREE/FIELD	REDUCTION/ SCHOLARSHIP	ELIGIBILITY
Marist College	Undergraduate Graduate	25% Tuition reduction for MOS and immediate family members MPA Degree 50% Tuition reduction for any city employee Professional Studies to MPA 25%-50% tuition reduction dual degree programs for all MOS	UMOS & CMOS
Mercy College	Undergraduate Graduate	30 to 33% Tuition reduction for undergraduate 28 to 33% Tuition reduction for graduate	UMOS & CMOS
Metropolitan College of New York	Undergraduate Graduate	Undergraduate \$12,000 Graduate \$6,000	UMOS & CMOS
Molloy College	Undergraduate	30% Tuition reduction	UMOS & CMOS
Monroe College	Undergraduate Graduate	50% Tuition reduction 20% Reduction to civilians	UMOS & CMOS
NYU Tandon School of Engineering-Digital Learning	Graduate	20% Tuition reduction 15% Certificate & non-credit courses	UMOS & CMOS
New York University Cyber Fellows Master Degree Scholarship	Masters in Cyber Security	Cost \$18,000 per program- NYC Employee	UMOS & CMOS

SCHOOL	DEGREE/FIELD	REDUCTION/ SCHOLARSHIP	ELIGIBILITY
Seton Hall University	Graduate Master of Arts in Law Enforcement	50% Tuition reduction	UMOS & CMOS
Southern New Hampshire University	Undergraduate Graduate Certificate	10% Tuition reduction	UMOS & CMOS
St. John's University-Homeland Security and Criminal Justice Leadership Master of Professional Studies (MPS)	Graduate	33% Public Service Scholarship	UMOS & CMOS
St. John's University	Undergraduate Graduate Criminal Justice	33% Tuition reduction	UMOS & CMOS
St. Joseph's University	Undergraduate	30% tuition reduction	UMOS & CMOS
Syracuse University	Varies	Varies	Discount for military members of the service
SUNY Canton	Online B.Tech in Criminal Justice	26 Credits applied school safety 30 Credits applied to UMOs	UMOS & CMOS
Tulane School of Professional Advancement	Varies	20% Tuition reduction	Working professionals
Western Governors University	Undergraduate Graduate	Military service members up to \$2,500 20 Scholarships \$1,250 per semester for 2 years	UMOS & CMOS

Nominative Executive Level Programs

The following programs are considered senior level programs and require candidates to be nominated in order to attend. **These awards are administered by the Department.** Any questions regarding these programs should be directed to the Office of Professional Development at (646)610-7862. Application period varies for each program.

SCHOOL	DEGREE/FIELD	REDUCTION/ SCHOLARSHIP	ELIGIBILITY
Harvard Kennedy School of Government – Senior Executives in State and Local Government	Certificate	Fully paid	Deputy Chief or Assistant Chief, Executive Directors or Assistant Commissioners
Columbia Business School Police Management Institute (PMI)	Certificate	Fully paid	Deputy Inspector or Captain or Managerial Civilians
Senior Management Institute for Police – Police Executive Research Forum (SMIP-PERF)	Certificate	Fully paid	Inspector or Deputy Chief Deputy Director, Director or Assistant Commissioner
FBI Police Executive Fellows Program - PEFP	N/A	Six month paid leave of absence	Lieutenant and above
Major Cities Chiefs Association Police Executive Leadership Institute Program (PELI)	N/A	N/A	Deputy Chief or Assistant Chief
University of Chicago Policing Leadership Academy	N/A	N/A	Commanding Officer (UMOS)



HARVARD Kennedy School

Harvard Kennedy School of Government – Senior Executives in State and Local Government

CERTIFICATE PROGRAM

MEMBER BENEFIT: Fully paid by the Department

Requirements and eligibility:

- o **Uniformed members in the rank of Deputy Chief or Assistant Chief**
- o **Civilian members in the title of Executive Director or Assistant Commissioner**

This three-week program provides a balance of traditional and hands-on learning experiences to help seasoned public officials meet the changing needs of their constituents and communities. Participants will be in an environment where the classroom serves as a forum for raising difficult issues and practicing the skill of creating and maintaining a conversation that leads to change.



Columbia Business School

Columbia Business School -Police Management Institute (PMI)

MEMBER BENEFIT: Fully paid by the Department

Requirements and eligibility:

- o **Uniformed members in the rank of Deputy Inspector or Captain**
- o **Civilian members in managerial titles**
- o **Participants must have a Bachelor's Degree and agree to remain with the Department for at least three years after completion of the program.**

- o **Participants are expected to remain in residence for eight weeks, one week in each of the eight months**

The Police Management Institute (PMI) is an innovative program of advanced management training for the most promising middle managers of the New York City Police Department. The Institute was established in 1988 between the Police Department and a partnership between Columbia University Graduate School of Business.

The purpose of the institute is to provide a comprehensive and systematic means of preparing talented middle leaders for the responsibilities of senior executive positions in the NYPD.



**POLICE EXECUTIVE
RESEARCH FORUM**

Senior Management Institute for Police – Police Executive Research Forum (SMIP-PERF)

MEMBER BENEFIT: Fully paid by the Department

Requirements and eligibility:

- o **Uniformed members in the rank of Inspector or Deputy Chief**
- o **Civilian members in the title of Deputy Director, Director or Assistant Commissioner**
- o **All participants are required to reside on campus for the program's three week duration, except weekends**

SMIP is a program of the Police Executive Research Forum that provides senior police executives with intensive training in the latest management concepts and practices used in business and government. It also features discussions of the most challenging issues facing law enforcement executives today.

A demanding three-week course, SMIP brings together a faculty from top universities, successful law enforcement chief executives, and subject matter experts from the private sector. SMIP gives participants a clear understanding of general management theory, policy development, planning processes, and organizational behavior. The program requires extensive reading with classroom discussion of the issues presented in the readings. Participants are encouraged to apply the concepts and issues presented within their own organizations.



FBI Police Executive Fellows Program - PEFP

FELLOWSHIP PROGRAM

MEMBER BENEFIT: Six month paid leave of absence

Requirements and eligibility:

- **Uniformed member in the rank of Lieutenant and above**
- **Agrees to undergo an FBI full background investigation, a counterintelligence polygraph examination; and is of excellent character and embodies a reputation of professional integrity**
- **Agrees to remain in law enforcement a minimum of three years upon completion of the Police Executive Fellowship Program**
- **Have knowledge in "Active Shooter"**

The Police Executive Fellowship Program (PEFP) is a six-month program which offers an opportunity for state, local, tribal, and campus law enforcement executives to provide their expertise in areas which will mutually improve information and intelligence sharing within the law enforcement community.

Executive Fellows receive lodging, subsistence, and travel costs by the FBI. Additionally, the FBI will afford each Fellow three return trips home to conduct personal business; a Top Secret security clearance; and United States Marshals Service Special Deputation.



Major Cities Chiefs Association Police Executive Leadership Institute Program (MCCA PELI)
FELLOWSHIP PROGRAM

Requirements and eligibility:

- o **Uniformed member in the rank of Deputy Chief or Assistant Chief**
- o **Bachelor's Degree or higher**
- o **Plan to stay active in the law enforcement field for 8 to 10 years, with career goal of serving as a Chief or Sheriff of a large police agency**

The MCCA's PELI program is aimed at high-level police executives who have a strong desire to continue career growth at the executive level. The program consists of five components spread over a seven-month period of time; including two classroom sessions (four days each), a 360-Degree Assessment, a visit to the mentor's agency (three to five days), group research and presentations, and participation in a mock interview. This program enhances specialized management skills that will help pave the way forward to executive leadership upon completion of the program.



THE UNIVERSITY OF CHICAGO

University of Chicago Policing Leadership Academy

Requirements and eligibility:

- o **Uniformed members of the service assigned as Commanding Officer (UMOS)**

The mission of the University of Chicago Policing Leadership Academy is to provide an evidence-based standardized curriculum that is designed to be agile so to evolve over time to keep pace with, and address current and future societal matters facing public safety that seeks to eradicate root causes of crime and violence. Their vision is to create the most effective, comprehensive, rigorously evaluated leadership training for police managers across the country.

The goals of the UChicago PLA are as follows:

- To help transform policing, build internal capacity within participating agencies to address challenges facing American policing in the 21st Century.
- To measure the effects of the Community Safety Leadership Academies, so to identify evidence-based best practices in leadership and policing strategies.
- To develop an effective evidence-based curriculum that can be adopted by educational institutions and police agencies around the country, thereby striving to standardize leadership education in law enforcement.
- To create an evidence-based curriculum that blends best practices in policing with community violence intervention best practices to improve public safety.

Family & Supporters

Some scholarships and programs are also available to your dependent children, grandchildren, spouses and Voluntary Force Auxiliary Police Officers and Law Enforcement Explorers. Programs are offered by the noted institutions and are listed here for your information. Please refer to Administrative e-mails, bulletins, and announcements about Department publicized opportunities and how to submit qualified applications, as the application periods are limited. Contact the Office of Professional Development if you have any questions.

AWARD NAME	EDUCATION/DEGREE	GRANT	ELIGIBILITY
Silver Shield Foundation Scholarship Lottery	Undergraduate (Freshman direct from HS)	\$7,500 (yearly) Renewable annually for up to four years	Child of any active UMOS or CMOS who does not hold a supervisory position
William H. Boyce Scholarship Lottery	Undergraduate	\$5,000 for tuition and fees	Child of an active Police Officer, child to attend college in spring 2025
First Responder's Children's Foundation Scholarship	Undergraduate	Varies based on financial need, academic merit, and achievement, and/or volunteer activities & community engagement	Child of deceased or permanently disabled uniformed officers or 911/operators/dispatchers. Child of uniformed officers or 911 operators/dispatchers enduring significant financial hardship due to tragic circumstances
The Hundred Year Association Of New York E. Virgil Conway College Scholar Award	Undergraduate	Scholarships range from \$1,000 to \$5,000	Child of a permanent full time city employee with 2 years service
The Society Of Honorary Police Surgeons Scholarship	Graduate	Multiple, varying amounts	Child/spouse of active or retired UMOS pursuing a degree in health care related profession

AWARD NAME	EDUCATION/DEGREE	GRANT	ELIGIBILITY
New York Institute Of Technology (NYIT)-Public Sector Scholarship	Undergraduate	Up to 50% off full-time	Child of any active UMOS Must enter as an undergraduate full-time student
NY Community Trust 1. Manfred Pakas Scholarship Fund 2. Eugen Grabscheid Scholarship Fund	Any Any	Varies Varies	Child of UMOS who have died in the line of duty Child of any MOS pursuing a degree in the medical profession
New York City Police Foundation Visiting Nurse Service of New York Scholarship Fund	Undergraduate degree, health science preferred	Varies	Child of UMOS who have died in "non-line of duty" incidents
St. John's University	Undergraduate	\$3,000 per year for up to four years of continuous, full time enrollment	Children of UMOS (active, retired or killed in the line of duty) or Military service
The Balambal Palaniyandi Memorial Scholarship	Undergraduate/Graduate In Brooklyn College (Psychology Department)	Full or partial scholarship	Child/spouse of a UMOS
Auxiliary PO Eugene Marshalik Memorial Scholarship	Any accredited degree program	Up to \$3,500 per semester \$7,000 every year for 4 years	Auxiliary Police Officers with at least one year of service
The Lesandro "Junior" Guzman-Feliz Memorial College Scholarship Fund	Undergraduate freshman direct from NYC HS	\$1,000 to \$2,000	Law Enforcement Explorers- NYC HS senior & matriculated in college fall 2025



Silver Shield Foundation Scholarship Lottery

UNDERGRADUATE (1 award: Freshman direct from High School)

MEMBER BENEFIT: \$7,500 for 4 years

Requirements and eligibility:

- o Dependent child of any active civilian or uniformed member of the service who does not hold a supervisory position (Members of the service are to be guided by the Department Bulletin regarding eligible positions)
- o Candidate must graduate from high school and begin undergraduate level studies at an accredited college during the year of application only

The Silver Shield Foundation honors the service given by members of the Department to the New York Community by awarding a scholarship in the amount of \$7,500 a year, renewable annually for up to four years. Awardee is chosen via a lottery.

This award is administered by the Department in February/March for April selection.

DO NOT call Silver Shield Foundation about this lottery, direct all inquiries and applications to the Office of Professional Development.

The Silver Shield Foundation remains committed to provide educational support for children and widows of UMOS killed in the line of duty.



**New York City
Police Foundation**
Building a Safer City Together

William H. Boyce Scholarship Lottery

UNDERGRADUATE (3 Children of Police Officers)

MEMBER BENEFIT: \$5,000 for tuition and fees

Requirements and eligibility:

- o Dependent child currently enrolled in an undergraduate program (Spring of 2025) at an accredited college of any active member of the service in the rank of police officer

The William H. Boyce family, in cooperation with the New York City Police Foundation, is honoring the service of Police Officer Boyce for his dedication to this job, paying it forward to three other police officers' families. This scholarship will award up to \$5,000 for three dependent children's undergraduate education. Awardees are chosen via a lottery.

This award is administered by the Department in November/December for January selection. Direct all inquiries and applications to the Office of Professional Development.

First Responder's Children's Foundation Scholarship

Requirements and eligibility:

- o **Children of deceased or permanently disabled uniformed officers or 911 operators/dispatchers, or**
- o **Children of uniformed officers or 911 operators/dispatchers enduring significant financial hardship due to tragic circumstances**

The First Responder's Children's Foundation was created in September 2001 when 800 children lost a first responder parent responding to the worst terrorist attack in U.S. history. This national organization supports children who have lost a parent in the line of duty as well as families enduring significant financial hardship due to tragic circumstances. Part of this mission is to support the education of the family's children, supporting them in their future life. Scholarships are awarded to qualifying children based on financial need, academic merit, and achievements, and/or volunteer activities benefiting the community. These scholarships are advertised in the spring of each year, to begin in the Fall.



The Hundred Year Association of New York E. Virgil Conway College Scholar Awards

Requirements and eligibility:

- o Dependent child of a permanent civil service member of the service with at least two years of continuous, full-time service with gross family income less than \$125,000 annually
- o Based on outstanding scholastic/academic achievement, demonstration of leadership, a solid record of school and community activity and service, and SAT or ACT scores

The Hundred Year Association of New York offers college scholarships for children of career civil service employees. The scholarships have ranged from \$1,000 to \$5,000 in the past, and change from year to year. Nominations for students are submitted directly to DCAS.

The Society of Honorary Police Surgeons Scholarship

GRADUATE

Requirements and eligibility:

- o Dependent child or spouse of active or retired uniformed members of the service pursuing a degree in a health care related profession (e.g., medical, dental, nursing, physician assistants, clinical psychology)
- o Candidate must be presently enrolled in or accepted by an accredited graduate level program

The Society of Honorary Police Surgeons fund these scholarships in honor of former New York City Police Department Supervising Chief Surgeons, Dr. Clarence G. Robinson and Dr. Robert E. Thomas. Multiple scholarships are awarded with varying amounts for qualified applicants.

New York Institute of Technology (NYIT) – Public Sector Scholarship UNDERGRADUATE

Requirements and eligibility:

- o **Dependent child of any active uniformed member of the service**

This public sector scholarship is entitled “Children of Police Officer, Firefighters, EMT, and K-12 Teachers Award” and acknowledges the dedication of first responders and teachers throughout New York, New Jersey, and Connecticut. The children must enter as an undergraduate full-time student in a first degree-granting program at the New York City or Long Island campus of NYIT. The award will cover up to 50% off of full-time undergraduate Fall and Spring semester tuition for no more than eight continuous full-time semesters of enrollment on any of NYIT’s 50-plus full time undergraduate programs. Other conditions may apply. Once students are admitted to NYIT they may apply for this award each year they are enrolled.



**New York City
Police Foundation**
Building a Safer City Together

New York City Police Foundation Scholarship for Children UNDERGRADUATE

Visiting Nurse Service of New York Scholarship Fund for the education of children of uniformed officers who have died in “non-line of duty” incidents. While priority will be given to children pursuing undergrad careers in the health science, all eligible student are encouraged to apply. Scholarships are not restricted to residents of New York City or New York City colleges and universities.

For more information, please email info@nycpolicefoundation.org.

The New York Community Trust Scholarships for Children
FOR CHILDREN OF MEMBERS OF SERVICE AS NOTED:

Manfred Pakas Scholarship Fund is awarded for the education of dependent children of uniformed officers who have died in the line of duty. This scholarship is administered by the New York Community Trust and is not available every year.

Eugen Grabscheid Scholarship Fund for children of any member of service pursuing a degree in the medical profession.



St. John's University
UNDERGRADUATE

Requirements and eligibility:

- o Children of UMOS (active, retired or killed in the line of duty) or Military service
- o \$3,000 per year for up to four years of continuous, full-time undergraduate enrollment

The Balambal Palaniyandi Memorial Scholarship

Requirements and eligibility:

- o Dependent child or spouse of any uniformed member of the service
- o Candidate must be enrolled in a graduate or undergraduate CUNY Brooklyn College Department of Psychology program

This CUNY Brooklyn College Department of Psychology memorial scholarship is a charitable educational donation from Dr. and Mrs. R.B. Palaniyandi to Brooklyn College. The Balambal

Palaniyandi Memorial Scholarship is for a student who has demonstrated character whose spouse and/or parent is/was a member of the firefighters, police officers or emergency services personnel. Special preference will be given to those whose spouse and/or parent died in the line of duty. A full or partial scholarship will be given to the deserving recipient.



Auxiliary PO Eugene Marshalik Memorial Scholarship

Requirements and eligibility:

- o Any rank of auxiliary officer with a minimum of one year of service in good standing, and remain in good standing throughout the duration of the scholarship
- o Matriculated student in good academic standing enrolled in any degree program at an accredited, accepted institution
- o Minimum undergraduate GPA of 2.7; or minimum post-graduate GPA of 3.0

The New York Police Department depends on Auxiliary Police Officer Volunteers who are trained to observe and report conditions requiring the services of the regular police. Whenever possible, they assist in non-enforcement and non-hazardous duties. They are civic-minded men and women who volunteer to assist by serving as the "eyes and ears" of the neighborhood.

This scholarship was endowed by the family of Auxiliary Police Officer Yevgeniy "Eugene" Marshalik's family after his passing, in coordination with the New York City Police Foundation. To encourage further education, multiple awards are available to pay for up to \$3,500 per semester of unpaid tuition, fees, and related expenses (maximum \$7,000 per year), for up to four years. The application period is ongoing, with submissions due prior to the start of each semester.

For more information, please contact the Office of Professional Development.



The Lesandro “Junior” Guzman-Feliz Memorial College Scholarship Fund

The **Law Enforcement Explorers** program provides youth from the City’s diverse communities with an introduction to a career in law enforcement or a related field in the criminal justice system. The program, geared for ages 14 to 20, often results in strengthening ties between the community and the police. Explorers are taught the importance of higher education, self-discipline and respect for diversity and human dignity through training, involvement in community service projects, and other Exploring events.

This NYPD posthumous scholarship is funded by the New York City Police Foundation in memory of Lesandro “Junior” Guzman-Feliz, an Explorer at the 45 Precinct, who was attacked and killed on Wednesday, June 20, 2018. To encourage youth to continue their education, this scholarship provides multiple Explorers awards ranging from \$1,000 to \$2,000 each for tuition and/or school expenses. Applications for graduating New York City High School Explorer students are open in the spring, with awards provided for the fall semester in college. Eligibility includes at least one year of Law Enforcement Exploring Academy program attendance, with graduates completing New York City High School and matriculated in college for the fall semester in the year of the award.

For more information, please contact the Community Affairs Bureau and/or the Office of Professional Development.

NOTES:



Contact Us.

Visit the NYPD website at:
www.nyc.gov/nypd



Facebook:
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