

(UNCLASSIFIED)

**EXECUTIVE SUMMARY**

29 Oct 2009

(U) SUBJECT: FY09 Promotion List for Colonel Armor, Army Competitive Category (ACC) Analysis (U) (ATZK-AR) The Colonel Promotion Board convened on 7 Jul 09 and recessed on 17 Jul 09. The results of the board were pre-positioned on 22 Oct 09. The board release date/time is 0730, 29 Oct 09. Armor Branch had one (1) officer selected below the zone (BZ), eighteen (18) first time considered (PZ) and zero (0) above the zone (AZ) for a total of 19 officers selected for promotion to Colonel. Fourteen (73%) of the selectees commanded in AC TOE battalions/squadrons (7 with service in Iraq), four (21%) commanded a TDA battalion (3-16, 1-81, 2-16, 3-81), and one (6%) a BSTB command in Korea. Four (4) former Fort Knox TDA battalion commanders were selected for promotion. The Armor Branch PZ selection rate was 52.9%. Field Artillery was 47.6% and Infantry was 64.6%. The Maneuver, Fires and Effects average PZ selection rate was 55.2% and the Army average was 52.1%. (Last year's rate was 57%.) While the PZ selection rate was 52.9%, the effective rate was 81.8% with 18 of 22 former battalion commanders selected. Three (16%) of the selectees were minority officers. Enclosed is the OCOA analysis of the Armor officers selected for promotion to Colonel and a list of names, addresses and email addresses.

**NOTE:** By branch selection rates are no longer published. The rates shown in the Armor analysis were developed by OCOA. The rates shown are subject to error caused by changes in personnel data between the board convene date and the release date.

ATZK-AR/4-1439

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Tasking Control # NA

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MEMORANDUM FOR CG, USAARMC

SUBJECT: Information Paper - FY09 Colonel (MFE, OS, FS) Army Competitive Category (ACC) Promotion List Results

1. Purpose. To provide the CG information on the 19 Armor officers selected for promotion to Colonel.

2. Summary. The results of the FY09 Colonels promotion selection board will be formally released at 0730, 29 Oct 2009. OCOA's statistical analysis is at Tab A. A by-name list of the 19 Armor officers, with addresses and email addresses for those selected for promotion, is attached as Tab B.

3. Information.

a. Nineteen Armor officers were selected for promotion: Eighteen (18) officers in the primary zone, one (1) below the zone, and 0 above the zone. Armor had a 52.9 percent PZ selection rate. The Infantry and Field Artillery rates were 64.6% and 47.6% respectively. The Army PZ selection rate was 52.1% and the Maneuver, Fires and Effects selection rate was 55.2%.

b. While Armor had the center selection of the "Big 3" on this board, based on the 5 year promotion average, the 3 branches are very close in selection rates: AR: 58% / IN: 62% / FA: 59%.

b. A majority of those selected served two or more key and developmental assignments in a TOE unit as an S3/XO (see Tab A, para 8). No officer selected for promotion served a key and developmental assignment in a TDA organization as a Major.

c. A review of the battalion/squadron command time for Armor officers in the below and primary zone follows:

- (1) Fourteen (74%) commanded a TOE Armor/Cavalry battalion/squadron.
- (2) Four (21%) served as a TDA battalion commander at Fort Knox
- (3) One (5%) commanded a BSTB in Korea.

ATZK-AR

SUBJECT: Information Paper - FY08 Promotion List for Colonel (Armor), Army Competitive Category (ACC)

(3) Four former TOE battalion commanders were not selected for promotion. (One had submitted a retirement request). Two (2) commanded TOE maneuver battalions, one a BSTB and one a Division STB. One additional officer served as a Transition Team Chief, however, his assignment pre-dated the CSA decision on TT Chiefs as CSL candidates. The primary zone selection rate for former battalion commanders was 82% (18 of 22). Last year's former battalion commander selection rate was 83% (15 of 18). The 4 not selected for promotion did not have negative or derogatory information in their files. However, historically officers who have consistent center of mass (COM) OERs in command are not selected to Colonel.

4. One board member had an Armor background, MG Robert Cone.

5. POC for this action is 4-1439.

2 Encls

Director, Office of the  
Chief of Armor

NOTED \_\_\_\_\_  
SEE ME \_\_\_\_\_

**TAB A**

**FY09 ARMOR COLONEL PROMOTION LIST ANALYSIS**

1. Number of officers: 19

2. Number below the zone 1, primary zone 18; above the zone 0

3. Source of Commission:

USMA	4 (21%)
ROTC-D	10 (53%)
ROTC	2 (11%)
OCS	3 (15%)

4. Age:

Youngest	42
Average	43.9
Oldest	48

5. Military Education Level:

SAMS	3 (16%)
SSC Selectee	17 (89%)
CGSC	19 (100%)
JCWS	1 (5%)

6. Civilian Education:

MMAS	6 (31%)
MA/MS/MBA	16 (84%)
SAMS	3 (15%)
B.A./B.S.	19 (100%)

7. Combat Experience: SWA – 19 (100%) had served in theater (including Desert Shield/Storm); 7 commanded bns/sqdns in theater.

8. S3/XO Assignments as a Major (TOE Bn S3 / TOE Bn XO / TOE Bde S3):

Type / #	# Officers	Average KD Time (Months)
TOE x 1	4	18.5
TOE x 2	13	28.7
TOE x 3	2	36.5
Total	19	27.3

Four additionally served as TOE Bde/Reg XO/DCOs.

9. Battalion/Squadron Command:

Battalion/Squadron Command	Average Command Time (Months)
Armor/Cavalry TOE= 14	26
TDA Bn= 4	25
BSTB= 1	24
Total	26

10. Joint Duty:

- 5 (26%) – Joint Duty Assignment Qualified (3A)
- 2 (10%) – Joint Qualified Officer (3L)

11. Most recent time with troops:

0 - 12 months	10 (53%)
13 - 24 months	7 (37%)
25 - 36 months	2 (10%)
37+ months	0 (00%)

12. Key assignments: Many of these officers had completed two or more key assignments as indicated below:

ARSTAFF/HRC	5 (26%)
CORPS/DIV	10 (53%)
West Point/ROTC	3 (16%)
CMTC/NTC	8 (42%)
Joint Staff	4 (21%)
Misc.	5 (26%)

13. Deployment. Seven TOE battalion commanders selected for promotion deployed while in command. Fifteen (79%) of the selectees served as Majors in a KD assignment in theater.

14. Minorities:	Black, Not Hisp	2 (10%)
	Other/unknown	1 (5%)
	Total	3 (16%)

15. FY09 Promotion comparison (PZ):

<b>Branch</b>	<b>Eligible</b>	<b>Selected</b>	<b>FY09%</b>	<b>FY08 %</b>	<b>BZ</b>	<b>AZ</b>
Armor	34	18	52.9%	42.9%	1	0
Infantry	65	42	64.6%	63.3%	9	1
Field Artillery	42	20	47.6%	71.4%	2	0

16. 5 Year Promotion Comparison:

<b>Branch</b>	<b>FY09</b>	<b>FY08</b>	<b>FY07</b>	<b>FY06</b>	<b>FY05</b>	<b>5 YR. AVG</b>
Armor	53%	43%	69%	76%	50%	58%
Infantry	65%	63%	60%	57%	65%	62%
Field Artillery	48%	71%	58%	50%	67%	59%