

INFORMATION PAPER
2014 CMF 11 Sergeants Major Selection Board

ATSH-IP
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1. Purpose: To provide information on the results of the FY14 Career Management Field (CMF) 11 selection list to Sergeant Major (SGM).

2. Overview: The FY14 SGM Promotion Selection Board convened at the DA Secretariat, Fort Knox, Kentucky on 03 June 2014, to select the best qualified First Sergeants/Master Sergeants for promotion to SGM. Completion of SSD-IV was a firm eligibility requirement for consideration by this board.

a. Primary Zone: DOR 05 June 2011 and earlier.

b. Secondary Zone: DOR 06 June 2011 through 04 June 2012.

c. In addition, this board considered Soldiers identified by US Army Human Resources Command (AHRC) for possible Department of the Army denial of continued active duty service and subsequent separation under the Qualitative Management Program (QMP). The board selected eligible candidates for involuntary separation from active duty in accordance with references AR 600-8-19 and DA PAM 600-25.

3. Summary of Selectee Characteristics: The Army had 4032 First Sergeants/Master Sergeants that were considered for the FY14 Sergeant Major Centralized Promotion Board. Of the 4032 1SG/MSG eligible, the Board selected 463 1SG/MSG for promotion to Sergeant Major (11.48% selection rate). The Infantry had 457 Master Sergeants eligible and selected 85 for promotion to Sergeant Major (18.59% selection rate). The majority of those selected exceeded the minimum requirement for rated First Sergeant time of 24 months (average of 37 rated months). The average time in grade was 4.3 years while the average time in service of those selected was 19.3 years. The board selected 1SG/MSG who had multiple ASI's (67%) or SQI's (82%) and the average selectee had attended on average 14 functional or combat skills courses in their career. Of the 85 selected, (62.35%) were Ranger qualified and 8.23% were Master Gunners. 88.23% of the selected population had some college with an average of 80 credit hours. 100% had earned their EIB, and the average APFT score was 289 points.

4. 1SG/MSG Selection Information: The following is the profile of the 1SG/MSGs selected for promotion to Sergeant Major. The total number of Infantry 1SG/MSGs considered for promotion was 457. The number selected for promotion was 85.

a. The Infantry selection rate was 18.35% against all CMF's selected and 18.60% within CMF11 Soldiers eligible.

b. The total Army selection rate was 11.48%.

c. 76.47% of the CMF 11 NCOs selected were in the primary zone, while 23.53% were selected from the secondary zone.

d. 51.76% of the selected Infantry 1SG/MSGs were currently serving in a Generating Force assignment, while 48.24% were serving in an Operating Force assignment.

e. The average number of Combat deployment months decreased by one month to 34 months.

f. The information in tables 1 thru 12 is from the Enlisted Distribution and Assignment System (EDAS), Army Human Resource System Enterprise Datastore, and the US Army 2014 SGM Considered Select List. Table 1 uses the Army selection rate as the base rate for comparison; in all other tables the CMF 11 selection rate is used.

g. Table 1 illustrates the selection rates between the Army, the Infantry, and the other Maneuver and Fires CMFs . Comparison between CMFs is impractical due to the different impacts of proposed force structure changes on requirements. Percentage Rate is figured out of each CMF's eligible population.

CMF	Eligible	Selected	Rate
ARMY	4032	463	11.48%
37 PSYOP	42	20	47.62%
11 INFANTRY	457	85	18.60%
12 ENGINEER	6	1	16.67%
13 FIELD ARTILLERY	205	30	14.63%
15 AVIATION	174	20	11.49%
46 PUBLIC AFFAIRS	18	2	11.11%
14 AIR DEFENSE	95	10	10.53%
19 ARMOR	212	18	8.49%
18 SPECIAL FORCES	312	19	6.09%

Table 1
Maneuver and Fires CMF Comparison

h. Table two compares those selected from the Operating Force versus the Generating Force. There were no significant differences in the selection rates of the Operating and Generating Forces.

FORCE SEGMENT	Eligible	Selected	Rate
CMF 11 TOTAL	457	85	18.59%
OPERATING FORCE	220	41	18.64%
GENERATING FORCE	237	44	18.57%

Table 2
CMF 11 Generating Force versus Operating Force

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i. Tables 3-8 show the selection rates within the Operational Forces, Generating Forces, Divisions, and by separate Brigades.

OPERATING FORCE BY TYPE	Eligible	Selected	Rate
OPERATING FORCE TOTAL	222	41	18.46%
TOG	3	2	66.67%
RANGER REG	9	4	44.44%
IBCT	65	15	23.08%
SBCT	33	5	15.15%
IBCT (ABN)	20	3	15.00%
ABCT	40	4	10.00%

Table 3
CMF 11 Operating Force by type of Unit

DIVISION	Eligible	Selected	Rate
CMF11 DIVISION TOTALS	457	85	18.59%
8TH TSC	1	1	100.00%
US ARMY WAR COLLEGE	1	1	100.00%
DIRECTED MILITARY OVERSTRENGTH	1	1	100.00%
COMBINED ARMS CENTER	4	2	50.00%
FIRES CENTER OF EXCELLENCE	2	1	50.00%
MILITARY DISTRICT OF WASHINGTON	4	2	50.00%
EUROPEAN REGIONAL MEDICAL CMD	2	1	50.00%
101ST AIRBORNE DIV (AIR ASSAULT)	22	10	45.45%
US ARMY SPECIAL OPERATIONS CMD	10	4	40.00%
1ST ARMORED DIV	14	5	35.71%
ARMY MATERIEL CMD	3	1	33.33%
FIRST ARMY HEADQUARTERS	17	5	29.41%
US ARMY ALASKA	11	3	27.27%
7TH ARMY TRAINING CMD	4	1	25.00%
US ARMY CADET COMMAND	55	11	20.00%
TRAINING AND DOCTRINE CMD	5	1	20.00%
10TH MOUNTAIN DIV (LIGHT INF)	21	4	19.05%
25TH INF DIV (LIGHT)	16	3	18.75%
MANEUVER CENTER OF EXCELLENCE	39	7	17.95%
1ST INF DIV (MECH)	12	2	16.67%
US ARMY EUROPE & 7TH ARMY (OTHERS)	12	2	16.67%
FORCES CMD (OTHER)	31	5	16.13%

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7TH INF DIV	13	2	15.38%
US ARMY INSTALLATION MGMT AGENCY	13	2	15.38%
4TH INF DIV (MECH)	21	3	14.29%
INITIAL MIL TNG COE	25	3	12.00%
82D AIRBORNE DIV	18	2	11.11%
3RD INF DIV (MECH)	12	1	8.33%
1ST CAVALRY DIV	10	0	0.00%
2ND INF DIV (MECH)	7	0	0.00%
UNITED STATES ARMY NORTH	1	0	0.00%
UNITED STATES CENTRAL CMD	1	0	0.00%
ACP	2	0	0.00%
SOUTHERN EUROPEAN TASK FORCE	2	0	0.00%
HUMAN RESOURCES CMD	1	0	0.00%
NORTH ATLANTIC REGIONAL MEDICAL CMD	1	0	0.00%
SOUTHEAST REGIONAL MEDICAL CMD	3	0	0.00%
MANEUVER SUPPORT COE	1	0	0.00%
THE JOINT STAFF	1	0	0.00%
US ARMY PACIFIC	5	0	0.00%
EIGHTH ARMY (EUSA)	8	0	0.00%
UNITED STATES PACIFIC CMD	1	0	0.00%
NATO	1	0	0.00%
US ARMY SAFETY CENTER	1	0	0.00%
ARMY TEST AND EVALUATION CMD, VA	2	0	0.00%
THIRD ARMY	4	0	0.00%
TTHS	1	0	0.00%
TRADOC (TRAINING)	7	0	0.00%
US ARMY SAFETY CENTER	2	0	0.00%
SFA	1	0	0.00%
USA SOUTHERN CMD	3	0	0.00%
US MILITARY ACADEMY, NY	2	0	0.00%

Table 4
Total Force by Division / Command

OPERATING FORCE BY BRIGADE	Eligible	Selected	Rate
OPERATING FORCE TOTAL	220	41	18.64%
3D BDE, 1ST INFANTRY DIV	1	1	100.00%
130TH ENGINEER BDE	1	1	100.00%
504TH MILITARY INTELLIGENCE BDE	1	1	100.00%
HQ 10TH MTN	1	1	100.00%

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HQ, 101ST AIRBORNE	1	1	100.00%
HQS, 1ST ARMORED DIV	1	1	100.00%
3RD US INFANTRY	3	2	66.67%
2D BDE, 101ST AIRBORNE DIV	5	3	60.00%
1ST BDE, 4TH INF DIV	2	1	50.00%
2D BDE, 1ST ARMORED DIV	4	2	50.00%
4TH BDE, 25TH INFANTRY DIV	4	2	50.00%
75TH RANGER REGIMENT HQS	2	1	50.00%
HQ, 1ST CAVALRY DIV	2	1	50.00%
HQ, 4TH INFANTRY DIV	2	1	50.00%
HQ, 82ND AIRBORNE DIV	2	1	50.00%
75TH RANGER REGIMENT	7	3	42.86%
173RD AIRBORNE BDE	5	2	40.00%
1ST BDE, 101ST ABN DIV	11	4	36.36%
1ST BDE, 10TH MOUNTAIN DIV	3	1	33.33%
3D BDE, 82ND AIRBORNE DIV	3	1	33.33%
1ST BDE, 1ST ARMORED DIV	6	2	33.33%
2D BDE, 2ND INFANTRY DIV	3	1	33.33%
4TH BDE, 10TH MOUNTAIN DIV	4	1	25.00%
4TH BDE, 3RD INFANTRY DIV	4	1	25.00%
3D BDE, 25TH INFANTRY DIV	5	1	20.00%
HQ, 25TH INFANTRY DIV	5	1	20.00%
2D BDE, 4TH INFANTRY DIV	6	1	16.67%
2D BDE, 25TH INFANTRY DIV	6	1	16.67%
3D BDE, 2ND INFANTRY DIV	7	1	14.29%
11TH ARMORED CAVALRY REGIMENT	2	0	0.00%
1ST BDE, 1ST CAVALRY DIV	3	0	0.00%
1ST BDE, 1ST INFANTRY DIV (MECHANIZED)	1	0	0.00%
1ST BDE, 2ND INFANTRY DIV	3	0	0.00%
1ST BDE, 3RD INFANTRY DIV	2	0	0.00%
2D BDE, 1ST CAVALRY DIV	4	0	0.00%
2D BDE, 1ST INFANTRY DIV	3	0	0.00%
2D BDE, 3RD INFANTRY DIV	1	0	0.00%
3D BDE, 3D INF DIV (FT BENNING, GA)	2	0	0.00%
3D BDE, 1ST CAVALRY DIV	2	0	0.00%
3D BDE, 4TH INFANTRY DIV	3	0	0.00%
4TH BDE, 1ST ARMORED DIV	2	0	0.00%
1ST BDE, 82ND AIRBORNE DIV	5	0	0.00%
2D BDE, 82ND AIRBORNE DIV	7	0	0.00%

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2ND BDE, 10TH MOUNTAIN DIV	2	0	0.00%
3D BDE, 101ST AIRBORNE DIV	4	0	0.00%
3RD BDE, 10TH MOUNTAIN DIV	7	0	0.00%
3RD BDE, 1ST ARMORED DIV	2	0	0.00%
4TH BDE, 1ST INFANTRY DIV	6	0	0.00%
4TH BDE, 4TH INFANTRY DIV	7	0	0.00%
1ST BDE, 25TH INFANTRY DIV	4	0	0.00%
2 AR CAVALRY TRANSITION	3	0	0.00%
3RD AR CAV FORWARD	3	0	0.00%
1ST COMBAT SUPPORT BDE	1	0	0.00%
201ST BATTLEFIELD SURVEILLANCE BDE	1	0	0.00%
4TH BDE, 2D INFANTRY DIV	1	0	0.00%
555TH ENGINEER GROUP	1	0	0.00%
ARMY CENTRAL CMD, ATLANTA	2	0	0.00%
CMTC	1	0	0.00%
EUSA	3	0	0.00%
HQ, 2ND INF DIV	4	0	0.00%
HQ, 3RD INF DIV (MECHANIZED)	4	0	0.00%
I CORPS HEADQUARTERS	2	0	0.00%
III CORPS HEADQUARTERS	1	0	0.00%
SETAF	2	0	0.00%
U.S. ARMY EUROPE & 7TH ARMY HEADQUARTERS	3	0	0.00%
US ARMY NORTH	1	0	0.00%
USARPAC HQ	4	0	0.00%
USARSO	2	0	0.00%
XVIII AIRBORNE CORPS HEADQUARTERS	2	0	0.00%

Table 5
Operating Force by Brigade

GENERATING FORCE BY BRIGADE	Eligible	Selected	Rate
GENERATING FORCE TOTAL	237	44	18.57%
LANDSTUHL REGIONAL MEDICAL CENTER	1	1	100.00%
IMA KOREA REGION	1	1	100.00%
DCSOPS, G-3	1	1	100.00%
BCTP	3	2	66.67%
USA FA CEN AND FT SILL	2	1	50.00%
SATMO	2	1	50.00%
USARAK	2	1	50.00%

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VICTORY TRAINING BDE (BASIC)	2	1	50.00%
NTC	5	2	40.00%
JRTC	8	3	37.50%
FIRST ARMY EAST	6	2	33.33%
RTB	3	1	33.33%
CMTC	3	1	33.33%
FIRST ARMY WEST	12	3	25.00%
ASYMMETRIC WARFARE GROUP	4	1	25.00%
MFE CENTER OF EXCELLENCE	4	1	25.00%
ITB(IET)	14	3	21.43%
IMA NORTH EAST REGION	5	1	20.00%
CADET COMMAND HQ	61	12	19.67%
11TH INFANTRY REGIMENT	6	1	16.67%
FCO	6	1	16.67%
FT BENNING	7	1	14.29%
1ST TRAINING BDE (BASIC)	16	2	12.50%
196TH INFANTRY BRIGADE	1	0	0.00%
FT BENNING	3	0	0.00%
3RD CHEMICAL BDE	1	0	0.00%
4TH TRAINING BDE (BASIC)	7	0	0.00%
US ARMY SAFETY CENTER	1	0	0.00%
REGIONAL HQ ALLIED FORCES N. EUROPE	1	0	0.00%
ARCENT FWD	2	0	0.00%
USAWC	1	0	0.00%
BCT BDE	2	0	0.00%
WUERZBURG ARMY HOSPITAL	1	0	0.00%
CAC	1	0	0.00%
THE JOINT STAFF	1	0	0.00%
FORSCOM HQ	2	0	0.00%
BAMC HEALTH SERVICES CMD	1	0	0.00%
HRC	1	0	0.00%
FT KNOX KY HEALTH SERVICES CMD	1	0	0.00%
FT BENNING GA HEALTH SERVICES CMD	2	0	0.00%
HQ INITIAL MIL TNG COE	1	0	0.00%
SOUTHWEST REGION	6	0	0.00%
FT STEWART GA HEALTH SERVICES COMMAND	1	0	0.00%
CENTCOM MAC/ODC/SAO	1	0	0.00%
PACOM MAC/ODC/SAO	1	0	0.00%

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USA MIL ACDY	2	0	0.00%
MDW OTHERS	1	0	0.00%
MFO SINAI	1	0	0.00%
NCO ACADEMIES	5	0	0.00%
ARMY IG AGCY	1	0	0.00%
US ARMY SERGEANTS MAJOR ACADEMY	2	0	0.00%
US ARMY SPECIAL OPERATIONS CMD HQ	1	0	0.00%
TRADOC HQ	1	0	0.00%
ARMY TEST AND EVALUATION CMD	2	0	0.00%
TRANSITION TEAM CADRE	2	0	0.00%
WARRANT OFFICER TRNG CTR	1	0	0.00%
EUSA	2	0	0.00%
P80	2	0	0.00%
JOINT TASK FORCE B	1	0	0.00%

Table 6
Generating Force by Brigade

PLATFORM	Eligible	Selected	Rate
ABCT TOTAL	40	4	10.00%
1ST BDE, 4TH INFANTRY DIV	2	1	50.00%
2D BDE, 1ST ARMORED DIV	4	2	50.00%
2D BDE, 4TH INFANTRY DIV	6	1	16.67%
11TH ARMORED CAVALRY REG	2	0	0.00%
1ST BDE, 1ST CAVALRY DIV	3	0	0.00%
1ST BDE, 1ST INFANTRY DIV	1	0	0.00%
1ST BDE, 2ND INFANTRY DIV	3	0	0.00%
1ST BDE, 3RD INFANTRY DIV	2	0	0.00%
2D BDE, 1ST CAVALRY DIV	4	0	0.00%
2D BDE, 1ST INFANTRY DIV	3	0	0.00%
2D BDE, 3RD INFANTRY DIV	1	0	0.00%
3D BDE, 3D INFANTRY DIV	2	0	0.00%
3D BDE, 1ST CAVALRY DIV	2	0	0.00%
3D BDE, 4TH INFANTRY DIV	3	0	0.00%
4TH BDE, 1ST ARMORED DIV	2	0	0.00%

Table 7
ARMORED BDE COMBAT TEAM (ABCT)

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PLATFORM	Eligible	Selected	Rate
TOTAL IBCT	65	14	21.53%
3D BDE, 1ST INFANTRY DIV	1	1	100.00%
2D BDE, 101ST AIRBORNE DIV	5	3	60.00%
4TH BDE, 25TH INFANTRY DIV	4	2	50.00%
1ST BDE, 101ST ABN DIV	11	4	36.36%
1ST BDE, 10TH MOUNTAIN DIV	3	1	33.33%
4TH BDE, 10TH MOUNTAIN DIV	4	1	25.00%
4TH BDE, 3RD INFANTRY DIV	4	1	25.00%
3D BDE, 25TH INFANTRY DIV	5	1	20.00%
2ND BDE, 10TH MOUNTAIN DIV	2	0	0.00%
3D BDE, 101ST AIRBORNE DIV	4	0	0.00%
3RD BDE, 10TH MOUNTAIN DIV	7	0	0.00%
3RD BDE, 1ST ARMORED DIV	2	0	0.00%
4TH BDE, 1ST INFANTRY DIV	6	0	0.00%
4TH BDE, 4TH INFANTRY DIV	7	0	0.00%

Table 8
INF BDE COMBAT TEAM (IBCT)

PLATFORM	Eligible	Selected	Rate
IBCT (ABN) TOTAL	20	3	15.00%
173RD AIRBORNE BDE	5	2	40.00%
3D BDE, 82ND AIRBORNE DIV	3	1	33.33%
1ST BDE, 82ND AIRBORNE DIV	5	0	0.00%
2D BDE, 82ND AIRBORNE DIV	7	0	0.00%

Table 9
INF BDE COMBAT TEAM-ABN (IBCT (ABN))

PLATFORM	Eligible	Selected	Rate
SBCT TOTAL	33	5	15.15%
1ST BDE, 1ST ARMORED DIV	6	2	33.33%
2D BDE, 2ND INFANTRY DIV	3	1	33.33%
2D BDE, 25TH INFANTRY DIV	6	1	16.67%
3D BDE, 2ND INFANTRY DIV	7	1	14.29%
1ST BDE, 25TH INFANTRY DIV	4	0	0.00%
2D ARMORED CAVALRY	3	0	0.00%
3RD ARMORED CAVALRY	3	0	0.00%
4TH BDE, 2D INFANTRY DIV	1	0	0.00%

Table 10

STRYKER BDE COMBAT TEAM (SBCT)

j. Table 11-12 illustrates selection rates for Soldiers with Additional Skill Identifiers (ASI) and with Special Qualification Identifiers (SQI). Data was collected from the Army Human Resource System Enterprise Datastore system and included all 1SG/MSG eligible to participate for promotion.

ADDITIONAL SKILL IDENTIFIERS (ASI)	Eligible	Selected	Rate
CMF 11 TOTAL	457	85	
F7 PATHFINDER	119	39	32.77%
5W JUMPMASTER	142	38	26.76%
2B AIR ASSAULT	220	54	24.55%
J3 BFV SYS MASTER GUNNER	33	7	21.21%
2S BATTLE STAFF OPS NCO	71	14	19.72%
W7 SF UNDERWATER OPS	5	0	0.00%
B1 IMLC	0	0	0.00%
B4 SNIPER	0	0	0.00%

Table 11
ADDITIONAL SKILL IDENTIFIERS (ASI)

SPECIAL QUALIFICATION IDENTIFIER (SQI)	Eligible	Selected	Rate
CMF 11 TOTAL	457	85	
U 75TH RANGER REG LDR	12	6	50.00%
V RANGER-PARACHUTIST	112	51	45.54%
G RANGER	119	53	44.54%
M FIRST SERGEANT COURSE	205	48	23.41%
P PARACHUTIST	316	73	23.10%
8 INSTRUCTOR	170	34	20.00%
4 NON-CAREER RECRUITER	39	7	17.95%
X DRILL SERGEANT	131	12	9.16%

Table 12
SPECIAL QUALIFICATION IDENTIFIERS (SQI)

5. General observations: The Office of the Chief of Infantry (OCOI) is confident the selection board selected our most qualified Master Sergeants for promotion to Sergeant Major. Additional observations include:

a. This year we saw a increase in the average number of months spent as a 1SG/MSG from 3.4 years to 4.3 years. The amount of time in service also increased

from 19.0 years to 19.3 years. 70% of those selected met the minimum requirement of 24 months rated 1SG/MSG time. 69% of 1SG/MSG without 24 months rated time had already been rated at the next higher grade. 53% overall had already been rated at the next higher grade. Serving in positions above their current grade continues to be a positive discriminator for promotion

b. 1SG/MSG with at least one Generating force assignment in their history made up 87% of the selected population.

c. 1SG/MSG who had served as Instructor Writers at some point in their careers made up 40% of the selected list.

d. 1SG/MSG who had served as Drill Sergeants made up 14% of the selected list.

e. Former Recruiters had a selection rate of 8% of the selected population.

f. College education proved to be a factor for selection as 88% of those selected had some college with an average of 80 college credits.

g. 15% of the 1SG/MSG selected for promotion had an Associate's Degree, 18% had a Bachelors Degree, and 2% had earned a Masters Degree.

h. A total of 64% of those selected for promotion had experience in multiple Brigade Combat Team (BCT) formations.

i. 100% of the selected 1SG/MSG had earned their Expert Infantryman Badge (EIB), and 99% had received the Combat Infantry Badge.

j. Of those selected, 60% are Ranger Parachutist (V), 7% are 75th Ranger Regiment Leader (U), and 2% are Ranger (G). Ranger qualified NCOS continue to have significantly higher selection rates than those that are not graduates of the Ranger Course.

k. A total of 74% had multiple Additional Skill Identifiers (ASI), of those, 64% are Air Assault (2B), 45% are Jumpmaster (5W), 46% Pathfinder (F7), and 8% are Master Gunner (J3) qualified.

6. Non-Selection for promotion.

The specific reasons for selection or non-selection are not recorded and cannot be divulged by the board. Selection boards consider the entire Army Military Human Resource Record and Enlisted Record Brief. Information such as Noncommissioned

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Officer Evaluation Reports, a variety of assignments to include the manner of performance in leadership positions, military education, official photo, and physical fitness are important considerations during board deliberations.

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