

INFORMATION PAPER

2015 CMF 11 Master Sergeant Selection Board

ATSH-IP
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1. Purpose: To provide information on the results of the FY15 Career Management Field (CMF) 11 selection list to Master Sergeant (MSG).

2. Overview: The FY15 MSG Promotion Selection Board convened on 10 February 2015 and recessed on 5 March 2015 to consider eligible Soldiers for promotion to Master Sergeant. The board reviewed the records of 1851 Infantry Sergeants First Class (SFCs). The Army established the following eligibility criteria:

- a. Primary Zone: Date of Rank (DOR) of 16 October 2009 and earlier.
- b. Secondary Zone: DOR is 17 October 2009 thru 23 October 2010.
- c. Senior Leaders Course (SLC) was a firm eligibility requirement for consideration.

3. Selection Rates:

a. The Infantry CMF had an overall selection rate of 7.2% (133/1851). MOS 11C SFCs had a selection rate of 4.8% (9/186) and MOS 11B had a selection rate of 7.4% (124/1665). The Army overall selection rate was 9.02%. The Infantry had a significantly lower selection rate than the Army.¹ There was no significant difference between MOS 11B and 11C.

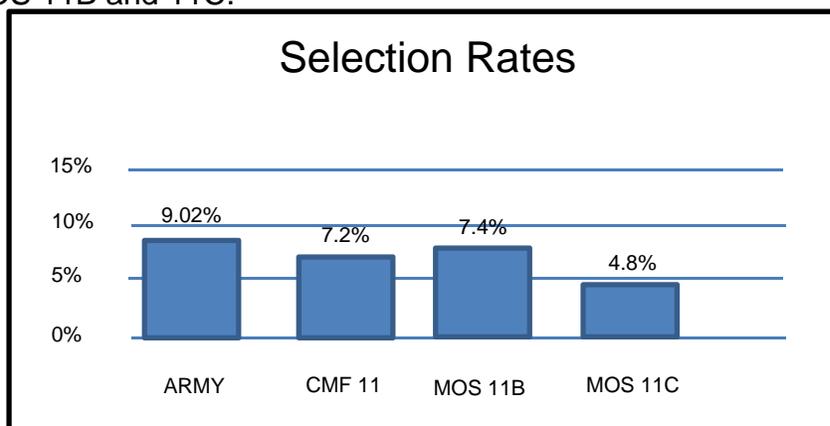


TABLE 1: CMF 11 by MOS

¹ For the purpose of this analysis the term “significant” indicates that there is a statistical difference in selection rates between the compared populations. Given the varying population density of the individual segments analyzed, raw percentages are at times misleading. The level of significance was set at 0.01 for this analysis. Unless otherwise indicated the base population (mean) for comparison highlighted in blue on each table. Populations and rates highlighted green are significantly higher than the base population and those highlighted in red are significantly lower.

b. Primary versus Secondary Zone Selections: The Infantry Panel continues to select NCOs in the Secondary Zone (SZ) at a significantly higher rate than those in the Primary Zone (PZ). The selection disparity between those NCOs in the PZ vs the SZ was similar across both MOS 11B and 11C. Without any significant change in an NCOs promotion file (e.g. performance, duty assignments, awards, etc) Infantry NCOs can expect on average a 5% lower selection rate each subsequent year of eligibility. The amount of Infantrymen selected past their third year of eligibility remains low.

	Primary Zone			Secondary Zone		
	Eligible	Selected	Rate	Eligible	Selected	Rate
CMF 11	1051	47	4.6%	800	86	10.4%
MOS 11B	954	46	4.8%	711	78	11.0%
MOS 11C	97	1	1.0%	89	8	9.0%

TABLE 2: Primary versus Secondary by MOS

c. Selection Rates of Operations Division (OD) CMFs (formerly referred to as Maneuver and Fires Division): The following table is for general information only. Comparison between CMFs is impractical due to maturity of CMF, senior NCO pyramids, and the varying impact of the recent Grade Plate Analysis and pending force structure changes.

Force Segment	MOS	CONSIDERED	SELECTED	RATE
Operation Division	NA	5924	571	9.6%
CMF 11 Total	NA	1851	133	7.2%
Infantry	11B	1665	124	7.4%
	11C	186	9	4.8%
PSYOP	37	70	29	41.4%
Civil Affairs	38	188	29	15.4%
Air Defense	14	218	48	22.0%
Aviation	15	650	78	12.0%
Special Forces	18	1127	124	11.0%
Armor	19	776	72	9.3%
Artillery	13	1044	58	5.6%

TABLE 3: Operations Division CMFs

d. Operating Force versus Generating Force:

(1) MOS 11B NCO in the Operating Force had a significantly higher selection rate whereas those in the Generating force had significantly lower selection rates.

(2) MOS 11C NCOs had statistically similar rates across both the Operating and Generating Forces.

Force Segment	CONSIDERED	SELECTED	RATE
MOS11B	1665	124	7.4%
Operating Force	780	86	11.0%
Generating Force	885	38	4.3%
MOS 11C	186	9	4.8%
Operating Force	86	3	3.5%
Generating Force	100	6	6.0%

TABLE 4: Operating /Generating Force Comparison

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e. Operational Forces.

(1) There were no significant difference between the selection rates of MOS 11B or 11C NCOs across the Divisions.

Unit Type	MOS	CONSIDERED	SELECTED	RATE
Operating Force	11B	780	86	11.0%
	11C	86	3	3.5%
1st ID	11B	28	0	0.0%
	11C	4	0	0.0%
2nd ID	11B	16	1	6.3%
	11C	4	1	25.0%
3rd ID	11B	49	7	14.3%
	11C	8	0	0.0%
4th ID	11B	50	1	2.0%
	11C	4	0	0.0%
7th ID	11B	26	3	11.5%
	11C	3	0	0.0%
10th MTN	11B	53	3	5.7%
	11C	6	0	0.0%
25th ID	11B	68	10	14.7%
	11C	5	0	0.0%
82nd ABN	11B	64	8	12.5%
	11C	4	0	0.0%
101st AASLT	11B	56	4	7.1%
	11C	9	0	0.0%
1st AD	11B	38	1	2.6%
	11C	9	0	0.0%
1st CD	11B	28	1	3.6%
	11C	10	0	0.0%

(2) Operating Force selection rates by Separate Brigade/BCT Type: MOS 11B and 11Cs in the 75th Ranger Regiment and MOS 11Bs in the 3rd Infantry Group (TOG) had significantly higher selection rates. All other units had statistically similar selection rate.

OPERATING FORCE		CONSIDERED POPULATION	SELECTED POPULATION	RATE
Operating Force	11B	1665	124	7.4%
	11C	186	9	4.8%
75TH RANGER	11B	39	25	64.10%
	11C	2	2	100.00%
AVIATION (PATHFINDER CO)	11B	5	2	40.0%
	11C	0	0	0.00%
EAB	11B	202	10	4.6%
	11C	11	0	0.00%
IBCT (ABN)	11B	82	10	12.20%
	11C	4	0	0.00%
SBCT	11B	131	12	9.20%
	11C	19	0	0.00%
TOG	11B	15	3	20.00%
	11C	2	0	0.00%
IBCT	11B	200	18	8.80%
	11C	24	1	4.20%
ASYMMETRIC WARFARE GROUP	11B	14	1	7.10%
	11C	2	0	0.00%
BFSB	11B	5	1	20.00%
	11C	0	0	0.00%
ABCT	11B	88	4	4.50%
	11C	21	0	0.00%

TABLE 6: Selection Rates by BCT/Separate Brigades

b. Generating Force. Except as noted below all Generating Force selection rates were statistically similar.

(1) MOS 11B and 11C NCOs assigned to the Airborne and Ranger Training Brigade (ARTB) as Ranger Instructors had a significantly higher selection rate (does not include those assigned to the 1/507th).

GENERATING FORCE		CONSIDERED POPULATION	SELECTED POPULATION	RATE
Generating Force	11B	885	38	4.3%
	11C	100	6	6.0%
ARTB (-1/507 th)	11B	58	11	19.00%
	11C	4	3	75.00%
1/507TH	11B	31	0	0.00%
	11C	1	0	0.00%
HHC MCOE	11B	34	0	0.00%
	11C	5	0	0.00%
198TH INF BDE	11B	4	0	0.00%
	11C	0	0	0.00%
199TH INF BDE	11B	20	0	0.00%
	11C	0	0	0.00%
CADET COMMAND	11B	136	7	5.10%
	11C	27	2	7.40%
JRTC/ JMRC/ NTC	11B	108	3	2.80%
	11C	21	0	0.00%
1ST ARMY (AC/RC)	11B	210	3	1.40%
	11C	23	1	4.30%
316TH CAV RGT	11B	51	2	3.90%
	11C	2	0	0.00%
DRILL SERGEANT (FBGA)	11B	12	2	16.70%
	11C	4	0	0.00%
DRILL SERGEANT (FJSC)	11B	57	0	0.00%
	11C	3	0	0.00%
DRILL SERGEANT (FLMO)	11B	2	0	0.00%
	11C	0	0	0.00%
GENERATING FORCE		CONSIDERED POPULATION	SELECTED POPULATION	RATE
Generating Force	11B	885	38	4.3%
	11C	100	6	6.0%

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DRILL SERGEANT (FSOK)	11B	14	0	0.00%
	11C	0	0	0.00%
RECRUITING	11B	8	0	0.00%
	11C	1	0	0.00%
NCOA CADRE	11B	24	2	8.30%
	11C	2	0	0.00%
WTU CADRE	11B	29	2	6.90%
	11C	0	0	0.00%
USMA	11B	11	3	6.90%
	11C	0	0	0.00%
Other Generating Forces	11B	76	3	6.90%
	11C	7	0	0.00%

TABLE 7: Generating Force by Brigade or Higher Unit

4. Individual Soldier Qualifications:

a. Special Qualification Identifiers: Ranger Course graduation continues to be the single greatest characteristic for selection to MOS 11Z.

SPECIAL QUALIFICATION IDENTIFIER (SQI)	MOS	CONSIDERED	SELECTED	RATE
CMF Selection Rates	11B	1665	124	7.4%
	11C	186	9	4.8%
U 75TH RANGER REG LDR	11B	63	25	39.68%
	11C	2	2	100.00%
V RANGER-PARACHUTIST (NON- SQI U)	11B	334	102	30.54%
	11C	11	7	63.64%
G RANGER	11B	27	6	22.22%
	11C	1	1	100.00%
M FIRST SERGEANT	11B	64	9	14.06%
	11C	6	0	0.00%
X DRILL SERGEANT	11B	505	32	6.34%
	11C	72	4	5.56%
4 NON-CAREER RECRUITER	11B	231	5	2.16%
	11C	17	0	0.00%
8 INSTRUCTOR (NON-RANGER INSTRUCTOR)	11B	1147	73	6.36%
	11C	116	7	6.03%
P PARACHUTIST (NON-SQI U OR V)	166	1042	11	1.06%
	11C	138	2	1.45%
O NO IDENTIFIER	11B	27	0	0.00%
	11C	0	0	0.00%

b. Additional Skill Identifiers:

ADDITIONAL SKILL IDENTIFIER (ASI)	MOS	CONSIDERED	SELECTED	RATE
CMF Selection Rates	11B	1665	124	7.4%
	11C	186	9	4.8%
2B AIR ASSAULT	11B	834	27	3.24%
	11C	73	0	0.00%
5W JUMPMASER	11B	512	35	6.84%
	11C	28	1	3.57%
F7 PATHFINDER	11B	284	28	9.86%
	11C	26	1	3.85%
2S BATTLE STAFF OPS NCO	11B	366	11	3.01%
	11C	31	0	0.00%
J3 BFV SYS MASTER GUNNER	11B	109	3	2.75%
B4 SNIPER	11B	97	10	10.31%
B1 IMLC	11C	54	1	1.85%
NO ASI	11B	633	6	1.11%
	11C	56	0	0.00%

Note: All Soldiers without an ASI who were selected had multiple SQIs, (all were Ranger Qualified), all met or exceeded the average PSG rated time of their peer selectees.

5. General Comments and Observations: The following statements are related to the average characteristics of the selectees.

a. Average Time in Service (TIS) for MOS 11B was 14.4 years and 12.7 years for MOS 11C.

b. Average Time in Grade (TIG) for MOS 11B was 5 years and 3.9 years for MOS 11C.

c. Average rated Platoon Sergeant (PSG) time was 27.5 months for MOS 11B and 28.8 months for MOS 11C (Overall the average PSG Time decreased by 7 months compared with the FY 14 analysis).

d. The average time deployed in support of combat operations (CO) of selectees was unchanged with an average of 34.4 months (compared to 34.5 in FY14).

e. SFCs successfully (as documented through NCOERs) serving in positions above their current grade continue to be selected above their peers. 18% of selectees served in MSG/1SG positions.

f. 81% of the selected population had previous Generating Force experience (an increase from FY14, 80%). The majority of selectees had served in the Generating Force prior to selection to SFC.

(1) 37% of selectees served or were serving as Ranger Instructors.

(2) Current/Former Drill Sergeants: Of the 577 eligible NCO's 36 were selected to MSG (27% of the selected population). Performance of Drill Sergeant duties was not a significant factor in promotion to MSG.

(3) Former Recruiters continue to experience significantly lower selection rates than their peers. Former Recruiters comprised 3.8% of the selectees (up from 3.0% in FY14)

g. Civilian Education: The actual number of Infantrymen who completed degrees decreased over FY 14. There is no evidence to suggest that degree completion was a contributing factor to selection. Proponent guidance states that a MSG should have completed a minimum of 30 semester hours.

(1) 87.2% of those selected had some college with an average of 62 college credits.

(2) 12.8% of the SFCs selected for promotion earned an Associate Degree.

(3) 2.3% had earned a Bachelor Degree.

(4) .75% had earned a Graduate Degree.

h. Diversity of Assignments: 62% of those selected for promotion (excluding those with only Ranger Regiment service) had experience in multiple Brigade Combat Team (BCT) formations. 18.8% had served only in the Ranger Regiment.

i. 100% had earned their Expert Infantryman Badge (EIB).

j. 99% had received the Combat Infantryman Badge. No significant change over the previous years.

6. Ranger/BFV Master Gunner Selections: There has been a significant amount of discussion since the release of the selection list concerning the exceptionally high selection rate of Ranger qualified Infantrymen. There has also been a concern that the selection rate of BFV Master Gunners is lower than their peers. The proponent conducted additional analysis of these two populations.

a. 89% of all selectees were either Ranger or BFV MG qualified (119/133).

(1) Ranger qualified NCOs comprised 83% (116/133) of the selectees.

(2) BFV MGs 2.3% (3/133). Two of the three MGs selected were also Ranger qualified.

(3) Reversing gains and trends from previous SFC/MSG promotion boards, BFV MG had a selection rate lower than Infantrymen that were neither Ranger or BFV MNG qualified.

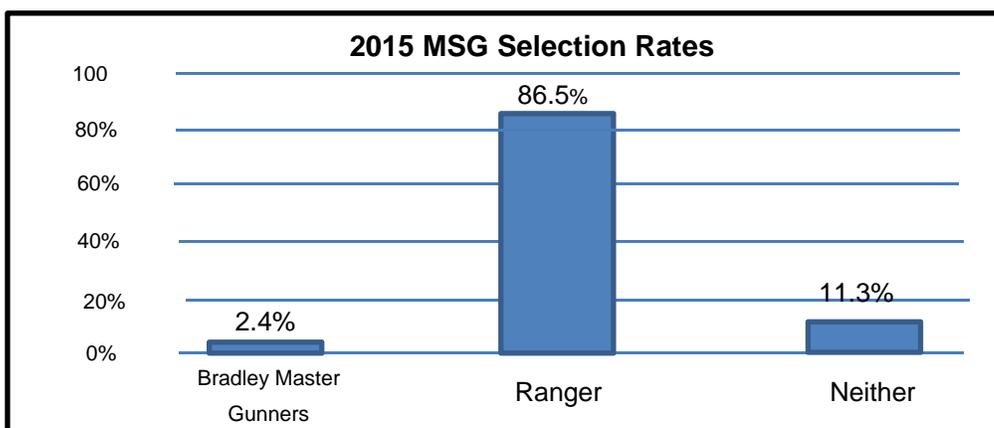


Table 11: Ranger and BFV MG Selection Rates

b. An analysis of BFV MG non-selects revealed that the majority did not meet the proponents "exceptionally qualified" standards in the areas of, 24 months Rated PSG Time, 270 or higher APFT, College credit and EIB.

(1) The average APFT score for non-selected MG's was 248 with 56% scoring less 270, two did not have a current APFT recorded on their ERB. The average APFT score for selected MSG's was 291.

(2) The average PSG rated time for non-selected MG's was 27 months, 36% had less than 23 months. The average PSG rated time for selected MSG's was 28 months, 72% of selected NCO had over 24 months.

(3) Service in Master Gunner positions did not seem to be a significant contributor to the lower selection rates. The average time rated in a MG position recorded on the ERB was 18 months. 27 non-selected NCO's did not have MG rated time noted on their ERB. The maximum rated time recorded on an ERB for a non-select NCO was 81 months.

(4) This year's non-select population had a lower level of civilian education than in previous years. Master Gunner tend to have attained a higher level of civilian education: The average amount of post-secondary education for non-select MG's was 51 semester hours compared to 63 for a selected NCO.

(5) There was a significant lack of EIB and CIB qualified NCOs in the BFV MG non-select population.

Note: The lower selection rates are not limited to BFV MGs. Non-Ranger qualified Infantry SFCs with more than 18 months in positions other than as a PSG (excluding those in MSG/1SG positions), such as Instructor/Writers (excluding RIs), O/C-Ts, Operations Sergeants at any level, ROTC Cadre, AC/RC Cadre, etc. all experienced significantly lower selection rates.² The proponent and the Army recommends service in these positions as part of the Professional Development of NCOs within the CMF however service in these positions appear to reduce an NCOs promotion potential (except for Ranger qualified NCOs).

² *This phenomenon is not unique to this board but rather a continuing issue for the Infantry CMF. As the Army attempts to "broaden" their NCO population, those with the highest potential for promotion remain those with experiences limited to rifle companies. NCOs that are DA selected or volunteer IAW the proponent's professional development guidance, to serve in the Generating Force positions face significantly reduced promotion rates. It is highly unlikely that future boards will reverse this decade long trend and select Soldiers with diverse assignment backgrounds. As such, these "more diverse" NCOs are highly unlikely to sit on future boards continuing this trend until such time as the proponent can issue directive guidance to boards.*

7. Non-Select Characteristics: These characteristics remain constant across FYs and all Infantry CMF Senior Promotion Boards:

a. Lack of rated time in key proponent directed positions (i.e. Platoon Sergeant at the grade of SFC). Although the proponent recommends 24 months and HRC will send qualified NCOs to Generating Force assignments at that time, the Infantry selection boards continue to select those with greater than 24 months PSG time.

b. DA Photo Missing or inaccurate

b. Attendance at few Military Training Courses

c. Possession of few or no SQIs / ASIs (tied to b. above)

d. NCOERs contain unsupported comments: Excellent and Needs Improvement *

e. NCOERs contain inconsistent rater/ senior rater assessment of performance and potential *

f. NCOER comments unrelated to duty description *

g. Board letters that were Incorrectly formatted or did not meet criteria for submission *

h. Incomplete or erroneous ERBs

i. Lack of education and training (Military and Civilian)

j. Lower APFT scores (less than 270); not awarded or does not meet the criteria of the Army Physical Fitness Badge

* Data points from Official Board AAR