

INFORMATION PAPER  
2012 INFANTRY SERGEANT MAJOR PROMOTION BOARD ANALYSIS

ATSH-IPP  
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17 October 2012

A. **PURPOSE:** To provide the Infantry Force an analysis of the FY12 Sergeant Major (SGM) Selection Board.

B. There were 606 Infantry First Sergeants (1SG) and Master Sergeants (MSG) considered for attendance of the United States Army Sergeants Major Academy (USASMA) and promotion to SGM. At the time the board results were released 2 of the MSG/1SGs had separated from the Army. The analysis considered the characteristics of the 604 MSG/1SGs considered. The Infantry's selection rate of 18.4% was significantly higher than the Army's selection rate of 10.9%.

C. The manner of performance in the CMF directed critical position of 1SG remains the single most import characteristic in the selection of CMF 11 MSGs/1SGs selected for attendance to USASMA and promotion to SGM regardless if the unit of assignment was in the operating or generating force. This is a change from previous year's analysis where those who were serving in the generating force had a lower selection rate.

D. The information in tables 1 thru 8 is located on or in the Enlisted Distribution and Assignment System (EDAS), Army Human Resource System Enterprise Datastore, and the US Army 2012 SGM Considered Select List. In tables 1-6, the blue highlighted data is the basis (base selection rate) for comparison in each table. Lines highlighted in green indicate those data elements where the selection rate was statistically higher than the base rate. Those traits, units, duty positions, etc that have significantly lower rates are indicated in red.

Although the selection rates may be different in those that remain un-shaded, due to the considered/selected population sizes they are statistically similar and do not represent a selection rate that would be unexpected when compared against the baseline (blue highlighted data).

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1. Table 1 illustrates the comparison between the Army's selection rate and that of the Infantry and other Maneuver and Fires Division (MFD) CMFs.

<b>COMPARISON OF MFD CMFs</b>			
<b>FORCE SEGMENT</b>	<b>CONSIDERED</b>	<b>SELECTED</b>	<b>RATE</b>
<b>ARMY TOTAL</b>	<b>4634</b>	<b>507</b>	<b>10.9%</b>
INFANTRY	604	111	18.4%
AVIATION	212	37	17.5%
SPECIAL FORCES	358	51	14.2%
FIELD ARTILLERY	269	30	11.2%
ARMOR	245	6	2.4%
AIR DEFENSE	72	0	0.0%
PUBLIC AFFAIRS	19	0	0.0%

Table 1

2. Table 2 illustrates the selection of 1SG/MSGs assigned to Generating versus Operating Force units.

<b>CMF 11 Generating Force versus Operating Force</b>			
<b>FORCE SEGMENT</b>	<b>CONSIDERED</b>	<b>SELECTED</b>	<b>RATE</b>
<b>CMF 11 TOTAL</b>	<b>604</b>	<b>111</b>	<b>18.4%</b>
GENERATING FORCE	214	42	19.6%
OPERATING FORCE	390	69	17.7%

Table 2

As previously noted there was no significant difference in the selection rate of Infantry NCOs between the Operating and Generating Force.

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3. Table 3 illustrates CMF 11 selection rates within the Army's Major Commands.

<b>CMF 11 BY MAJOR COMMAND</b>			
<b>COMMAND</b>	<b>CONSIDERED</b>	<b>SELECTED</b>	<b>RATE</b>
<b>CMF 11 TOTAL</b>	<b>604</b>	<b>111</b>	<b>18.4%</b>
US ARMY CENTRAL COMMAND (JOINT)	2	1	50.0%
US PACIFIC COMMAND (JOINT)	2	1	50.0%
SECURITY ASSISTANCE TEAMS	4	2	50.0%
US ARMY SPECIAL OPERATIONS COMMAND	16	4	25.0%
US ARMY TRAINING AND DOCTRINE COMMAND	70	17	24.3%
US ARMY ACCESSIONS COMMAND (USAAC)	74	16	21.6%
US ARMY FORCES COMMAND	274	52	19.0%
US ARMY PACIFIC	67	10	14.9%
US ARMY EUROPE	48	7	14.6%
US ARMY INSTALLATION MANAGEMENT COMMAND	7	1	14.3%
3 <sup>RD</sup> US ARMY CENTRAL COMMAND	8	0	0.0%
5 <sup>TH</sup> US ARMY NORTHERN COMMAND	2	0	0.0%
6 <sup>TH</sup> UNITED STATES ARMY/SOUTH	4	0	0.0%
SETAF US ARMY AFRICA	1	0	0.0%
DEPARTMENT OF DEFENSE AGENCIES	1	0	0.0%
US ARMY FIELD OPERATING AGENCIES	6	0	0.0%
US ARMY MEDICAL COMMAND	6	0	0.0%
US ARMY MILITARY DISTRICT OF WASHINGTON	7	0	0.0%
TRAINEES, HOLDEES, AND STUDENTS	5	0	0.0%

Table 2

Although there was no significant difference between individual Commands when analyzed independently, NCOs serving in units located in echelons above Division level were selected at a significantly lower rate than those at Division and below level.

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4. Table 4 illustrates the Operating Force by type of unit.

<b>CMF 11 OPERATING FORCE BY UNIT TYPE</b>			
<b>UNIT TYPE</b>	<b>CONSIDERED</b>	<b>SELECTED</b>	<b>RATE</b>
<b>TOTAL OPERATING FORCE</b>	<b>390</b>	<b>69</b>	<b>18.1%</b>
RANGER	15	4	26.7%
IBCT	102	25	24.5%
IBCT (ABN)	41	8	19.5%
OTHER	15	3	17.6%
SBCT	64	11	17.2%
BfSB	7	1	14.3%
EAB	74	10	13.5%
ABCT	72	7	9.7%

Table 4

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5. Table 5 illustrates the Operating Force by Division / Separate Brigade.

<b>CMF 11 OPERATING FORCE BY DIVISION / SEPARATE BRIGADE</b>			
<b>UNIT</b>	<b>CONSIDERED</b>	<b>SELECTED</b>	<b>RATE</b>
<b>TOTAL OPERATING FORCE</b>	<b>390</b>	<b>69</b>	<b>17.7%</b>
101ST AASLT	25	8	32.0%
75TH RANGER	15	4	26.7%
10TH MTN	31	8	25.8%
2 SCR	31	8	25.8%
173RD ABN	9	2	22.2%
170TH INF BDE	9	2	22.2%
82ND ABN	26	5	19.2%
1ST AD	34	6	17.6%
4TH ID	23	4	17.4%
25TH ID	48	8	16.7%
3RD ID	19	3	15.8%
1ST ID	21	3	14.3%
3RD ACR	7	1	14.3%
2ND ID	24	3	12.5%
OTHER	35	3	8.6%
1ST CD	16	1	6.3%
172ND INF BDE	11	0	0.0%
TOG	6	0	0.0%

Table 5

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6. Table 6 illustrates the Generating Force by Brigade.

<b>CMF 11 GENERATING FORCE BY BRIGADE</b>			
<b>BDE</b>	<b>CONSIDERED</b>	<b>SELECTED</b>	<b>RATE</b>
<b>Generating Force Total</b>	<b>214</b>	<b>42</b>	<b>19.0%</b>
U S ARMY WAR COLLEGE	1	1	100.0%
MANUEVER SUPPORT CENTER, FT. LEONARDWOOD	1	1	100.0%
<b>RTB</b>	<b>4</b>	<b>3</b>	<b>75.0%</b>
CAC	5	3	60.0%
4TH TRAINING BRIGADE (BASIC)	9	3	33.3%
JRTC/CTMC/NTC	14	4	28.6%
1ST ARMY (ACRC)	16	4	25.0%
198TH IN BDE	12	3	25.0%
CADET COMMAND	74	16	21.6%
1st TRAINING BRIGADE (BASIC)	11	2	18.2%
GARRISON	7	1	14.3%
NCO ACADEMIES	10	1	10.0%
11TH ACR	3	0	0.0%
16TH CAVALRY REGIMENT (OFFICER/NCO TNG)	2	0	0.0%
3RD CHEMICAL BRIGADE	2	0	0.0%
ASYMMETRIC WARFARE GROUP	5	0	0.0%
BCT BDE BENNING	3	0	0.0%
DLI	1	0	0.0%
HHC MCOE	3	0	0.0%
WTU CADRE	6	0	0.0%
196 TH INFANTRY BRIGADE	5	0	0.0%
197TH IN BDE	4	0	0.0%
199TH IN BDE	4	0	0.0%
ARMY TEST AND EVALUATION CMD	1	0	0.0%
VICTORY TRAINING BDE (BASIC)	3	0	0.0%
WHINSEC	2	0	0.0%
WARRANT OFFICER CAREER COLLEGE	1	0	0.0%
WTU WARRIOR	5	0	0.0%

Table 6

Senior NCOs assigned to the Ranger Training Brigade continue to experience significantly greater selection rates than those assigned to other Generating Force units.

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7. Table 7 illustrates the percentage of the considered population with specific Additional Skill Identifiers (ASI) versus the percentage of the selected population with specific ASIs

<b>ADDITIONAL SKILL IDENTIFIERS (ASI)</b>		
<b>ADDITIONAL SKILL IDENTIFIER</b>	<b>% of CONSIDERED POPULATION</b>	<b>% of SELECTED POPULATION</b>
<b>2B AIR ASSAULT</b>	<b>39.6%</b>	<b>59.5%</b>
5W JUMPMaster	29.1%	38.7%
F7 PATHFINDER	28.3%	36.9%
2S BATTLE STAFF OPS NCO	12.9%	14.4%
J3 BIFV SYS MASTER GUNNER	10.9%	12.6%
P5 MASTER FITNESS TRAINER	7.5%	11.7%
2C JAVELIN GUNNERY	4.1%	4.5%
5U TACTICAL AIR OPS	1.0%	2.7%
8R MASTER RESILIENCE TNR	2.8%	2.7%
B2 LIGHT LEADERS COURSE	0.8%	1.8%
W3 SPECIAL FORCES SNIPER	0.5%	0.9%
W7 SF UNDERWATER OPS	0.7%	0.9%

Table 7

The selection rate of Air Assault qualified NCOs was significantly higher than any other ASI. These reasons for this higher selection rate are currently unknown.

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8. Table 8 illustrates the percentage of the considered population with specific Special Qualification Identifiers (SQI) verses the percentage of the selected population with specific SQIs.

<b>SPECIAL QUALIFICATION IDENTIFIERS (SQI)</b>		
<b>SPECIAL QUALIFICATION IDENTIFIER</b>	<b>% of CONSIDERED POPULATION</b>	<b>% of SELECTED POPULATION</b>
P PARACHUTIST	71.4%	81.1%
M FIRST SERGEANT	43.4%	55.9%
G RANGER	31.8%	42.3%
V RANGER-PARACHUTIST	30.5%	41.4%
X DRILL SERGEANT	28.5%	35.1%
8 INSTRUCTOR	31.3%	27.9%
4 NON-CAREER RECRUITER	9.3%	9.9%
U 75TH RANGER REG LDR	2.6%	3.6%

Table 8

Ranger qualified NCOs had selection rates that were statistically similar to non-Ranger qualified NCOs. Historical lower selection rates for former Recruiters were not evident this board cycle.

9. General Observations:

- a. Average rated 1SG Time rose from 30 months in FY11 to 37.6 months.
  - 90 % had at least 24 months rated 1SG time.
- b. 15 % had rated SGM time
- c. 95% population had completed some College (7% increase over 2011)
  - The overall average number of college credits earned by the selectees was 74.
  - 23% had earned an Associate's Degree (3% increase over 2011)
  - 14% had earned a Bachelor Degree (4% increase over 2011)
  - <1% had earned a Master Degree (No Change)
- d. Average selectee has attended nine Functional or Combat Skills Courses (not including NCOES courses)

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- e. Average APFT Score was 287
  - f. Average time in service was 20.1 years
  - g. Average time in grade was 3.8 years.
  - h. There was no significant difference between the selection rates between either the primary or Secondary Zones of Consideration
    - 70% of the total Infantrymen selected were in the Primary Zone
    - 30% of the total Infantrymen selected were in the Secondary Zone
  - i. Average of 28.1 months of deployed (combat operations) time
  - j. Assignment History:
    - 78% had previous service in an IBCT
    - 55% had previous service in an ABCT
    - 29% had previous service in an SBCT
    - 12% had previous service in the 75<sup>th</sup> Ranger Regiment
    - 63% had previous service in multiple types of BCTs
  - k. 97% had earned the Expert Infantryman Badge
  - l. 97% had earned the Combat Infantryman Badge
- E. For questions or comments please contact one of the following at:
- CMF 11 Proponent Sergeant Major: SGM James Pearson: (706)- 545-3757  
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