

## 2011 INFANTRY MASTER SERGEANT PROMOTION BOARD ANALYSIS



A. PURPOSE: To provide an analysis of the most recent Master Sergeant (MSG) Selection Board.

B. GENERAL INFORMATION: The following analysis was prepared by the Office of the Chief of Infantry (OCOI) using a variety of Army databases. OCOI does not have access to Infantry Soldiers Noncommissioned Officer Evaluation Reports (NCOER), which could assist in determining manner of performance, a key characteristic on any selection board. Unit data is based on unit of assignment when the board met.

There was 2510 Sergeants First Class (SFC) considered for promotion to Master Sergeant (MSG). The Career Management Field (CMF) 11 had a selection rate of 6.6% for a total number selected of 166 (The Army selection rate was 6.5%). All data presented shows a combined total for the CMF and is not broken down by Military Occupational Specialty (MOS).

C. REFERENCES:

1. US Army 2011 MSG Selection List
2. United States Army Force Management Support Agency (USAFMSA) Master List of UICs
3. The Enlisted Distribution and Assignment System (EDAS)
4. Select Soldiers Enlisted Records Brief (ERB) re-produced through EMILPO

D. CMF 11 Analysis:

1. Table D-1 illustrates the comparison between the Army, the Infantry, and the other MF&E Branches. Rows selected and highlighted in red are the CMFs that were below the Army promotion average, those in yellow indicated a promotion average that was within 2.5% or less of meeting the Army average. Rows highlighted in green are the CMFs that were above the Army average across the entire MF&E spectrum.

Table D-1

| <b>FORCE SEGMENT</b> | <b>ELIGIBLE</b> | <b>SELECTED</b> | <b>RATE</b> |
|----------------------|-----------------|-----------------|-------------|
| ARMY                 | 23119           | 1541            | 7%          |
| CIVIL AFFAIRS        | 107             | 36              | 34%         |
| AIR DEFENSE          | 257             | 77              | 30%         |
| PSYOP                | 91              | 15              | 16%         |
| SPECIAL FORCES       | 1520            | 195             | 13%         |
| ARMOR                | 1095            | 122             | 11%         |
| AVIATION             | 1043            | 117             | 11%         |
| ENGINEER             | 883             | 68              | 8%          |
| MILITARY POLICE      | 857             | 66              | 8%          |
| INFANTRY             | 2470            | 166             | 7%          |
| ARTILLERY            | 1527            | 99              | 6%          |
| PUBLIC AFFAIRS       | 57              | 2               | 4%          |
| CHEMICAL             | 487             | 16              | 3%          |

2. Table D-2 illustrates the promotion of SFCs assigned to generating versus operating force units.

Table D-2

| <b>FORCE SEGMENT</b> | <b>ELIGIBLE</b> | <b>SELECTED</b> | <b>RATE</b> | <b>DELTA</b> |
|----------------------|-----------------|-----------------|-------------|--------------|
| GENERATING FORCE     | 943             | 50              | 7.60%       | 0.90%        |
| OPERATING FORCE      | 1528            | 116             | 5.30%       | -1.40%       |
| <b>CMF 11 TOTAL</b>  | 2471            | 166             | 6.70%       | N/A          |

3. Table D-3 illustrates the Operating Force selection rates by unit type.

Table D-3

| <b>CMF 11 OPERATING FORCE BY TYPE OF UNIT</b> |                 |                 |             |              |
|---|-----------------|-----------------|-------------|--------------|
| <b>UNIT</b>                                   | <b>ELIGIBLE</b> | <b>SELECTED</b> | <b>RATE</b> | <b>DELTA</b> |
| TOG   | 15              | 2               | 13.30%      | 6.60%        |
| 75TH RANGER                                   | 47              | 5               | 10.60%      | 3.90%        |
| IBCT (ABN)                                    | 160             | 15              | 9.40%       | 2.70%        |
| SBCT  | 173             | 15              | 8.70%       | 2.00%        |
| HBCT  | 311             | 23              | 7.40%       | 0.70%        |
| CAB   | 14              | 1               | 7.10%       | 0.40%        |
| IBCT  | 455             | 24              | 5.30%       | -1.40%       |
| LRS   | 22              | 1               | 4.50%       | -2.20%       |
| Mitt TEAMS                                    | 3               | 0               | 0.00%       | -6.70%       |
| USASOC  | 1               | 0               | 0.00%       | -6.70%       |
| <b>TOTAL</b>                                  | 1201            | 86              | 7.20%       | 0.40%        |

4. Table D-4 illustrates Operating Force selection rates by unit designation.

Table D-4

| <b>CMF 11 OPERATING FORCE BY DIVISION / BRIGADE</b> |                 |                 |             |              |
|---|-----------------|-----------------|-------------|--------------|
| <b>UNIT</b>   | <b>ELIGIBLE</b> | <b>SELECTED</b> | <b>RATE</b> | <b>DELTA</b> |
| 82ND ABN  | 111             | 15              | 13.50%      | 6.80%        |
| 2 SCR   | 30              | 4               | 13.30%      | 6.60%        |
| TOG   | 15              | 2               | 13.30%      | 6.60%        |
| 75TH RANGER   | 47              | 5               | 10.60%      | 3.90%        |
| 1ST CD  | 71              | 7               | 9.90%       | 3.10%        |
| 25TH ID   | 60              | 5               | 8.30%       | 1.60%        |
| 1ST ID (-)  | 105             | 8               | 7.60%       | 0.90%        |
| 3RD ID  | 116             | 8               | 6.90%       | 0.20%        |
| 10TH MTN  | 140             | 9               | 6.40%       | -0.30%       |
| 4TH ID  | 79              | 5               | 6.30%       | -0.40%       |
| 173RD ABN   | 44              | 2               | 4.50%       | -2.20%       |
| 101ST AASLT   | 136             | 6               | 4.40%       | -2.30%       |
| 1ST AD  | 118             | 5               | 4.20%       | -2.50%       |
| 3RD ACR   | 6               | 0               | 0.00%       | -6.70%       |
| 2ND ID  | 15              | 0               | 0.00%       | -6.70%       |
| <b>TOTAL</b>  | 1093            | 81              | 7.40%       | 0.70%        |

5. Table D-5 illustrates the Generating Force broken down by Individual positions.

Table D-5

| <b>CMF 11 GENERATING FORCE BY DUTY ASSIGNMENT</b> |                 |                 |              |               |
|---|-----------------|-----------------|--------------|---------------|
| <b>DUTY TITLE</b>                                 | <b>ELIGIBLE</b> | <b>SELECTED</b> | <b>RATE</b>  | <b>DELTA</b>  |
| RANGER INSTRUCTOR                                 | 95              | 16              | 16.80%       | 10.10%        |
| AWG   | 6               | 1               | 16.70%       | 9.90%         |
| AETF  | 14              | 1               | 7.10%        | 0.40%         |
| WTU CADRE   | 29              | 2               | 6.90%        | 0.20%         |
| DRILL SERGEANT                                    | 51              | 3               | 5.90%        | -0.80%        |
| AC/RC   | 224             | 12              | 5.40%        | -1.40%        |
| RECRUITER   | 54              | 2               | 3.70%        | -3.00%        |
| INSTRUCTOR TRADOC                                 | 194             | 7               | 3.60%        | -3.10%        |
| OTHER   | 62              | 2               | 3.20%        | -3.50%        |
| ROTC  | 114             | 3               | 2.60%        | -4.10%        |
| EAB   | 46              | 1               | 2.20%        | -4.50%        |
| TT INSTRUCTOR                                     | 7               | 0               | 0.00%        | -6.70%        |
| STUDENT   | 13              | 0               | 0.00%        | -6.70%        |
| WTU WARRIOR                                       | 22              | 0               | 0.00%        | -6.70%        |
| AIRBORNE INSTRUCTORS                              | 12              | 0               | 0.00%        | -6.70%        |
| <b>TOTAL</b>                                      | <b>943</b>      | <b>50</b>       | <b>5.30%</b> | <b>-1.40%</b> |

6. Table D-6 illustrates the Generating Force broken down by Installation.

Table D-6

| <b>MOS 11B GENERATING FORCE BY INSTALLATION</b> |                 |                 |             |              |
|---|-----------------|-----------------|-------------|--------------|
| <b>UNIT</b>                                     | <b>ELIGIBLE</b> | <b>SELECTED</b> | <b>RATE</b> | <b>DELTA</b> |
| FT RUCKER                                       | 2               | 1               | 50.0%       | 43.2%        |
| FT KNOX   | 45              | 3               | 6.7%        | -0.1%        |
| FT BENNING (-RTB)                               | 231             | 13              | 5.6%        | -1.1%        |
| FT JACKSON                                      | 64              | 1               | 1.6%        | -5.2%        |
| FT SILL   | 20              | 0               | 0.0%        | -6.8%        |
| FT LEONARDWOOD                                  | 5               | 0               | 0.0%        | -6.8%        |
| <b>TOTAL</b>                                    | 365             | 17              | 4.7%        | -2.1%        |

7. Table D-7 illustrates Fort Benning broken down by BDE and or Unit.

Table D-7

| <b>CMF11 FORT BENNING BY UNIT</b> |                 |                 |             |              |
|-----------------------------------|-----------------|-----------------|-------------|--------------|
| <b>UNIT</b>                       | <b>ELIGIBLE</b> | <b>SELECTED</b> | <b>RATE</b> | <b>DELTA</b> |
| RANGER TRAINING BDE               | 95              | 16              | 16.80%      | 10.10%       |
| 194TH AR BDE                      | 9               | 1               | 11.10%      | 4.40%        |
| 198TH IN BDE                      | 20              | 2               | 10.00%      | 3.30%        |
| 199TH IN BDE                      | 36              | 1               | 2.80%       | -3.90%       |
| 197TH IN BDE                      | 45              | 0               | 0.00%       | -6.70%       |
| 192ND IN BDE                      | 4               | 0               | 0.00%       | -6.70%       |
| <b>TOTAL</b>                      | 209             | 20              | 9.60%       | 0.50%        |

8. Table D-8 illustrates the percentage of Soldiers selected awarded specific SQI's

Table D-8

| <b>SPECIAL QUALIFICATION IDENTIFIERS (SQI)</b> |                    |
|--|--------------------|
| <b>SQI</b>                                     | <b>% Qualified</b> |
| Parachutist (P)                                | 35%                |
| Ranger Parachutist (V)                         | 33%                |
| Drill Sergeant (X)                             | 25%                |
| No Special Qualifications (O)                  | 23%                |
| Instructor (8)                                 | 23%                |
| Non Career Recruiter (4)                       | 12%                |
| First Sergeant (M)                             | 4%                 |
| Equal Opportunity Advisor (EOA)                | 2%                 |
| Ranger (G)                                     | 2%                 |
| Percentage with Multiple SQI's                 | 39%                |

9. Table D-9 illustrates the percentage of Soldiers awarded specific ASI's

Table D-9

| <b>ADDITIONAL SKILL IDENTIFIERS</b> |                    |
|-------------------------------------|--------------------|
| <b>SQI</b>                          | <b>% Qualified</b> |
| Air Assault (2B)                    | 39%                |
| Jumpmaster (5W)                     | 28%                |
| Pathfinder (F7)                     | 21%                |
| Sniper (B4)                         | 7%                 |
| Javelin Gunnery (2C)                | 5%                 |
| Bradley Master Gunner (J3)          | 4%                 |
| Master Fitness (P5)                 | 3%                 |
| Light Leaders Course (B2)           | 1%                 |
| Percentage with Multiple ASI's      | 38%                |

10. General observations: The Office, Chief of Infantry (OCOI) is confident the selection board selected our most qualified Sergeants First Class for promotion to Master Sergeant. As a result of this analysis, it has been determined that the promotion board followed the guidance that was approved by the Chief of Infantry. Additional observations include;

This year we saw a noticeable increase in the average number of months spent as a Platoon Sergeant. This year's average rose from 31 months in FY10 to 36 months. Over 83% of those selected met the minimum requirement of 24 months rated Platoon Sergeant Time.

A total of 47 of the SFC's selected had been rated as a First Sergeant in either TDA or MTOE units. Additionally, some had significant amounts of time in those positions, several with 50 months or more. Those with rated First Sergeant time were looked at favorably by the board members.

As the Force continues to serve in the much needed TDA assignments, those who had served as Instructors at some point in their careers made up 31% of the selected list, a significant increase of 23% from FY10.

Former Drill Sergeants also increased from 20% in FY10 to 29% in FY11, While Ranger Instructors and Former Recruiters both dropped from a 12% selection rate to 8% respectively.

While education levels are continuing to increase among enlisted personnel, this year's Master Sergeant's list saw a decrease in the number of Soldiers with "some college". Some college is defined as having earned at least 30 college credits. Last year, 76% had earned at least 30 credit hours while this year's number dropped to 49%. A total of 10% selected had earned their Associates degree, and 5% had completed their Bachelor degree.

Over 73% of those selected for promotion had experience in an IBCT, 36% in a HBCT, and 27% in an SBCT.

A total of 98% of the selected SFC's had earned their Expert Infantry Badge (EIB) and 89% had been awarded a Combat Infantry Badge (CIB) and 87% had be awarded both.

A total of 38% had multiple Additional Skill Identifiers (ASI) of those, 39% were Air Assault (2B), 28% were Jumpmaster (5W), 21% Pathfinder (F7), and only 4% were Master Gunner (J3) qualified. Of those selected, 33% were Ranger Parachutist (V) and just 2% were Ranger (G).

11. Summary: The average selectee for promotion was serving in the Operating Force, in an IBCT. The majority of those selected exceeded the minimum requirement for rated Platoon Sergeant time of 24 months, and averaged 36 rated months. Four years was the average time in grade while the average time in service of those selected was 16 years. Favorably considered selectees had multiple SQI's or ASI's and had attended an average of 7 military schools. Of the 166 selected, 49 were Ranger qualified. The promotion board favorably considered those with

at least 30 semester hours of college. Of those 166 selected, 98% had earned their EIB and had an average APFT score of 284 points.