

INFORMATION PAPER
2013 CMF 11 Master Sergeant Selection Board

ATSH-IP
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C. Ryffe/B. Waldo

1. Purpose: To provide information on the results of the FY13 Career Management Field (CMF) 11 selection list to Master Sergeant.
2. Overview: The FY13 MSG Promotion Selection Board and SFC QSP Boards convened at the DA Secretariat, Fort Knox, Kentucky on 15 October 2012, to select the best qualified noncommissioned officers for promotion to MSG.
 - a. Primary Zone: DOR 27 October 2008 and earlier.
 - b. Secondary Zone: DOR 28 October 2008 through 16 October 2009.
 - 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 Infantry had 166 of 2122 selected for MSG (7.8% selection rate). The average selectee has served in both the Operating Force and the Generating Force. The majority of those selected exceeded the minimum requirement for rated Platoon Sergeant time of 24 months (average of 32 rated months). The average time in grade was 4.8 years while the average time in service of those selected was 15.8 years. The board selected Sergeants First Class who had multiple SQI's or ASI's and the average selectee had attended 9.5 functional or combat skills courses in their career. Of the 166 selected, 62 (37%) were Ranger qualified (only 24% of Infantry SFCs are Ranger qualified). The promotion board favorably considered those with at least 30 semester hours of college 74%, the average APFT score was 282 points, and 99.4% had earned their EIB.
4. MSG Selection Information: The following is the profile of the Sergeants First Class selected for promotion to Master Sergeant. The total number of Infantry Sergeants First Class considered for promotion was 2122. The number selected for promotion was 166.
 - a. The Infantry selection rate was 7.8%.
 - b. The total Army selection rate was 8%.
 - c. There was no significant difference in the selection rates between 11B and 11C NCOs.
 - (1) 11C had a selection rate of 10.3% (20 out of 194).
 - (2) 11B had a selection rate of 7.5% (146 out of 1944).
 - d. 116 Infantry NCOs came out of the Primary zone and 50 in the Secondary zone.

e. The average number of Combat deployment months increased to 28.2 months from 27.5 months in FY12.

f. The information in tables 1 thru 11 is from the Enlisted Distribution and Assignment System (EDAS), Army Human Resource System Enterprise Datastore, and the US Army 2013 MSG 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. 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. For the purpose of this information paper the term “significant” means the difference in characteristics between comparative populations which reflects a pattern that is not merely the result of chance.

g. Table 1 illustrates the selection rates between the Army, the Infantry, and the other Maneuver and Fires CMFs . Comparisons between CMFs is impractical due to the different impacts of proposed force structure changes on requirements.

FORCE SEGMENT	ELIGIBLE	SELECTED	RATE
ARMY	18585	1509	8.0%
CIVIL AFFAIRS	56	31	54.5%
AIR DEFENSE	183	24	13.1%
SPECIAL FORCES	1328	165	12.4%
INFANTRY	2122	166	7.8%
AVIATION	655	46	7.0%
PUBLIC AFFAIRS	55	3	5.5%
ARTILLERY	1078	56	5.2%
ARMOR	803	8	1.0%
PSYOP	70	0	0.0%

TABLE 1
Maneuver and Fires CMF Comparison

h. There were no significant differences in the selection rates of the Operating and Generating Forces.

FORCE SEGMENT	RATE	% OF CONSIDERED POPULATION	% OF SELECTED POPULATION
CMF 11 TOTAL	7.8%	NA	NA
GENERATING FORCE	7.9%	41.8%	42.2%
OPERATING FORCE	7.8%	58.2%	57.8%

TABLE 2
CMF 11 Generating Force versus Operating Force

i. Tables 3-8 show the selection rates within the Operational Forces. NCOs in the 75th Ranger Regiment continue to have selection rates significantly higher than their peers. There was no statistical difference between all other Operational Force Divisions and Separate Brigades.

UNIT TYPE	RATE	% OF CONSIDERED POPULATION	% OF SELECTED POPULATION
TOTAL OPERATING FORCE	7.8%	58.2%	57.8%
75TH RANGER	25.0%	1.3%	4.2%
TOG	17.6%	0.8%	1.8%
173RD ABN	14.3%	1.3%	2.4%
2 SCR	10.0%	1.4%	1.8%
101ST AASLT	9.1%	5.2%	6.0%
25TH ID	9.0%	5.2%	6.0%
1ST AD	8.6%	3.8%	4.2%
10TH MTN	8.5%	4.4%	4.8%
82ND ABN	8.3%	5.1%	5.4%
2ND ID	7.5%	5.0%	4.8%
4TH ID	6.9%	4.1%	3.6%
OTHER	5.9%	8.8%	6.6%
3RD ID	5.7%	3.3%	2.4%
1ST ID	5.1%	3.7%	2.4%
1ST CD	3.6%	2.6%	1.2%
3RD ACR	0.0%	1.3%	0.0%
172ND INF BDE	0.0%	0.7%	0.0%

TABLE 3
Operating Force selection rates by Division / Separate Brigade

	RATE	% OF CONSIDERED POPULATION	% OF SELECTED POPULATION
TOTAL OPERATING FORCE	7.8%	58.1%	57.8%
RANGER	25.0%	1.3%	4.2%
TOG	16.7%	0.8%	1.8%
IBCT (ABN)	10.5%	7.2%	9.6%
BfSB	9.1%	0.5%	0.6%
SBCT	8.8%	10.7%	12.0%
IBCT	7.5%	17.0%	16.3%
ABCT	6.8%	10.5%	9.0%
EAB	3.8%	8.8%	4.2%
OTHER	0.0%	1.3%	0.0%

**TABLE 4
CMF 11 OPERATING FORCE BY TYPE OF UNIT**

BRIGADE	RATE	% OF CONSIDERED POPULATION	% OF SELECTED POPULATION
TOTAL IBCT	7.5%	17.0%	16.3%
2ND BDE, 10TH MTN DIV	16.7%	1.1%	2.4%
1ST BDE, 101ST ABN DIV	13.8%	1.4%	2.4%
4TH BDE, 101ST ABN DIV	11.5%	1.2%	1.8%
4TH BDE, 3RD INF DIV	8.6%	1.6%	1.8%
1ST, BDE, 10TH MTN DIV	8.0%	1.2%	1.2%
3RD BDE, 101ST ABN DIV	7.7%	1.2%	1.2%
4TH BDE, 1ST INF DIV	6.3%	1.5%	1.2%
3RD BDE, 10TH MTN DIV	5.3%	0.9%	0.6%
2ND BDE, 101ST ABN DIV	5.3%	0.9%	0.6%
3RD BDE, 1ST INF DIV	5.0%	0.9%	0.6%
4TH BDE, 10TH MTN DIV	4.5%	1.0%	0.6%
3RD BDE, 1ST AR DIV	4.3%	1.1%	0.6%
3RD BDE, 25TH INF DIV	4.0%	1.2%	0.6%
4TH BDE, 4TH INF DIV	2.9%	1.6%	0.6%

**TABLE 5
INFANTRY BRIGADE COMBAT TEAM (IBCT)**

BRIGADE	RATE	% OF CONSIDERED POPULATION	% OF SELECTED POPULATION
IBCT (ABN) TOTAL	10.5%	7.2%	9.6%
3RD BDE, 82ND ABN DIV	20.0%	0.9%	2.4%
173RD ABN BDE	14.3%	1.3%	2.4%
4TH BDE, 82ND ABN DIV	10.5%	1.8%	2.4%
4TH BDE, 25TH INF DIV	9.1%	1.6%	1.8%
1ST BDE, 82ND ABN DIV	5.0%	0.9%	0.6%
2ND BDE, 82ND ABN DIV	0.0%	0.7%	0.0%

Table 6**INFANTRY BRIGADE COMBAT TEAM-AIRBORNE (IBCT (ABN))**

BRIGADE	RATE	% OF CONSIDERED POPULATION	% OF SELECTED POPULATION
SBCT TOTAL	8.8%	10.7%	12.0%
1ST BDE, 25TH INF DIV	16.0%	1.2%	2.4%
1ST BDE, 1ST AR DIV	16.0%	1.2%	2.4%
2ND BDE, 2ND INF DIV	12.5%	1.5%	2.4%
2 AR CAV (IN TRANSITION)	10.0%	1.4%	1.8%
4TH BDE, 2D INF DIV	7.7%	1.2%	1.2%
2ND BDE, 25TH INF DIV	7.4%	1.3%	1.2%
3RD BDE, 2ND INF DIV	2.9%	1.6%	0.6%
3RD AR CAV FORWARD	0.0%	1.3%	0.0%

Table 7**STRYKER BRIGADE COMBAT TEAM (SBCT)**

BRIGADE	RATE	% OF CONSIDERED POPULATION	% OF SELECTED POPULATION
ABCT TOTAL	6.8%	10.5%	9.0%
3RD BDE, 3D INF DIV	21.1%	0.9%	2.4%
3RD BDE, 4TH INF DIV	15.4%	0.6%	1.2%
4TH BDE, 1ST AR DIV	13.3%	0.7%	1.2%
3RD BDE, 1ST CAV DIV	10.0%	0.5%	0.6%
1ST BDE, 2ND INF DIV	8.3%	0.6%	0.6%
4TH BDE, 1ST CAV DIV	7.1%	0.7%	0.6%
2ND BDE, 1ST INF DIV	6.7%	0.7%	0.6%
2ND BDE, 3RD INF DIV	6.7%	0.7%	0.6%
2ND BDE, 4TH INF DIV	5.9%	0.8%	0.6%
1ST BDE, 4TH INF DIV	5.6%	0.8%	0.6%
1ST BDE, 1ST INF DIV	0.0%	0.3%	0.0%
2ND BDE, 1ST CAV DIV	0.0%	0.6%	0.0%
1ST BDE, 3RD INF DIV	0.0%	0.8%	0.0%
2D BDE, 1ST AR DIV	0.0%	0.6%	0.0%
1ST BDE, 1ST CAV DIV	0.0%	0.5%	0.0%
172ND IN BDE	0.0%	0.7%	0.0%

Table 8
ARMORED BRIGADE COMBAT TEAM (ABCT)

j. Table 9 illustrates Generating Force selection rates by Brigade. The RTB continues to reflect selection rates comparable to the 75th Ranger Regiment (the only other unit with similar density of Ranger Qualified Infantry NCOs). The ITB and the 1st Basic Combat Training Brigade are the only other Generating Force units with significantly higher selection rates.

BRIGADE	RATE	% OF CONSIDERED POPULATION	% OF SELECTED POPULATION
Generating Force Total	7.9%	41.9%	42.2%
1st TRAINING BRIGADE (BASIC)	66.7%	0.1%	1.2%
198TH INF BDE	30.0%	0.5%	1.8%
16TH CAVALRY REGIMENT	20.0%	0.2%	0.6%
RTB	16.7%	4.0%	8.4%
USA MIL ACDY	16.7%	0.3%	0.6%
ASYMMETRIC WARFARE GROUP	14.3%	0.3%	0.6%
SPCWARFARE TRAINING GROUP	14.3%	0.3%	0.6%
NCO ACADEMIES	10.7%	1.3%	1.8%
WTU CADRE	9.7%	1.5%	1.8%
CADET COMMAND	8.8%	5.9%	6.6%
JRTC/CTMC/NTC	8.8%	5.9%	6.6%
VICTORY TRAINING BDE (BASIC)	8.7%	1.1%	1.2%
11TH ACR	8.3%	0.6%	0.6%
1ST ARMY (ACRC)	5.2%	9.0%	6.0%
OTHER	4.8%	3.0%	1.8%
HHC MCOE	4.2%	1.1%	0.6%
197TH INF BDE	2.9%	1.6%	0.6%
199TH INF BDE	2.8%	1.7%	0.6%
196TH INFANTRY BRIGADE	0.0%	0.2%	0.0%
4TH TRAINING BRIGADE (BASIC)	0.0%	0.1%	0.0%
AMU	0.0%	0.3%	0.0%
ARMY TEST AND EVALUATION CMD	0.0%	0.4%	0.0%
CAC	0.0%	0.1%	0.0%
MANUEVER SUPPORT CENTER	0.0%	0.1%	0.0%
RECRUITING	0.0%	0.4%	0.0%
WHINSEC	0.0%	0.1%	0.0%
WTU WARRIOR	0.0%	1.6%	0.0%

Table 9
CMF 11 Generating Force By Brigade

k. Table 10-11 illustrates selection rates for Soldiers with Additional Skill Identifiers (ASI) and with Special Qualification Identifiers (SQI). Only 4 Soldiers did not have at least one SQI and only 24 did not have a minimum of 1 ASI. Only 1 Soldier's record indicated he did not have either an ASI or SQI.

ASI	CONSIDERED	SELECTED	RATE	% OF CONSIDERED POPULATION	% OF SELECTED POPULATION
CMF 11 TOTAL	2122	166	7.8%	100.0%	100.0%
W7 SF UNDERWATER OPS	17	4	23.5%	0.8%	2.4%
5U TACTICAL AIR OPS	30	4	13.3%	1.4%	2.4%
F7 PATHFINDER	336	43	12.8%	15.8%	25.9%
2B AIR ASSAULT	738	87	11.8%	34.8%	52.4%
5W JUMPMASTER	399	46	11.5%	18.8%	27.7%
2S BATTLE STAFF OPS NCO	271	29	10.7%	12.8%	17.5%
J3 BFV SYS MASTER GUNNER	148	13	8.8%	7.0%	7.8%
8R MASTER RESILIENCE TRAINER	154	11	7.1%	7.3%	6.6%

Table 10
ADDITIONAL SKILL IDENTIFIERS (ASI)

SPECIAL QUALIFICATION IDENTIFIER (SQI)	CONSIDERED	SELECTED	RATE	% OF CONSIDERED POPULATION	% OF SELECTED POPULATION
CMF 11 TOTAL	2122	166	18.4%	100.0%	100.0%
U 75TH RANGER REG LDR	20	9	45.0%	0.9%	5.4%
M FIRST SERGEANT	23	10	43.5%	1.1%	6.0%
Q EQUAL OPPORTUNITY ADV	23	9	39.1%	1.1%	5.4%
X DRILL SERGEANT	292	89	30.5%	13.8%	53.6%
V RANGER-PARACHUTIST	189	53	28.0%	9.8%	37.3%
G RANGER	12	0	0%	10.4%	37.3%
E MILITARY MOUNTAINEER	32	7	21.9%	1.5%	4.2%
P PARACHUTIST	417	62	14.9%	29.5%	75.3%
8 INSTRUCTOR	493	98	19.9%	23.2%	59.0%
4 NON-CAREER RECRUITER	140	23	16.4%	6.6%	13.9%
B INSPECTOR GENERAL NCO	13	1	7.7%	0.6%	0.6%

Table 11
SPECIAL QUALIFICATION IDENTIFIERS (SQI)

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

a. This year we saw a decrease in the average number of months spent as a Platoon Sergeant. This year's average fell from 33.8 months to 32 months. Over 82% of those selected met the minimum requirement of 24 months rated Platoon Sergeant Time. Of the SFC without a minimum of 24 months PSG time, 14% had been rated at the next grade.

b. Serving in positions above their current grade continues to be a positive discriminator for promotion. The board members looked at SFCs with rated time as a 1SG/MSG favorably. 36% of the selectees had been rated as 1SGs and another 3% received ratings in MSG positions.

c. Sergeants First Class with at least one Generating force assignment in their history made up 93% of the selected population.

d. Sergeants First Class who had served as Instructor Writers at some point in their careers made up 29% of the selected list, down 2% from FY12.

e. Sergeants First Class who had served as Drill Sergeants made up 54% of the selected list, an increase of 23% from FY12.

f. Former Recruiters had a selection rate significantly higher than the CMF rate even though their selection rate decreased from 15% in FY12 to 14% in FY13.

g. College education proved to be a factor for selection as 91% of those selected had some college with an average of 50 college credits.

h. 9% of the Sergeants First Class selected for promotion had an Associate Degree and 6% had a Bachelors Degree. No selectees had earned a Masters Degree.

i. A total of 62% of those selected for promotion had experience in multiple Brigade Combat Team (BCT) formations.

j. A total of 99.4% of the selected Sergeants First Class had earned their Expert Infantry Badge (EIB), and 96.4% had received the Combat Infantryman Badge.

k. Of those selected, 37% are Ranger Parachutist (V), 8% are 75th Ranger Regiment Leader (U), and 1% are Ranger (G). Ranger qualified NCOS continue to have significantly higher selection rates than those that are not graduates of the Ranger Course.

l. A total of 76% had multiple Additional Skill Identifiers (ASI), of those, 65% are Air Assault (2B), 32% are Jumpmaster (5W), 28% Pathfinder (F7), and 8% are Master Gunner (J3) qualified.

m. Master Gunner qualified Infantry NCOs who have less than 24 months PSG time continued to show a reduced selection rate. Master Gunners who completed 24 months or more PSG time in Operational units had selection rates comparable to their non-MG peers. Master Gunner was neither a positive or negative discriminator.

6. The following characteristics were common among the non-select records reviewed:

- a. Height and Weight exceeding AR 600-9 Standards
- b. Low APFT Scores or missing APFT data
- c. Less than 24 months PSG Time
- d. Limited Number of Functional or Combat Skills Courses
- e. Permanent Profiles
- f. No GWOT Deployment
- g. No EIB
- h. Incomplete or erroneous ERBs
- i. Great amount of time spent out of Primary MOS
- j. Missing or outdated DA Photo

AUTHENTICATED
SGM Pearson