

INFORMATION PAPER
2014 CMF 11 Master Sergeant 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 Master Sergeant (MSG).
2. Overview: The FY14 MSG Promotion Selection Board convened on 3 December 2013 and recessed on 19 December 2013 to consider eligible Soldiers for promotion to Master Sergeant. The board reviewed the records of 2135 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 had 163 selected for an overall selection rate of 7.6%. MOS 11C SFCs had a selection rate of 5% (10/201) and MOS 11B had a selection rate of 7.9% (153/1934). The Army overall selection rate was 11.8%. The Infantry had a significantly lower selection rate than the Army.¹ There was no significant difference between MOS 11B and 11C, indicating the board's focus on manner of performance and indicated potential.

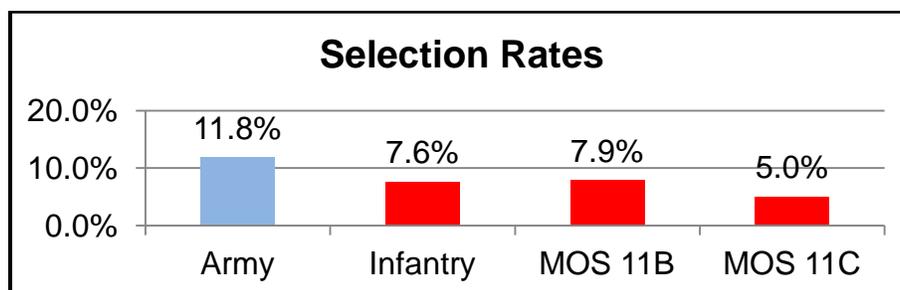


Table 1: CMF 11 by MOS

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.

ATSH-IP
 INFORMATION PAPER: 2014 CMF 11 Master Sergeant Selection Board

b. Primary versus Secondary Zone Selections: The highest selections rates still occur for Infantry NCOs in the Secondary Zone (first look). MOS 11B and 11C had similar rates across both zones. Without any significant change in performance or duty assignments, Infantry NCOs can expect on average a 5% lower selection rate each subsequent year. 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	1685	112	6.6%	450	51	11.3%
MOS 11B	1532	106	6.9%	402	47	11.7%
MOS 11C	153	6	3.9%	48	4	8.3%

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	ELIGIBLE	SELECTED	RATE
OPERATION DIVISION	6201	696	11.2%
PSYCHOLOGICAL OPERATIONS	70	66	94.3%
CIVIL AFFAIRS	39	14	35.8%
AIR DEFENSE	196	46	23.5%
AVIATION	652	134	20.6%
SPECIAL FORCES	1202	214	17.8%
PUBLIC AFFAIRS	65	8	12.3%
INFANTRY	2135	163	7.6%
ARMOR	769	48	6.2%
ARTILLERY	1073	3	.3%

Table 3: Operations Division CMFs

ATSH-IP
 INFORMATION PAPER: 2014 CMF 11 Master Sergeant Selection Board

d. Operating Force versus Generating Force: Selection rates between the Operating and Generating Forces were similar. 65% of those selected were serving in the Operating Force when the board convened compared to 58% in FY 13. These rates remain similar.

FORCE SEGMENT	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	2135	163	7.6%
OPERATING FORCE	1023	98	9.6%
GENERATING FORCE	1112	65	5.8%

TABLE 4: Operating versus Generating Force

e. Tables 5 thru 7 show the selection rates within the Operational Forces.

UNIT TYPE	CONSIDERED	SELECTED	RATE
CMF TOTAL	2135	163	7.6%
75 TH RANGER	39	25	64.1%
EAB	10	4	40.0%
25 TH ID	63	12	19.1%
3 RD ID	70	8	11.4%
4 TH ID	64	7	10.9%
82 ND ABN	76	8	10.5%
7 TH ID	78	8	10.3%
10 TH MTN	89	6	6.7%
101 ST AASLT	97	6	6.2%
2 ND ID	17	1	5.9%
1 ST AD	61	3	4.9%
1 ST ID	62	1	1.6%
1 ST CD	48	0	0.0%

TABLE 5: Selection Rates by Division

Operating Force selection rates by Division / Separate Brigade

OPERATING FORCE	CONSIDERED POPULATION	SELECTED POPULATION	PERCENTAGE
CMF TOTAL	2135	163	7.6%
RANGER	39	25	64.1%
AVIATION (PATHFINDER CO)	3	2	66.6%
EAB	10	4	40.0%
IBCT (ABN)	113	15	13.3%
SBCT	191	20	10.5%
TOG	11	1	9.1%
IBCT	303	23	7.6%
ABCT	169	8	4.7%

TABLE 6: CMF 11 Operating Force by Type of Unit

TYPE	BRIGADE	CONSIDERED	SELECTED	RATE
	CMF TOTAL	2135	163	7.6%
IBCT(A)	3RD BDE, 82ND ABN DIV	15	4	26.70%
IBCT(A)	173RD ABN BDE	18	4	22.20%
IBCT	2 ND BDE, 10TH MTN DIV	15	3	20.00%
SBCT	2ND BDE, 2ND INF DIV	22	4	18.20%
IBCT	4 TH BDE, 3RD INF DIV	28	5	17.80%
SBCT	1ST BDE, 25TH INF DIV	17	3	17.70%
ABCT	1ST BDE, 4TH INF DIV	17	3	17.70%
ABCT	3RD BDE, 3D INF DIV	12	2	16.70%
IBCT(A)	1ST BDE, 82ND ABN DIV	20	3	15.00%
IBCT	4 TH BDE, 4TH INF DIV	27	4	14.80%
IBCT	4 TH BDE, 101ST ABN DIV	21	3	14.30%
ABCT	2ND BDE, 3RD INF DIV	14	2	14.30%
SBCT	2ND BDE, 25TH INF DIV	30	4	13.30%
IBCT(A)	4TH BDE, 25TH INF DIV	31	4	12.90%
SBCT	3RD BDE, 2ND INF DIV	28	3	10.70%
IBCT	3 RD BDE, 1ST AR DIV	19	2	10.50%

ATSH-IP
 INFORMATION PAPER: 2014 CMF 11 Master Sergeant Selection Board

TYPE	BRIGADE	CONSIDERED	SELECTED	RATE
	CMF TOTAL	2135	163	7.6%
ABCT	1ST BDE, 2ND INF DIV	10	1	10.00%
TOG	3 RD Infantry Group	11	1	9.1%
SBCT	2 AR CAV (IN TRANSITION)	27	2	7.40%
SBCT	3RD AR CAV FORWARD	27	2	7.40%
IBCT	1 ST BDE, 10TH MTN DIV	28	2	7.10%
SBCT	1ST BDE, 1ST AR DIV	16	1	6.30%
IBCT	3 RD BDE, 1ST INF DIV	20	1	5.00%
IBCT	2 ND BDE, 101ST ABN DIV	21	1	4.80%
IBCT	1 ST BDE, 101ST ABN DIV	24	1	4.20%
SBCT	4TH BDE, 2D INF DIV	24	1	4.20%
IBCT	3 RD BDE, 25TH INF DIV	25	1	4.00%
IBCT	3 RD BDE, 101ST ABN DIV	21	0	0.00%
IBCT	3 RD BDE, 10TH MTN DIV	14	0	0.00%
IBCT	4 TH BDE, 10TH MTN DIV	24	0	0.00%
IBCT	4 TH BDE, 1ST INF DIV	16	0	0.00%
IBCT(A)	2ND BDE, 82ND ABN DIV	18	0	0.00%
IBCT(A)	4TH BDE, 82ND ABN DIV	11	0	0.00%
ABCT	1ST BDE, 1ST CAV DIV	14	0	0.00%
ABCT	1ST BDE, 1ST INF DIV	7	0	0.00%
ABCT	1ST BDE, 3RD INF DIV	12	0	0.00%
ABCT	2D BDE, 1ST AR DIV	13	0	0.00%
ABCT	2ND BDE, 1ST CAV DIV	14	0	0.00%
ABCT	2ND BDE, 1ST INF DIV	12	0	0.00%
ABCT	2ND BDE, 4TH INF DIV	11	0	0.00%
ABCT	3RD BDE, 1ST CAV DIV	17	0	0.00%
ABCT	3RD BDE, 4TH INF DIV	7	0	0.00%
ABCT	4TH BDE, 1ST AR DIV	9	0	0.00%
ABCT	4TH BDE, 1ST CAV DIV	0	0	0.00%

Table 7: Operating Force by BCT

ATSH-IP
 INFORMATION PAPER: 2014 CMF 11 Master Sergeant Selection Board

f. The following Table shows the selection rates of various units within the Generating Force. *Note: The reorganization of the MCoE and changes in the RTB, 316th CAV, and the 197th, 198th, and 199th IN BDEs were not in affect when the board convened and are not reflected in the following table.*

UNIT	CONSIDERED	SELECTED	RATE
CMF TOTAL	2135	163	7.6%
USA MIL ACADEMY	6	2	33.3%
RTB (- 1/507TH)	100	33	33.0%
ARMY MATERIEL COMMAND	19	4	21.1%
HHC MCOE	26	3	11.5%
A TEC	12	1	8.3%
198TH INF BDE	13	1	7.7%
197TH INF BDE	40	3	7.5%
ASYMMETRIC WARFARE GROUP	14	1	7.1%
CADET COMMAND	158	10	6.3%
NCO ACADEMIES	32	1	3.1%
JMRC/JRTC/NTC	102	3	2.9%
FIRST ARMY (ACRC)	204	3	1.5%
11TH ACR	11	0	0.0%
316TH CAVALRY REGIMENT	3	0	0.0%
196TH INFANTRY BRIGADE	3	0	0.0%
199TH INF BDE (INCLUDES 1/507 TH)	49	0	0.0%
1st TRAINING BRIGADE (BASIC)	1	0	0.0%
4TH TRAINING BRIGADE (BASIC)	3	0	0.0%
AMU	8	0	0.0%
CAC	2	0	0.0%
MANEUVER SUPPORT CENTER	4	0	0.0%
RECRUITING	17	0	0.0%
VICTORY TRAINING BDE (BASIC)	32	0	0.0%
WHINSEC	5	0	0.0%
WTU CADRE	7	0	0.0%

Table 8: Generating Force by Brigade or Higher Unit

4. Selectee Characteristics: Tables 9 and 10 compare the selection rate of individuals by specific Occupational Identifiers. Green highlight indicates there is a significantly larger number of Soldiers with the specific identifier in the selected population versus the considered population and Red indicates those with a significant lower number in the selected population.

a. Special Qualification Identifiers:

SPECIAL QUALIFICATION IDENTIFIER (SQI)	CONSIDERED	SELECTED	RATE
U 75TH RANGER REG LDR	53	28	52.8%
V RANGER-PARACHUTIST (NON- SQI U)	347	106	30.6%
G RANGER	19	2	10.5%
M FIRST SERGEANT	18	1	5.6%
X DRILL SERGEANT	544	19	3.5%
4 NON-CAREER RECRUITER	221	5	2.3%
8 INSTRUCTOR (NON-RANGER INSTRUCTOR)	836	13	1.6%
P PARACHUTIST (NON-SQI U OR V)	1253	17	1.4%
O NO IDENTIFIER	494	4	0.8%

Table 9: SQI Analysis

Note: The majority of Soldiers without an SQI who were selected had multiple ASIs, exceeded the average PSG rated time and civilian education level of their peer selectees.

b. Additional Skill Identifiers:

ADDITIONAL SKILL IDENTIFIER (ASI)	CONSIDERED POPULATION	SELECTED POPULATION	PERCENTAGE
2B AIR ASSAULT	742	78	10.5%
5W JUMPMASER	416	87	20.9%
F7 PATHFINDER	360	71	19.7%
B4 SNIPER	109	13	11.9%
B1 IMLC	66	7	10.6%
2S BATTLE STAFF OPS NCO	292	20	6.9%
J3 BFV SYS MASTER GUNNER	123	8	6.5%
No ASI	162	7	4.32%

Table 10: Additional Skill Identifier Analysis

Note: The majority of Soldiers without an ASI who were selected had multiple SQIs (all but one were Ranger Qualified), exceeded the average PSG rated time of their peer selectees, and had rated MSG/1SG time.

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

a. The average Time in Service (TIS) was 14.5 years (a decrease of 16 months from FY 13). MOS 11B was 14.5 years and MOS 11C was 14.2 years.

b. The average Time in Grade (TIG) was 4.9 years (no change from FY 13). MOS 11B averaged 4.9 years and 11C was 4.8 years.

c. The average rated Platoon Sergeant (PSG) time was 35 months (an increase of 3 months over FY13).

d. The average time deployed in support of combat operations (CO) of selectees continues to increase to an average of 34.4 months (compared to 28.2 in FY13 and 27.5 in FY12).

e. SFCs successfully (as documented through NCOERs) serving in positions above their current grade continue to be selected above their peers. 28.1% of selectees served in MSG/1SG positions.

f. 80.3% of the selected population had previous Generating Force experience (a decrease of 12.7% from FY13).

ATSH-IP
INFORMATION PAPER: 2014 CMF 11 Master Sergeant Selection Board

(1) 46% of selectees served or were serving as Ranger Instructors.

(2) Former/currently serving Drill Sergeants had a significantly lower selection rate than their peers. 10.5% of selectees served or were serving as Drill Sergeant (a decrease from 54% in FY 13).

(3) Former Recruiters had a selection rate significantly lower than their peers. Former Recruiters comprised 3.0% of the selectees (down from 15% in FY12 and 14% in FY13).

g. 74% of those selected had some college with an average of 62 college credits.

(1) 12% of the SFCs selected for promotion had an earned an Associate Degree.

(2) 7% had earned a Bachelor Degree.

(3) 1% had earned a Masters Degree.

(4) The actual number of Infantrymen who completed degrees increased slightly, however there is no evidence to suggest that degree completion is a selection factor. Proponent guidance states that a MSG should have completed a minimum of 30 semester hours.

h. 62% of those selected for promotion (excluding those with only Ranger Regiment service) had experience in multiple Brigade Combat Team (BCT) formations. Similar to FY13 data.

i. 15% had served only in the Ranger Regiment.

j. 99% had earned their Expert Infantryman Badge (EIB).

k. 98.8% had received the Combat Infantryman Badge. No significant change over the previous years.

5. 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. 88% of all selectees were either Ranger or BFV MG qualified (144 of 163). Ranger qualified NCOs comprised 83% (136/163) of the selectees and BFV MGs 5% (8/163). The selection rate for those NCOs who were neither was significantly lower.

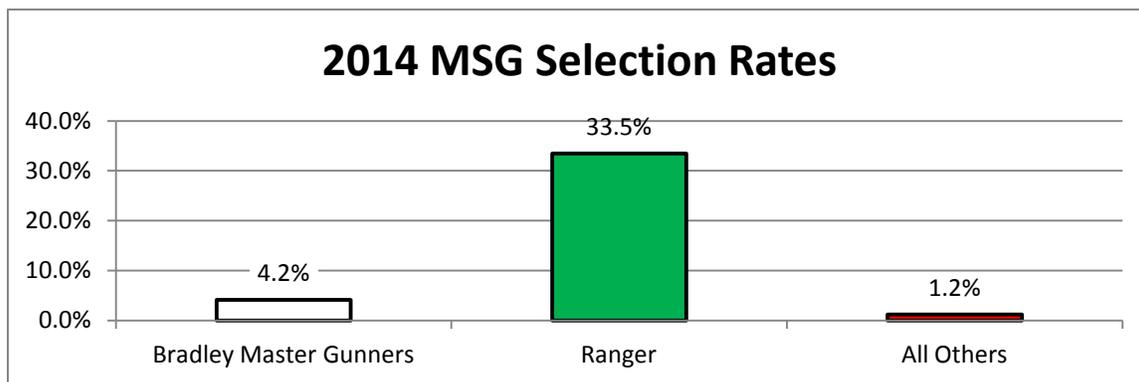


Table 11: Ranger and BFV MG Selection Rates

b. An analysis of BFV Master Gunner and Ranger Course graduates was conducted based on the proponent guidance for “exceptionally qualified” in the following areas: 24 months Rated PSG Time, 270 or higher APFT, College credit and EIB. Additionally, an analysis of each non-select Ranger/BFV Master Gunner qualified NCOs records focusing on the following: flags, mistakes on ERB/failed to update ERB, DA photo older than 12 months, and presence or lack of a CIB. The following table depicts the results. **Blue bars reflect data associated with BFV Master Gunners and Red with Ranger Course graduates.**

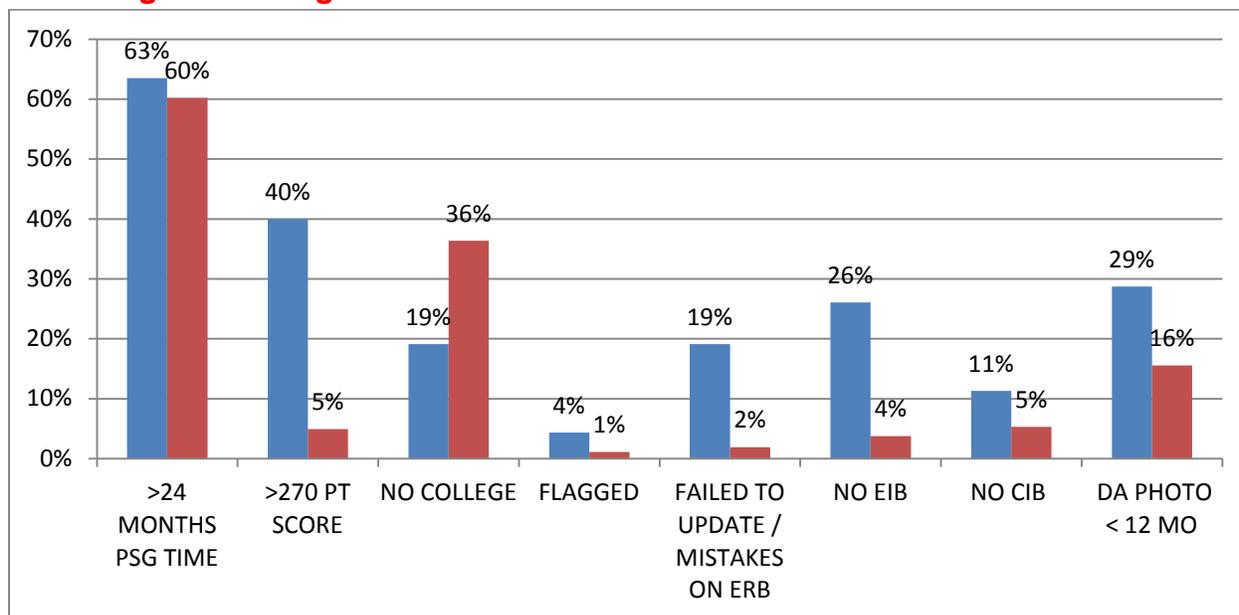


Table 12: BFV/Ranger Non-Select Characteristics

c. While BFV MG qualified Infantrymen had a higher selection rate than those who were not (excluded Ranger qualified NCOs), Infantrymen serving in Master Gunner positions continue to see lower selection rates.

(1) 63% of all BFV MG Qualified selectees had never served in a Master Gunner position in their career.

(2) 25% of the BFV MGs selected had served as a BFV Master Gunner in grade. Both had TIGs that exceeded the average of other selected BFV MGs and that of the entire CMF selected population.

(3) None of the selectee's ERBs reflected service in a valid Master Gunner position in excess of 18 months.

(4) 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. also have significantly lower selection rates.²

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's long trend and select Soldiers with diverse assignment backgrounds. As such, these "more diverse" NCOs will never sit on boards continuing this trend until such time as the proponent can issues directive guidance to boards.*

6. The following characteristics were common among the non-select populations:
 - 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. No EIB
 - e. Incomplete or erroneous ERBs
 - f. Significant amount of time spent out of Primary MOS
 - g. More than 18 months rated time (in grade) in non-Key assignments (e.g. Generating Force Assignments, Operations positions versus Platoon Sergeant)
 - h. Missing or outdated DA Photo