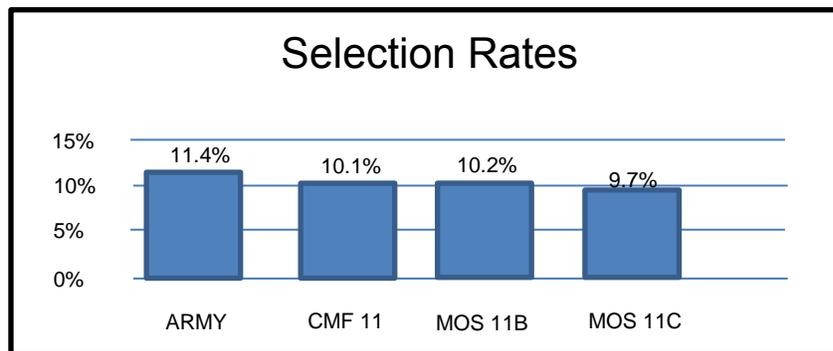


INFORMATION PAPER  
2016 CMF 11 Master Sergeant Selection Board

ATSH-IP  
11 August 2016  
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- a. Purpose: To provide information on the results of the FY16 Career Management Field (CMF) 11 Master Sergeant (MSG) Selection List.
- b. Overview: The FY16 MSG Promotion Selection Board convened on 1 March 2016 and recessed on 23 March 2016 to consider eligible Sergeants First Class (SFC) for promotion to Master Sergeant. The board reviewed the records of 2222 Infantry SFC's. The Army established the following eligibility criteria:
- a. Primary Zone: Date of Rank (DOR) of 11 February 2012 and earlier.
  - b. Secondary Zone: DOR is 12 February 2012 thru 2 March 2014.
  - c. Senior Leaders Course (SLC) and Structured Self Development 4 were firm eligibility requirements for consideration.
- c. Selection Rates:
- a. The Infantry CMF had an overall selection rate of 10.1% (225/ 2222). MOS 11C SFC's had a selection rate of 9.7% (21/ 216) and MOS 11B had a selection rate of 10.2% (204/ 2006). The Army's overall selection rate was 11.4%. The Infantry had an insignificantly lower selection rate than the Army. There was no significant difference between MOS 11B and 11C.<sup>1</sup>



**TABLE 1: CMF 11 by MOS**

<sup>1</sup> 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: This year NCO's in the Secondary Zone (SZ) had an insignificantly higher selection rate than NCO's in the Primary Zone (PZ). This is a change from FY15 when the Infantry panel selected NCO's in the SZ at a significantly higher rate than those in the PZ.

	Primary Zone			Secondary Zone		
	Eligible	Selected	Rate	Eligible	Selected	Rate
<b>CMF 11</b>	1374	126	9.2%	848	99	11.7%
<b>MOS 11B</b>	1242	112	9.0%	764	92	12.0%
<b>MOS 11C</b>	132	14	10.6%	84	7	8.3%

**TABLE 2: Primary Versus Secondary by MOS**

c. Selection Rates of Operations Division (OD): The following table is for general information only. Comparison between CMFs is for general information only. Comparisons are impractical due to the maturity of a CMF, changes in Senior NCO pyramids, the impact of the recent Grade Plate Analysis, and pending force structure changes.

Force Segment	MOS	CONSIDERED	SELECTED	RATE
<b>Operation Division</b>	<b>NA</b>	<b>7161</b>	<b>866</b>	<b>12.1%</b>
<b>CMF 11 Total</b>	<b>NA</b>	<b>2222</b>	<b>225</b>	<b>10.1%</b>
Infantry	11B	2006	204	10.2%
	11C	216	21	9.7%
<b>PSYOP</b>	<b>37</b>	<b>85</b>	<b>27</b>	<b>31.8%</b>
Civil Affairs	38	294	21	7.1%
<b>Air Defense</b>	<b>14</b>	<b>262</b>	<b>108</b>	<b>41.2%</b>
Aviation	15	949	102	10.7%
<b>Special Forces</b>	<b>18</b>	<b>1397</b>	<b>80</b>	<b>5.7%</b>
<b>Armor</b>	<b>19</b>	<b>850</b>	<b>136</b>	<b>16.0%</b>
<b>Artillery</b>	<b>13</b>	<b>1102</b>	<b>167</b>	<b>15.2%</b>

**TABLE 3: Operations Division CMFs**

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d. Operating Force versus Generating Force: NCO's in the Operating Force had an insignificantly higher rate of selection than NCO's from the Generating Force.

(1) MOS 11B and 11C NCO's in the Operating Force had an insignificantly higher selection rate than those in the Generating force.

<b>Force Segment</b>	<b>CONSIDERED</b>	<b>SELECTED</b>	<b>RATE</b>
<b>CMF 11</b>	<b>2222</b>	<b>225</b>	<b>10.1%</b>
<b>11B</b>	2006	204	10.2%
Operating Force	932	106	11.4%
Generating Force	1074	98	9.1%
<b>11C</b>	216	21	9.7%
Operating Force	95	10	10.5%
Generating Force	121	11	9.1%

**TABLE 4: Operating Force Versus Generating Force**

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e. Operational Forces.

(1) There was no significant difference between the selection rates of MOS 11B or 11C NCO's across the Divisions.

Unit Type	MOS	CONSIDERED	SELECTED	RATE
<b>CMF Total</b>	<b>NA</b>	<b>2222</b>	<b>225</b>	<b>10.1%</b>
1st AD	11B	41	1	2.4%
	11C	10	1	10.0%
1st CD	11B	46	3	6.5%
	11C	9	2	22.2%
1st ID	11B	23	1	4.3%
	11C	6	1	16.7%
2nd ID	11B	40	4	10.0%
	11C	6	0	0.0%
3rd ID	11B	63	2	3.2%
	11C	10	0	0.0%
4th ID	11B	62	6	9.7%
	11C	9	2	22.2%
7th ID	11B	2	0	0.0%
	11C	2	1	50.0%
10th MTN	11B	94	10	10.6%
	11C	5	0	0.0%
25th ID	11B	111	16	14.4%
	11C	11	2	18.2%
82nd ABN	11B	91	13	14.3%
	11C	6	0	0.0%
101st AASLT	11B	74	13	17.6%
	11C	8	1	12.5%

**TABLE 5: Selection Rates by Division**

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(2) Operating Force selection rates by Separate Brigade/BCT Type: MOS 11B in the 75<sup>th</sup> Ranger Regiment had significantly higher selection rate. All other units had statistically similar selection rate.

OPERATING FORCE		CONSIDERED POPULATION	SELECTED POPULATION	RATE
<b>CMF TOTAL</b>	<b>MOS</b>	<b>1027</b>	<b>115</b>	<b>11.2%</b>
75TH RANGER	<b>11B</b>	<b>49</b>	<b>18</b>	<b>36.7%</b>
	11C	2	0	0.0%
AVIATION (PATHFINDER CO)	11B	3	0	0.0%
	11C	0	0	0.0%
EAB	11B	184	13	7.1%
	11C	7	1	14.3%
IBCT (ABN)	11B	141	23	16.3%
	11C	11	0	0.0%
SBCT	11B	175	16	9.1%
	11C	20	3	15.0%
TOG	11B	19	3	15.8%
	11C	2	0	0.0%
IBCT	11B	236	27	11.4%
	11C	22	2	9.1%
BFSB	11B	1	0	0.0%
	11C	0	0	0.0%
ABCT	11B	121	5	4.1%
	11C	31	4	12.9%
OTHER OPERATING FORCES	11B	3	0	0.0%
	11C	0	0	0.0%

**TABLE 6: CMF 11 Operating Force by Type of Unit**

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b. Generating Force. Except as noted below the Generating Force selection rate was statistically similar.

(1) MOS 11B NCO's assigned to the Airborne and Ranger Training Brigade (ARTB) as Ranger Instructors as well as 11B Drill Sergeants from Fort Jackson and Fort Benning had a significantly higher selection rates.

GENERATING FORCE		CONSIDERED POPULATION	SELECTED POPULATION	RATE
<b>CMF TOTAL</b>	<b>MOS</b>	<b>1195</b>	<b>110</b>	<b>9.2%</b>
RTB	<b>11B</b>	<b>74</b>	<b>20</b>	<b>27.0%</b>
	11C	3	1	33.3%
1/507TH	11B	32	1	3.1%
	11C	3	1	33.3%
ASYMMETRIC WARFARE GROUP	11B	19	1	5.3%
	11C	2	0	0.0%
HHC MCOE	11B	31	0	0.0%
	11C	3	0	0.0%
198TH INF BDE	11B	12	1	8.3%
	11C	0	0	0.0%
199TH INF BDE	11B	37	1	2.7%
	11C	0	0	0.0%
CADET COMMAND	11B	158	10	6.3%
	11C	26	3	11.5%
JRTC/ JMRC/ NTC	11B	97	9	9.3%
	11C	20	3	15.0%
1ST ARMY (AC/RC)	11B	149	10	6.7%
	11C	21	0	0.0%
316TH CAV RGT	11B	66	4	6.1%
	11C	3	0	0.0%
DRILL SERGEANT (FBGA)	<b>11B</b>	<b>21</b>	<b>9</b>	<b>42.9%</b>
	11C	14	2	14.3%
DRILL SERGEANT (FJSC)	<b>11B</b>	<b>32</b>	<b>8</b>	<b>25.0%</b>
	11C	2	0	0.0%
DRILL SERGEANT (FLMO)	11B	5	1	20.0%
	11C	0	0	0.0%
DRILL SERGEANT (FSOK)	11B	11	0	0.0%
	11C	0	0	0.0%
RECRUITING	11B	15	4	26.7%
	11C	2	0	0.0%

GENERATING FORCE CONTINUED		CONSIDERED POPULATION	SELECTED POPULATION	RATE
<b>CMF TOTAL</b>	<b>MOS</b>	<b>1195</b>	<b>110</b>	<b>9.2%</b>
NCOA CADRE	11B	48	6	12.5%
	11C	2	1	50.0%
WTU CADRE	11B	19	1	5.3%
	11C	1	0	0.0%
USMA	11B	10	3	30.0%
	11C	0	0	0.0%
OTHER GENERATING FORCES	11B	238	10	4.2%
	11C	19	0	0.0%

**TABLE 7: Generating Force by Brigade or Higher Unit**

4. Individual Soldier Qualifications:

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

b. The selection rate for 11B's with the SQI "M" had a significantly higher selection rate. This trend demonstrates the value placed on serving in positions at the next higher grade.

c. The selection rate for current and former 11B Drill Sergeants was significantly higher than their peers (96 total selectees possessed the SQI "X", 17 current and 79 former).

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d. The selection rate for Soldiers with no SQI was significantly lower than their peers. NCOs selected without an SQI all possessed multiple ASI's.

SPECIAL QUALIFICATION IDENTIFIER (SQI)	MOS	CONSIDERED	SELECTED	RATE
<b>CMF SELECTION RATES</b>	<b>11B</b>	<b>2006</b>	<b>204</b>	<b>10.2%</b>
	<b>11C</b>	<b>216</b>	<b>21</b>	<b>9.7%</b>
U 75TH RANGER REG LDR	<b>11B</b>	<b>76</b>	<b>22</b>	<b>28.9%</b>
	11C	2	0	0.0%
V RANGER-PARACHUTIST (NON-SQI U)	<b>11B</b>	<b>322</b>	<b>58</b>	<b>18.0%</b>
	11C	19	5	26.3%
G RANGER	<b>11B</b>	<b>18</b>	<b>6</b>	<b>33.3%</b>
	11C	0	0	0.0%
M FIRST SERGEANT	<b>11B</b>	<b>32</b>	<b>10</b>	<b>31.3%</b>
	11C	3	1	33.3%
X DRILL SERGEANT	<b>11B</b>	<b>665</b>	<b>96</b>	<b>14.4%</b>
	11C	102	18	17.6%
4 NON-CAREER RECRUITER	11B	236	28	11.9%
	11C	18	1	5.6%
8 INSTRUCTOR (NON-RANGER INSTRUCTOR)	11B	1155	120	10.4%
	11C	138	16	11.6%
P PARACHUTIST (NON-SQI U OR V)	11B	821	76	9.3%
	11C	109	10	9.2%
O NO SQI	<b>11B</b>	<b>169</b>	<b>3</b>	<b>1.8%</b>
	11C	15	0	0.0%

TABLE 8: SQI Analysis

e.

f. Additional Skill Identifiers:

ADDITIONAL SKILL IDENTIFIER (ASI)	MOS	CONSIDERED	SELECTED	RATE
<b>CMF Selection Rates</b>	<b>11B</b>	<b>2006</b>	<b>204</b>	<b>10.2%</b>
	<b>11C</b>	<b>216</b>	<b>21</b>	<b>9.7%</b>
2B AIR ASSAULT	<b>11B</b>	<b>807</b>	<b>113</b>	<b>14.0%</b>
	11C	92	11	12.0%
5W JUMPMaster	<b>11B</b>	<b>409</b>	<b>64</b>	<b>15.6%</b>
	11C	32	3	9.4%
F7 PATHFINDER	<b>11B</b>	<b>386</b>	<b>58</b>	<b>15.0%</b>
	11C	46	4	8.7%
B4 SNIPER	11B	138	22	15.9%
B1 IMLC	11C	140	13	9.3%
2S BATTLE STAFF OPS NCO	11B	372	38	10.2%
	11C	35	4	11.4%
J3 BFV SYS MASTER GUNNER	11B	124	7	5.6%
NO ASI	<b>11B</b>	<b>317</b>	<b>15</b>	<b>4.7%</b>
	11C	9	1	11.1%

TABLE 9: ASI Analysis

(1) A significant percentage of Jump Master, Air Assault, and Pathfinder qualified Soldiers are also Ranger qualified. It is unlikely that these individual skills were significant in the selection to MSG but rather an additive bonus.

*Note: All Soldiers selected who did not possess an ASI had multiple SQIs, (40% were Ranger Qualified 53% were Drill Sergeants).*

5. General Comments and Observations: The following statements reflect the average characteristics of the selectees.

a. Average Time in Service (TIS) for MOS 11B was 14.4 years and 14.8 years for MOS 11C.

b. Average Time in Grade (TIG) for MOS 11B was 4.5 years and 4.8 years for MOS 11C.

c. Average rated Platoon Sergeant (PSG) time was 28.9 months for MOS 11B and 29.5 months for MOS 11C (Overall the average PSG Time increased by 1 month compared with the FY 15 analysis).

d. The average time deployed in support of combat operations of selectees was nearly unchanged with an average of 34.8 months (compared to 34.4 in FY15).

e. SFCs successfully (as documented through NCOERs) serving in positions above their current grade continue to be selected above their peers. 41.3% of selectees served in MSG/1SG positions.

f. 85.3% of the selected population (192/ 225) had previous Generating Force experience (an increase from FY15, 81%).

(1) Ranger Instructors: 21.3% of selectees (48/ 225) were current or former Ranger Instructors.

(2) Drill Sergeants: 51.1% of selectees (115/ 225) were current or former Drill Sergeants (9 current and 106 former).

(3) Recruiters: 12% of the selectees were current or former Recruiters (27/ 225), up from 3.8% in FY 15 (23 current and 4 former).

g. Civilian Education: The number of selectees who completed degrees increased from FY15. 20% of selectees (45/ 225) earned an Associate's or Bachelor's degree. Proponent guidance states that a MSG should have completed a minimum of 30 semester hours.

(1) 78.2% of selectees had some college with an average of 51 semester hours.

(2) 14.2% had earned an Associate's Degree (32/ 225).

(3) 5.8% had earned a Bachelor's Degree (13/ 225).

(4) No selected NCO had earned a Graduate Degree.

h. Diversity of Assignments: 55.1% of selectees (excluding those with only Ranger Regiment service) had experience in multiple Brigade Combat Team (BCT) formations. 8% had served only in the Ranger Regiment (18/ 225).

i. Expert Infantryman Badge: 98.7% had earned their EIB (222/ 225), a decrease from 100% in FY15.

j. Combat Infantryman Badge: 97.8% had received the CIB (220/ 225). 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 high selection rate of Ranger qualified Infantrymen. There has also been a concern Bradley Master Gunner

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experienced lower selection rates lower than their peers. The proponent conducted additional analysis of these two populations.

a. 41.3% of all selectees were either Ranger or BFV MG qualified (93/ 225).

(1) Ranger qualified NCO's comprised 38.2% (86/ 225) of the selectees.

(2) BFV MGs 3.1% (7/ 225). Two of the seven MGs selected were also Ranger qualified.

(3) Reversing gains and trends from previous SFC/MSG promotion boards continued in FY16, BFV MG had a selection rate lower than Infantrymen that were neither Ranger or BFV MG qualified; 3.1% versus 58.7%.

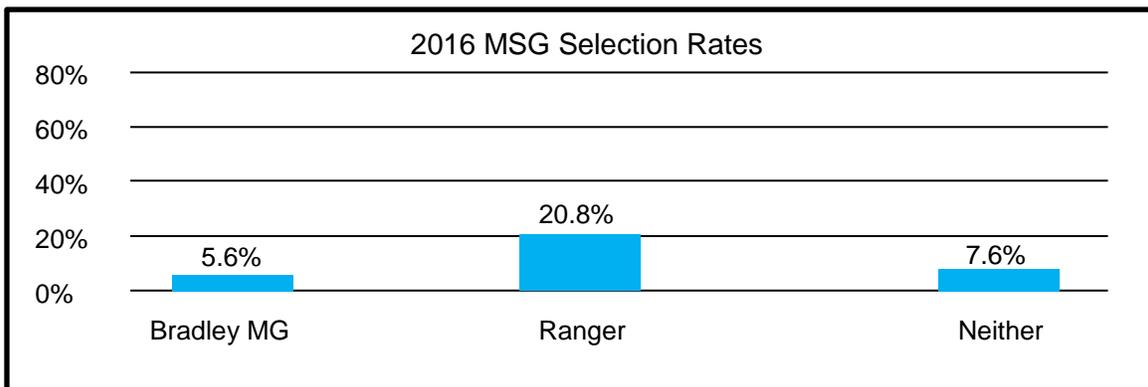


Table 11: Ranger and BFV MG Selection Rates

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 PSG rated time for non-selected MG's was 21 months, 48% had less than 23 months.

(2) The average APFT score for non-selected MG's was 251 with 56% scoring less than 270; three did not have a current APFT recorded on their ERB. The average APFT score for selected MSG's was 283.

(3) Non-select BFV Master Gunners had a lower level of college level course work (49 semester hours versus 51 for the CMF's selected NCO's).

(4) Non-Select Master Gunner had lower rates for both earning the EIB (72% vs 98.7%) and be awarded CIBs (92.2% vs 97.8%).

(5) Service in Master Gunner positions did not seem to be a significant contributor to the lower selection rates as noted in previous boards. The average time rated in a MG position recorded on the ERB was 14 months. 37 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's was 65 months.

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.<sup>2</sup> The proponent and the Army recommends service in these positions as part of the Professional Development of NCO's within the CMF however service in these positions appear to reduce an NCO's promotion potential.

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

a. The average non-select TIS was 15.3 years while average TIG was 4.8 versus 14.5 TIS and 4.8 TIG for selected NCO's. This continues to show that an Infantryman's propensity for promotion diminishes with each year of eligibility.

b. The average non-select PSG rated time was 23 months versus 29 months for selected NCO's. The results reinforce the proponents 24 months PSG time minimum.

c. The average non-select 1SG/ MSG rated time was 2.1 months versus 5.1 months for selected NCO's. Those rated in a valid 1SG position had higher selection rates than those with "served as 1SG" NCOER Comments but rated in other positions.

d. The average amount of rated operations time was 7.3 months for non-selects versus 4.1 months for selected NCO's. Historically, Infantry panel results indicate that service

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<sup>2</sup> *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. NCO's 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" NCO's are highly unlikely to sit on future boards continuing this trend until the proponent can issue directive guidance to boards.*

in non-leadership positions for more than 18 months in any specific grade reduces an Infantry NCOs promotion potential.

- e. The average non-select PT score was 271 versus 283 for selected NCO's.
- f. The average amount of college credit for non-selects was 42 semester hours, 26 Associate's Degrees and 10 Bachelor's Degrees versus 51 semester hours, 32 Associate's and 13 Bachelor's for selected NCO's.
- g. The average amount of deployed time was 34 months versus 35 months for selected NCO's. The average amount of dwell time was 48 months versus 39 months for selected NCO's.
- h. Non-selects had lower rates of earning the EIB (89.8% vs 98.7%) or be awarded the CIB (97.4% vs 97.8%).
- i. Non-selects had less diversity of assignments. (46.2% vs 50.7%). This reinforces the proponent's diversity guidance for NCOs to serve in multiple BCT types.

8. DA Board AAR Findings:

- a. Board files with missing or outdated DA photos where they were wearing SSG rank or the Army green uniform.
- b. Awards and decorations on their uniform did not match their ERB. There were violations of the proper wear of awards and badges not in compliance with AR 670-1 to include branch and US Army insignia reversed, Combat Service Identification Badge on the wrong side, ribbon rack upside down, etc.
- c. ERB's not updated. Awards, educational certificates, and NCOERs were missing or not readable in the AMHRR. Additional Skill Identifiers not updated. Academic transcripts fail to reflect total credits indicated on AMHRR.
- d. Letters to the board were valuable when they highlight recent achievements that the ERB did not reflect, such as impact awards or degree completion. On the contrary, letters that were not helpful explained why NCO's could not update their records in a timely manner, indicating late attention to managing the file, or trying to explain away derogatory information in the file.
- e. Soldiers who displayed a high level of fitness set themselves apart. The panel rewarded NCO's who worked diligently to earn or maintain the Army Physical Fitness Badge.

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f. There were height/weight inconsistencies over several NCOER rating periods. At times, there was a twenty to thirty pound discrepancy between the NCOs ERB and NCOER. Additionally, some files showed the NCO progressively getting taller with each rating period.

g. Repeating/copying rater and senior rater bullets from one evaluation to the next made it difficult for board members to assess a Soldier's actual performance and showed a lack of interest on the part of the raters/senior raters. Negative comments from raters and senior raters without supporting documentation or elaboration were also found regularly (i.e. "do not promote" in SR comment but all success blocks checked and 3/3 rating). Excellence bullets were often not validated by measurable data, or supporting narrative. Raters and senior raters provided superior comments that did not correspond with the ratings marked (i.e. "promote ahead of peers" with fully capable rating and all success blocks). Additionally, mandatory Sexual Harassment/Assault Response and Prevention (SHARP) comments were often missing.

h. SFCs who pursued a civilian education above the high school level concurrent with exemplary military duty clearly demonstrated to the board their dedication to self-improvement, effective time management, and potential for future academic success.

i. The panel viewed NCO's who excelled in demanding leadership positions as more capable of leading at the 1SG/MSG level. NCO's that served for a minimum of 24 months in leadership positions in at least two different types of positions within their MOS were very competitive.

j. The NCOER captures the rated NCO's current performance and potential for promotion. Therefore, the NCOER must clearly articulate the promotion potential to the members of the board. Raters should be concise, yet descriptive, in their comments by using enumeration and exclusive narrative comments.

AUTHENTICATED BY: SGM Hutchison