

2011 INFANTRY SERGEANT MAJOR PROMOTION BOARD ANALYSIS



A. PURPOSE: To provide an analysis of the 2011 INFANTRY SERGEANT MAJOR PROMOTION 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 were 585 Master Sergeants (MSG) considered for promotion to Sergeant Major, three have since retired so all data is based off of 582 considered for promotion to (SGM). The Career Management Field (CMF) 11 had a selection rate of 15.6% for a total number selected of 91 (The Army selection rate was 16.1%). 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 SGM 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 M&FD 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 promotions average.

Table D-1

FORCE SEGMENT	MOS	CONSIDERED	SELECTED	RATE
ARMY		5010	806	16.1%
PUBLIC AFFAIRS	CMF 46	24	11	45.8%
ENGINEER	CMF 12	159	54	34.0%
CIVIL AFFAIRS	CMF 38	48	11	22.9%
AIR DEFENSE	CMF 14	116	26	22.4%
MILITARY POLICE	CMF 31	222	47	21.2%
PSYOP	CMF 37	72	13	18.1%
ARTILLERY	CMF13	272	48	17.6%
AVIATION	CMF 15	207	33	15.9%
INFANTRY	CMF11	582	91	15.6%
ARMOR	CMF 19	236	35	14.8%
CHEMICAL	CMF 74	68	7	10.3%
SPECIAL FORCES	CMF 18	425	25	5.9%

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

Table D-2

CMF 11				
FORCE SEGMENT	CONSIDERED	SELECTED	RATE	DELTA
OPERATING FORCE	364	59	16.2%	0.6%
GENERATING FORCE	218	32	14.7%	-1.0%
CMF 11 TOTAL	582	91	15.6%	N/A

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

Table D-3

CMF 11 OPERATING FORCE BY DIVISION / BRIGADE				
UNIT	CONSIDERED	SELECTED	RATE	DELTA
173RD ABN	6	3	50.0%	34.4%
2 SCR	10	3	30.0%	14.4%
75TH RANGER	18	5	27.8%	12.1%
25TH ID	34	9	26.5%	10.8%
2ND ID	24	6	25.0%	9.4%
101ST AASLT	28	5	17.9%	2.2%
1ST ID	23	4	17.4%	1.8%
4TH ID	19	3	15.8%	0.2%
1ST CD	20	3	15.0%	-0.6%
10TH MTN	23	3	13.0%	-2.6%
170TH	8	1	12.5%	-3.1%
3RD ID	17	2	11.8%	-3.9%
82ND ABN	26	3	11.5%	-4.1%
OTHER	101	10	9.9%	-5.7%
1ST AD	24	2	8.3%	-7.3%
3RD ACR	3	0	0.0%	-15.6%
TOTAL	364	59	16.2%	0.6%

4. Table D-4 illustrates the Generating Force broken down by individual positions.

Table D-4

CMF 11 GENERATING FORCE BY DUTY ASSIGNMENT				
DUTY TITLE	CONSIDERED	SELECTED	RATE	DELTA
ACCESSIONS CMD	1	1	100.0%	84.4%
WEST POINT	3	2	66.7%	51.0%
AWG	10	6	60.0%	44.4%
IMA NORTH EAST REGION, IMA	2	1	50.0%	34.4%
29TH INFANTRY REGIMENT	10	3	30.0%	14.4%
SERGEANTS MAJOR ACADEMY	4	1	25.0%	9.4%
NCO ACADEMY	4	1	25.0%	9.4%
ROTC	54	11	20.4%	4.7%
1ST ARMY WEST	11	2	18.2%	2.5%
JRTC	8	1	12.5%	-3.1%
IET TRAINING (BASIC)	37	3	8.1%	-7.5%
TOTAL	144	32	22.2%	6.6%

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

Table D-5

CMF 11 GENERATING FORCE BY INSTALLATION				
UNIT	CONSIDERED	SELECTED	RATE	DELTA
FT KNOX	2	1	50.0%	34.4%
FT BENNING	48	4	8.3%	-7.3%
FT JACKSON	27	2	7.4%	-8.2%
FT SILL	3	0	0.0%	-15.6%
FT LEONARD WOOD	2	0	0.0%	-15.6%
FT RUCKER	1	0	0.0%	-15.6%
TOTAL	83	7	8.4%	-7.2%

6. Table D-6 illustrates the percentage of Soldiers selected awarded specific SQI's

Table D-6

SPECIAL QUALIFICATION IDENTIFIERS (SQI)	
SQI	% Qualified
First Sergeant (M)	54%
Parachutist (P)	42%
Ranger Parachutist (V)	37%
Drill Sergeant (X)	34%
Instructor (8)	25%
Non Career Recruiter (4)	9%

7. Table D-7 illustrates the percentage of Soldiers awarded specific ASI's

Table D-7

ADDITIONAL SKILL IDENTIFIERS	
SQI	% Qualified
Air Assault (2B)	42%
Pathfinder (F7)	40%
Jumpmaster (5W)	39%
Battle Staff (2S)	18%
Bradley Master Gunner (J3)	13%
Sniper (B4)	5%
Master Fitness (P5)	4%

8. Table D-8 illustrates the type of formations those selected have served in. This data was based off of time serving as a Platoon Sergeant until present.

Table D-8

FORMATIONS SERVED IN	NUMBER SELECTED	TOTAL POSSIBLE
IBCT ONLY	32	91
HBCT ONLY	22	91
SBCT ONLY	9	91
RANGER REGIMENT ONLY	4	91
IBCT AND RANGER	3	91
IBCT AND HBCT	6	91
IBCT AND SBCT	5	91
HBCT AND SBCT	3	91
IBCT/HBCT/SBCT	0	91
RANGER AND AWG	3	91
IBCT AND AWG	4	91

9. General observations: The Office of the Chief of Infantry (OCOI) is confident the selection board selected our most qualified Master Sergeants for promotion to Sergeant Major. 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 decrease in the average number of months spent as a First Sergeant. This year's average decreased from 36 months in FY10 to 30 months. Over 77% of those selected met the minimum requirement of 24 months rated First Sergeant Time.

Of the 91 selected for promotion, 12 had rated Sergeant Major time, representing 13% of the population, a 17% decrease from the 2010 promotion board. Additionally, 3 of the 91 selected had no rated First Sergeant time, but did have 24 months or more of rated Sergeant Major time.

Of the 91 selected for promotion, 80 had college credit reflected on their ERB, accounting for 88% of the population promoted, a 9% decrease from the 2010 Sergeant Major promotion board. The college education is further broken down as follows:

- Overall average of college credits among selected personnel was 76 credits. Of the 80 with college credits, 11 Soldiers had fewer than 30 credits.

- 18 Soldiers had earned an Associate Degree, accounting for 20% of the population promoted, and a 7% increase from the 2010 promotion board.
- 11 Soldiers had earned a Bachelor Degree, accounting for 12% of the population promoted, and a 7% increase from the 2010 promotion board.
- 1 Soldier had earned a Master Degree, accounting for less than 1% of the population promoted, a decrease from 1% of the population promoted in 2010.

Of the 91 selected for promotion, 40 Soldiers had attended the First Sergeant Course and 50 had been awarded the (M) identifier.

A total of 100% of the selected MSG's had earned their Expert Infantry Badge (EIB), only 3 of the 91 selected had not been awarded the Combat Infantry Badge.

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 First Sergeant time of 24 months, and averaged 30 months. 3.3 years was the average time in grade while the average time in service of those selected was 19.5 years. Favorably considered selectees had multiple SQI's or ASI's and 40 had attended the First Sergeant course. Of the 91 selected, 50 had the (M) identifier, and 37 were Ranger qualified and 12 were Master Gunners. The average number of college credits of those selected was 76. Of those 91 selected, 100% had earned the EIB and the average APFT score was 288 points.