

INFORMATION PAPER
2013 INFANTRY SERGEANT MAJOR PROMOTION BOARD ANALYSIS

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A. **PURPOSE:** To provide the Infantry Force an analysis of the FY13 Sergeant Major (SGM) Selection Board.

B. **BACKGROUND:** There were 560 Infantry First Sergeants (1SG) and Master Sergeants (MSG) considered for attendance at the United States Army Sergeants Major Academy (USASMA) and promotion to SGM. The analysis considered the characteristics of the 560 MSG/1SGs considered. The Infantry's selection rate of 10.54% (59 selected) was slightly lower than the Army's selection rate of 11.71%. Below is the summary of the Board Actions by Zones for selection to attend the United States Army Sergeants Major Course (USASMC) and for promotion to SGM.

ARMY	PRIMARY	SECONDARY	TOTAL
CONSIDERED	3,079	1,524	4,603
SELECTED	346	193	539
PERCENTAGE	11.24%	12.66%	11.71%
INFANTRY			
CONSIDERED	341	219	560
SELECTED	33	26	59
PERCENTAGE	9.67%	11.87%	10.54%

Table 1: Army and Infantry Selection Rates

C. **CONCLUSION:** The manner of performance in the critical position of 1SG remains the single most import characteristic in the selection of CMF 11 MSGs/1SGs selected for promotion to SGM; regardless if the unit of assignment was in the operating or generating force.

D. **UNIT AND INDIVIDUAL QUALIFICATION DATA:** The information in tables 2 thru 8 is located in the Enlisted Distribution and Assignment System (EDAS), Army Human Resource System Enterprise Datastore, and the US Army 2013 SGM Considered Select List. In tables 1-5, the blue highlighted data is the basis (base selection rate) for comparison in each table.

FORCE SEGMENT	CONSIDERED	SELECTED	RATE
ARMY TOTAL	4603	539	11.71%
AVIATION	114	28	24.6%
ARMOR 19	247	50	20.2%
INFANTRY	560	59	10.5%
SPECIAL FORCES 18	361	32	08.9%
FIELD ARTILLERY 13	217	9	04.2%
AIR DEFENSE	91	1	01.1%
PUBLIC AFFAIRS	15	0	00.0%

Table 2: Maneuver and Fires Division CMFs

Comparisons between CMFs are not possible due to difference in force structure and other factors unique to each CMF.

FORCE SEGMENT	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	560	59	10.54%
OPERATING FORCE	317	35	11.4%
GENERATING FORCE	243	24	09.9%

Table 3: Generating versus Operating Force

UNIT TYPE	CONSIDERED	SELECTED	RATE
TOTAL OPERATING FORCE	317	35	11.4%
RANGER	16	4	25.0%
IBCT (ABN)	32	7	21.9%
SBCT	37	4	10.8%
IBCT	96	10	10.4%
ABCT	59	6	10.2%
EAB	38	2	05.0%
OTHER	46	2	04.3%

Table 4: Operating Force By Unit Type

UNIT TYPE	CONSIDERED	SELECTED	RATE
TOTAL OPERATING FORCE	317	35	11.4%
173RD ABN	7	2	28.6%
3RD ACR	7	2	28.6%
75TH RANGER	16	4	25.0%
2ND ID	8	2	25.0%
82ND ABN	25	5	20.0%
1ST ID	18	3	16.7%
TOG	6	1	16.7%
25TH ID	32	5	15.6%
101ST AASLT	29	4	13.8%
3RD ID	19	2	10.5%
2 SCR	7	1	14.3%
10TH MTN	23	2	8.7%
1ST AD	23	1	4.3%
7 TH ID	24	1	4.2%
4TH ID	24	0	0.0%
1ST CD	12	0	0.0%
172ND INF BDE	4	0	0.0%

Table 5: Operating Force By Division/Separate Brigade

CMF 11 GENERATING FORCE BY COMMAND			
BDE	CONSIDERED	SELECTED	RATE
Generating Force Total	243	24	09.9%
US MILITARY ACADEMY	1	1	100.0%
HEALTH SERVICES COMMAND	1	1	100.0%
1 st US ARMY	2	1	50.0%
HHC MCOE	5	2	40.0%
NCO ACADEMIES	6	2	33.3%
196 TH INFANTRY BRIGADE	4	1	25.0%
USARAK	4	1	25.0%
199 th INFANTRY REGIMENT	4	1	25.0%
ASYMMETRIC WARFARE GROUP	5	1	20.0%
CADET COMMAND	83	12	14.5%
1st TRAINING BRIGADE (BASIC)	12	1	8.3%
U S ARMY WAR COLLEGE	1	0	0.0%
RTB	4	0	0.0%
CAC	1	0	0.0%
4TH TRAINING BRIGADE (BASIC)	9	0	0.0%
JRTC/CTMC/NTC	12	0	0.0%
198TH IN BDE	10	0	0.0%
11TH ACR	5	0	0.0%
316TH CAVALRY REGIMENT	4	0	0.0%
3RD CHEMICAL BRIGADE	2	0	0.0%
BCT BDE BENNING	2	0	0.0%
WHINSEC	2	0	0.0%
VICTORY TRAINING BDE (BASIC)	4	0	0.0%
OTHER	67	0	0.0%

Table 6: Generating Force Units By Command/Brigade

There were no statistically significant differences in the selection rates of CMF 11 NCOs based on force segment (Generating vs Operating) or any Division, Brigade or TRADOC organization. This further enforces, that manner of performance is still the key discriminator for selection.

ADDITIONAL SKILL IDENTIFIER (ASI)	Eligible Population	Selected Population	Selected Percentage with ASI
2C JAVELIN GUNNERY	16	3	18.8%
5W JUMPMASER	175	31	17.7%
F7 PATHFINDER	152	25	16.5%
2B AIR ASSAULT	241	32	13.3%
2S BATTLE STAFF OPS NCO	68	7	10.3%
P5 MASTER FITNESS	30	3	10.0%
J3 BIFV SYS MASTER	50	0	00.0%

Table 7: ASI Data

SPECIAL QUALIFICATION IDENTIFIER (SQI)	Eligible Population	Selected Population	Selected Percentage with SQI
G RANGER U RGR REGT LEADER V RGR-PARACHUTIST	218	35	16.5%
M FIRST SERGEANT	228	28	12.3%
P PARACHUTIST	407	48	11.8%
8 INSTRUCTOR	195	21	10.8%
X DRILL SERGEANT	190	20	10.5%
4 NON-CAREER RECRUITER	57	5	08.8%

Table 8: SQI Data

A higher number of Ranger qualified (SQI G,U, or V) NCOs were selected compared with non-Ranger Soldiers. Since the 75th Regiment did not have a significantly greater selection rate, it is likely that the board felt that completion of the Ranger Course was a significant indicator of potential for service at the next higher grade. Jump Master (ASI W5) NCOs had a higher rate; however the majority of those were also Ranger qualified. When looked at among non-Ranger qualified NCOs it is apparent that Jump Master was not a significant factor in selection to SGM.

E. General Observations of selected population:

1. Average rated 1SG Time increased from 37.6 months in FY12 to 39.9 months in FY13
 - a. 95 % had at least 24 months rated 1SG time
2. 14 % had rated CSM/SGM time in FY13, a decrease of 1% from FY12
3. 87% population had completed some College (8% decrease from 2012)
 - a. The overall average number of college credits earned by the selectees was 59
 - b. 19% had earned an Associate's Degree (4% decrease from 2012)

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- c. 7% had earned a Bachelor Degree (7% decrease from 2012)
- d. For the second straight year no selectees had earned a Master Degree (No Change)
- 4. Average selectee had attended nine Functional or Combat Skills Courses (not including NCOES courses)
- 5. Average APFT Score was 293 with a range of 269 – 300
- 6. Average time in service was 19.0 years ranging from 13.8 – 25.7
- 7. Average time in grade was 3.4 years ranging from 1.9 to 7.9
- 8. 56% of the total Infantrymen selected were in the Primary Zone and 44% were in the Secondary Zone
- 9. Average of 35.2 months of deployed (combat operations) time, up from 28.1 in FY12
 - a. 100% had at least one combat deployment
 - b. Total months of combat deployment ranged from 13 to 62
- 10. Assignment History:
 - a. 80% had previous service in an IBCT
 - b. 42% had previous service in an ABCT
 - c. 19% had previous service in an SBCT
 - d. 20% had previous service in the 75th Ranger Regiment
 - e. 55% had previous service in multiple types of BCTs
- 11. 100% had earned the Expert Infantryman Badge
- 12. 100% had earned the Combat Infantryman Badge

For questions or comments please contact one of the following at:

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