

2015 Infantry Sergeants Major Training and Selection Board

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February 18, 2016
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1. Purpose: To provide information on the results of the FY15 Career Management Field (CMF) 11 training and selection list to Sergeant Major (SGM).
2. Overview: The FY15 SGM Training and Selection Board convened at the DA Secretariat, Fort Knox, Kentucky on 9 September 2015, to select the best qualified noncommissioned officers for training and selection to SGM.
3. Primary and Secondary Zone were broke down as follows:
 - a. Primary Zone: Date of Rank 04 June 2012 and earlier.
 - b. Secondary Zone: Date of Rank 05 June 2012 through 10 September 2013.
4. Summary of Selectee Characteristics: The Army selected 577 Master Sergeants/1SGs for training and selection to the rank of Sergeant Major. The Army's training and selection rate was 13%. The Infantry had 519 Master Sergeants/1SGs considered and 120 selected for a 23% average. The selection rate for primary and secondary zones of consideration were 52% selected from the primary and 48% selected from the secondary. The average time in service for the Infantry selection rate was 18.7 years and the average time in grade was 3.7 years. 50% of the selected MSG/1SGs had served in an Infantry Brigade Combat Team (IBCT) or Infantry Brigade Combat Team Airborne IBCT(A). The remainder of the population broke down as: 28% served in an Armored Brigade Combat Team (ABCT), 11% served in the Ranger Regiment, 6% served in a Stryker Brigade Combat Team (SBCT).
5. Infantry Master Sergeant/1SG Training and Selection Information: The following is the profile of Master Sergeant/1SGs that were selected for training and promotion to Sergeant Major. The total number of Infantry Master Sergeants/1SGs considered for promotion was 519. The number selected for promotion was 120.
 - a. 21% of the Army selected population were Infantrymen.
 - b. The Infantry had a greater selection rate (23%) than the Army selection rate (13%). Of the 120 individuals selected for training and promotion to Sergeant Major, the career paths broke down as follows:
 - (1) 69% of the Infantrymen selected started out as 11B.
 - (2) 16% started out as 11M.
 - (3) 7% started out as 11C.
 - (4) 5% started out as 11H.
 - (5) 3% started out as a CMF other than Infantry.
 - c. The average rated 1SG time for the selected Infantry population was 37.8 months.

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- d. The average P.T score was 288.
- e. The average amount of semester hours was 61.3 with 27% of the selected population having an degree.
- f. 56% of the selected population were ranger qualified, 16% were Battle Staff qualified, and 58% were Jumpmaster qualified.
- g. Every MSG/1SG selected for SGM had earned the Expert Infantryman Badge.
- h. 98% of the selected population has been awarded the Combat Infantryman Badge.
- i. 25% of the selected population was a Drill Sergeant during his career and 5% of the selected population were Recruiters.
- j. 13% of the selected population were awarded either the Bronze or Silver Star for valor.
- k. Squad Leader rated time broke down as follows:
 - (1) 60% were rated in IBCT/IBCT(A)
 - (2) 23% were rated in ABCT
 - (3) 12% were rated in Ranger Regiment
 - (4) 3% were rated in SBCT
 - (5) 2% served in positions other than operational force (TDA/Institutional)
- l. Platoon Sergeant rated time broke down as follows:
 - (1) 55% were rated in IBCT/IBCT(A)
 - (2) 19% were rated in ABCT
 - (3) 12% were rated in Ranger Regiment
 - (4) 11% were rated in SBCT
 - (5) 3% served in positions other than operational force (TDA/Institutional)
- m. 1SG rated time broke down as follows:
 - (1) 50% were rated in IBCT/IBCT(A)
 - (2) 28% were rated in ABCT
 - (3) 11% were rated in Ranger Regiment
 - (4) 6% were rated in SBCT
 - (5) 5% served in positions other than operational force (TDA/Institutional)
- n. 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 2015 SGM Considered Select List. Table 1 uses the Army selection rate as the base rate for comparison. Lines highlighted in green indicate those data elements where the selection rate was statistically higher than the base rate.

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(1). Table 1 illustrates the selection rates between the Army, the Infantry, and the other Operations Division CMFs. Comparison between CMFs is impractical due to the different impacts of proposed force structure changes on requirements. Percentage Rate is figured out of each CMF's eligible population.

Operations Division	ELIGIBLE	SELECTED	RATE
ARMY	4537	577	13%
Air Defense	96	32	33%
Armor	220	25	11%
Aviation	200	35	18%
Infantry	519	120	23%
Field Artillery	261	42	16%
Special Forces (18, 37, & 38)	550	67	12%

TABLE 1: Operations Division Comparison

(2). Table 2 illustrates the selection rates between the Operating and Generating Force. There were no significant differences in the selection rates of the Operating and Generating Forces. Diversity continues to be looked upon favorably when being selected for promotion to senior NCO rank.

FORCE SEGMENT	% CONSIDERED	% SELECTED
OPERATING FORCE	46%	54%
GENERATING FORCE	54%	46%

TABLE 2 CMF 11 Generating Force versus Operating Force

(3). Table 3 illustrates the selection rates between Operating Force types of units. The only significant deviation within the type of unit comparison was the Ranger Regiment (Significantly Higher). The remainder of the Operating Force units had no significant comparable major deviations (greater/less than) to the total population.

TYPE OF UNIT	ELIGIBLE	SELECTED	PERCENTAGE
OPERATION FORCE	232	65	27.6%
RANGER REGT	15	12	80%
IBCT (ABN)	28	11	39.2%
IBCT	54	11	20.3%
SBCT	31	5	16.1%
ABCT	27	8	29.6%
EAB (DIV, CORP HQs)	67	18	25.3%
OTHER (CTCs, TOG)	10	0	0%

TABLE 3 CMF 11 OPERATING FORCE BY TYPE OF UNIT

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(4). Table 4 illustrates the selection rates between the Divisions. For this analysis the three Stryker Brigades located at JBLM were placed with the 7th Infantry Division.

DIVISION	ELIGIBLE	SELECTED	PERCENTAGE
DIVISION TOTAL	149	35	23.4%
1ST ARMORED DIV	11	1	9%
1ST CAVALRY DIV	9	2	22.2%
1ST INF DIV	5	1	20%
2ND INF DIV	4	0	0%
3RD INF DIV	14	3	21.4%
4TH INF DIV	20	7	35%
7TH INF DIV	8	0	0%
10TH MOUNTAIN DIV	24	4	16.6%
25TH INF DIV	15	6	40%
82D ABN DIV	20	6	30%
101ST ABN DIV	19	5	26.3%

TABLE 4 Operating Force selection rates by Division

(5). Table 5 illustrates Generating Force selection rates by major components.

Generating Force	ELIGIBLE	SELECTED	PERCENTAGE
GENERATING FORCE TOTAL	271	55	20.2%
AC/RC	16	1	6.2%
COMBAT TRAINING CENTERS	22	9	40.9%
NCO ACADEMIES	10	4	40%
ROTC	85	20	23.5%
TRADOC	83	13	15.6%
WARRIOR TRAINING UNITS	11	0	0%
OTHER(EAB, USAMA)	44	8	18.1%

Table 5 CMF 11 Generating Force by Major Components

(6). Table 6 illustrates TRADOC broken down for further detailed explanation.

TRADOC	ELIGIBLE	SELECTED	PERCENTAGE
TRADOC Total	83	13	15.6%
MCOE (Minus ARTB)	12	3	25%
Infantry School (Minus ARTB)	16	1	6.2%
ARTB	3	1	33.3%
AWG	6	3	50%
Armor School	5	0	0%
IMT Fort Jackson	28	3	10.7%
Others	13	2	15.3%

Table 6 TRADOC broken down

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(7). Tables 7 and 8 illustrate selection rates for Soldiers with Additional Skill Identifiers (ASI) and with Skill Qualification Identifiers (SQI). Data was collected from the Army Human Resource System Enterprise Data store system and included all Master Sergeants and 1SGs eligible to participate for training and promotion.

(a). Tables 7 and 8 reflect the total amount of ASIs and SQIs that were associated with individuals eligible for consideration. The numbers are greater for the fact that individuals have been awarded multiple ASIs and SQIs throughout their career.

ASI	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	503	120	23.8%
F7 PATHFINDER	142	74	52.1%
2B AIR ASSAULT	231	87	37.6%
5W JUMPMASTER	163	69	42.3%
2S BATTLE STAFF	105	19	18%
J3 MASTER GUNNER	37	5	13.5%

Table 7 ADDITIONAL SKILL IDENTIFIERS (ASI)

SQI	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	503	120	23.8%
U 75TH RANGER REGT LDR	15	12	80%
X DRILL SERGEANT	148	30	20.2%
V RANGER-PARACHUTIST	122	51	41.8%
G RANGER	8	3	37.5%
P PARACHUTIST	87	13	15%
8 INSTRUCTOR	213	59	27.6%
4 NON-CAREER RECRUITER	46	6	13%

Table 8 SPECIAL QUALIFICATION IDENTIFIERS (SQI)

6. General observations: The Office of the Chief of Infantry (OCOI) is confident the board selected our most qualified Master Sergeants and 1SGs for training and selection to the rank of Sergeant Major. Additional observations include:

a. The Infantry promotion rate increased from 18.6% in FY14 to 23% in FY15. The selection was comparable for both the primary and secondary zones of consideration.

b. The average rated months as a 1SG increased from FY14 of 37 months to 37.8 months for the FY15 selection board. The time in grade dropped from 4.3 years time in grade to 3.7 years. This is based on the fact that 48% of the selected population came from the secondary zone.

c. 95% of those selected met the recommended requirement of 24 months rated 1SG time. Of the Master Sergeants and 1SGs without a minimum of 24 months 1SG rated time, all of them had been rated at the next higher grade.

d. Serving in positions of greater responsibility and higher grade continues to be a plus for promotion, 60% of the selected population were rated in a position of higher grade and or responsibility.

e. 42% of the considered population had served as an instructor/writer at some point in his career with 28% of that population being selected for Sergeant Major.

f. 29% of the considered population were Ranger qualified (G, V, U) with 13% being selected for training and promotion.

g. 11% of the selected population that served in a IBCT/IBCT (A) squad leader position went on to serve in an ABCT or SBCT as a platoon sergeant.

h. 50% of the rated senior NCOs that served in an IBCT as a squad leader went on to serve in an ABCT and or a SBCT as a 1SG or Master Sergeant.

i. 42% of the rated senior NCOs that served in an ABCT as a squad leader/section sergeant went on the serve in an IBCT/IBCT(A) and or a SBCT as a 1SG or Master Sergeant.

7. The following characteristics and comments were from the Senior NCOs and Officers that were members of the board.

a. The NCOER: Enumeration of rated NCOs. Senior raters consistently enumerating the rated NCO against a “like” population was extremely helpful in identifying the strongest NCOs across the different CMFs. The consistent use of enumeration or rankings helps in the use of the “whole person” concept when evaluating for potential for higher service. Enumerating statements appeared more influential than block checks given the overall inflation of those fields.

b. The Enlisted Record Brief (ERB): The ERB is a snapshot of a Soldier’s current state of readiness, experience, accomplishments and credentials, reflecting a compilation of all documentation in the Soldier’s File. A large number of ERBs clearly contained inaccurate information, which may indicate the Soldier has not updated their records before the board. Many ERBs showed multiple duty title entries of, “Known Loss”, or “Incoming Personnel”. Both entries are distractors in an otherwise high quality file, and can absolutely cause negative connotations for a board member considering a file with multiple other distractors.

c. The DA Photo: the DA Photo represents the first impression of the NCO to the board and is a vital part of the selection process. NCOs are responsible for ensuring that a quality photo is on file that projects the best professional military appearance. Board files lacking a DA Photo or with an outdated photo with incorrect rank and/or poor fitting uniform failed to portray a complete record.

d. Letters to the Board President: Several letters submitted to the Board President failed to address specifics. Often, the letters were vague and confusing and identifying remarks were not relevant to the circumstances or the issue at hand. Letters spoke solely to personal education goals, community service, and charitable organizational memberships. Many letters were improperly formatted and contained grammar and spelling errors.

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