

# ENLISTED CAREER NOTES

## SQI ORDER OF PREFERENCE

A soldier's skill qualification identifiers (SQIs) appear as letter codes in the fifth position of his five-digit PMOS and SMOS codes. This letter on each identifies special qualifications the soldier holds.

SQIs have an order of preference as set forth in AR 600-200, Paragraph 2-33, as follows:

- V (Ranger-Parachutist)
- Y (Pathfinder)
- P (Parachutist)
- M (First Sergeant)
- X (Drill Sergeant)
- G (Ranger)
- K (NCO Logistics Program)
- H (Instructor)

Either the commander who has custody of the soldier's Military Personnel Record Jacket (MPRJ) or the training activity commander awards an SQI.

When an SQI is removed from the PMOS because the soldier has been awarded an SQI with a higher recording preference, the lower SQI is then recorded on the SMOS. This does not apply, however, when the skills of the new SQI include those of the old one. For example, if a soldier's PMOS carries a P (for Parachutist) and he later earns a V (for Ranger-Parachutist), the V is recorded on his PMOS and the P is dropped entirely instead of being entered on his SMOS. Then another SQI (if he has one) can be recorded on his SMOS — an X, for example, if the soldier is also drill sergeant qualified.

All personnel concerned (military personnel office, battalion personnel center, unit First Sergeant, and the soldier himself) share the responsibility for seeing that the soldier's qualifications are registered (where applicable) in the Enlisted Master File (EMF). The proper recording of these codes is essential to the effective management of specially trained soldiers.

For the SQIs not listed above, the most recently awarded SQI (except "L") will be recorded first.

## SSG PROMOTIONS

Beginning with the next sergeant first class promotion list, expected to be released in February, promotable staff sergeants will receive their stripes on the basis of the needs of their particular MOSs — not on seniority alone.

The change will not affect how staff sergeants are chosen for promotion, nor will it affect the number selected.

Instead of having one promotion list arranged by seniority as in the past, a separate promotion list will be prepared for each MOS. Within each MOS list, however, the soldiers will still be promoted by seniority.

Under the old system, the number of soldiers promoted in some MOSs exceeded the number of job vacancies in the MOS, while other MOSs remained critically understrength.

In some cases, this change may benefit soldiers already filling sergeant first class positions, because they can be promoted and paid for the duties they are already performing.

## CORRECTION ON INFANTRY ANCOC NOTE

The item on Infantry ANCOC in our November-December 1985 issue (page 42) needs to be corrected.

That note states that the course is tracked — that all CMF 11 students receive training in certain common subjects and then the 11B, 11C, and 11H students follow different tracks.

This is incorrect.

All the students — 11B, 11C, 11H, and 11M — receive the same instruction.

The earlier note also states that appli-

cants must be staff sergeants, but they can also be promotable staff sergeants or sergeants first class.

The remainder of the item is correct.

For additional information on the Infantry ANCOC program of instruction, anyone interested may refer to AR 351-1 or call the Directorate of Training and Doctrine, U.S. Army Infantry School, at AUTOVON 835-1612 (SFC Carpenter or CPT Martin).

## GETTING PROMOTED

Each time an SFC/PSG promotion list is published, the questions start. Some staff sergeants ask, "Why wasn't I promoted?" or "Why should I continue to seek the tough jobs?"

Meanwhile, their commanders and supervisors are also wondering why these good NCOs have not been selected.

On each selection board it seems that a large percentage of those selected have been considered previously—some several times. Why does this happen?

For one thing, the needs of the Army may change from year to year. An NCO now competes only against those in his own MOS, and the number of projected vacancies at the next higher grade determines the number to be promoted. And with force modernization and changes to the force structure, the number needed in each MOS may also vary from year to year.

Another factor, however, is that these NCOs may have improved their files. If you are still trying to be selected for promotion, there are several things that you can do to improve your own file.

First, if you have any old Article 15s in your Official Military Personnel File (OMPF) at the Enlisted Records and Evaluation Center (EREC), get them out. AR 27-10 contains procedures for transferring old Article 15s (received, per-January-February 1986 **INFANTRY 43**

haps, when you were in a junior enlisted grade) from the performance portion of your OMPF to the restricted portion. (Selection boards do not see the restricted portion.)

Then you must put the same effort into preparing your OMPF to appear before the board that you put into preparing yourself to appear personally before a local promotion board. (For the local board, you reviewed your local personnel file for accuracy; made sure your uniform was spotless and sharply creased, shoes spit-shined, and ribbons new and properly worn. You did all this detailed preparation because you knew it would make a favorable impression on the board.)

Check your file yourself before the board convenes. Make sure all your awards and decorations are listed and see that the documents that should be on your OMPF are there—EERs, academic reports, and course completion certificates for resident and nonresident courses. At the same time, make sure all the records in your file are yours and not someone else's.

Check your photograph. In it, you should be standing at attention, wearing the correct uniform with the proper fit. In short, make sure the photograph shows you the way you want the board to see you.

Are you physically fit? If you are overweight, lose what you need to lose. If you can't pass the APRT, work out, get in shape, and pass it!

Don't give up hope if you have failed an academic course. Take it again. If you can't retake a resident course, do it by correspondence. Study your military skills and do the best you can on your SQT. Raise your GT score if it is below 100. Continue with civilian education, and make sure the courses are properly reflected on your PQR and OMPF.

Seek out the toughest leadership job. Be a squad leader, a platoon sergeant. If your current duty position has you supervising several people, make sure the duty description and narrative portion of your EER reflect this leadership information. The "tough jobs" tend to stand out when selection board members review assignment histories.

Competition for promotion is tough.

There is no single item that will guarantee your promotion. You must be strong in all areas, do well in all your jobs.

Seek the tough leadership jobs, stay physically fit, take your SQT, if available, and score high. Keep your official records current. The opportunities are there.

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### PLDC REQUIRED FOR PROMOTION

As of 1 July 1986, in order to be promoted to staff sergeant, sergeants will have to be graduates of a primary leadership development course (PLDC).

This requirement is intended to ensure that all soldiers being promoted to staff sergeant have had a primary level of leadership training. Soldiers who have graduated from a PLDC or a primary or basic noncommissioned officer course (PNCOC or BNCOC) will be considered to have met this requirement.

Soldiers on the staff sergeant promotion standing list who are not graduates of one of these courses as of 30 June 1986 will be removed, and no soldiers will be recommended for promotion unless they are graduates.

Meanwhile, attendance at this course will be restricted to sergeants and promotable sergeants so that they will have every opportunity to attend.

Primary leadership development courses are conducted at noncommissioned officer academies throughout the Army.

Although sergeants review their records when going before staff sergeant promotion boards, NCOs who have graduated from an accredited leadership course should make sure their diplomas are in their official personnel files. Soldiers can contact their unit First Sergeants or personnel NCOs for more information.

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### PSYOP MOS

The Army has opened a new enlisted military occupational specialty that gives soldiers in the psychological operations (PSYOP) field more specialized training and a better chance at promotion and

career advancement.

The new PSYOP MOS (96F) was implemented on 1 October 1985 for both active duty and Reserve Component personnel. (Reserve personnel currently account for 76 percent of the Army's PSYOP manpower.)

PSYOP positions were previously filled by soldiers from selected MOSs who had attended the four-week Psychological Operations Course at Fort Bragg and had received the "W" special qualification identifier. But once these soldiers had completed a tour of duty in a PSYOP unit, the identifier was sometimes dropped or replaced, making it difficult to identify course graduates for future PSYOP assignments.

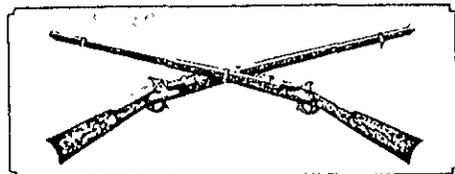
The new MOS is expected to improve the management of personnel and to make better use of training money by reducing the need for retraining soldiers for PSYOP positions.

PSYOP personnel will now receive job-specific training and be able to compete for promotion without having to leave the PSYOP field. Also, they will be competitive with their contemporaries within Career Management Field 96.

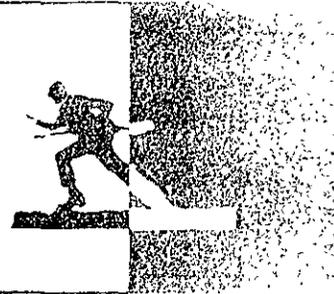
Advanced individual training for the new MOS, as well as higher-level skill training, will be conducted at Fort Bragg and at the U.S. Army Intelligence Center and School at Fort Huachuca, Arizona.

A warrant officer program is also being devised to develop PSYOP technicians for the Active Army and the Reserve Components. And modular training (including supervised on-the-job training and correspondence courses) will allow Reserve Component personnel to become MOS-qualified without having to attend resident courses.

Further information on MOS 96F is available from Commander, U.S. Army John F. Kennedy Special Warfare Center, ATTN: ATSU-SI-DT, Fort Bragg, NC 28307; AUTOVON 236-9172, MSG De Waele.



# OFFICERS CAREER NOTES



## PHOTOS SWITCHED

In *INFANTRY*'s November-December 1985 issue, photos of the Infantry Branch team at MILPERCEN appear on page 45. Unfortunately, somewhere in the publication process, two of these photos were switched.

The photo labelled "CPT Dan French" is, in fact, that of CPT Frank Wiercinski, and vice versa.

*INFANTRY* apologizes for the confusion.

## FUNCTIONAL AREA BRANCHES

In response to the revised Officer Personnel Management System (OPMS), a Functional Area Management Branch has been formed in each of the Officer Personnel Management Divisions at MILPERCEN. Each of these branches is responsible for certain functional areas as outlined in *INFANTRY*, November-December 1985, p. 44.

Each officer is invited to call his Functional Area Management Branch for any further information he may need. The following are the AUTOVON telephone numbers for the divisions: Combat Arms Division—221-9846/9623; Combat Support Arms Division—221-0628; Combat Service Support Division—221-8110.

## ACCURATE, POSITIVE FILES

Each promotion list that is released again emphasizes several critical measures an officer must take when he is to be considered for promotion.

Voting members on a centralized DA Selection Board evaluate the file of each officer eligible for consideration. The board file actually consists of the Officer Record Brief (ORB); the performance microfiche containing OERs, AERs, and commendatory and disciplinary informa-

tion; any recent documents not yet converted to microfiche; and the hard-copy official photograph. Selection or non-selection of an officer is based primarily upon an appraisal of his overall performance and potential, but each officer can improve his chances by making sure his file contains the most accurate and positive information available.

The following are some general guidelines for an officer who is eligible for consideration by a promotion board:

- Have a recent high quality official photograph on file in Infantry Branch. This photograph should show current rank, present a neat appearance, and adhere to the requirements of AR 640-30.

- Provide an updated copy of his Officer Record Brief to the appropriate MILPO for forwarding to the board. ORBs are normally mailed to officers being considered by a promotion board 60 to 90 days before the convening date. This ORB must reflect accurate information, emphasizing areas that frequently change, such as assignment history, weight, physical profiles, military education level, civilian education level, and military awards. The officer must sign the "remarks" section confirming the validity of the information.

- Forward critical information, such as completion of non-resident CGSC, to MILPERCEN as far in advance of the convening date as possible to allow timely posting. In cases where a course is completed just before the board is to convene, the officer should provide Infantry Branch with the official date of completion as soon as possible.

In addition, each officer being considered by a selection board has the option of writing a letter to the president of the board, detailing information he feels is pertinent to his official file. This letter will normally accompany the officer's board file and will be seen by each voting member. A letter to the president should be written only when information of true

significance is not already in the board file.

Copies of OERs should not be sent; only the official copies processed by MILPERCEN will be seen by the board.

Selection boards carefully consider the entire file of each officer who is eligible for promotion. Attention to these guidelines will help ensure that the board actually evaluates an officer on the basis of the most timely and positive information.

## INSTRUCTOR VOLUNTEERS

The United States Military Academy routinely needs officers to fill a variety of instructor positions in all academic fields and the military sciences, and positions as tactical officers. Ideally, instructors should include a half and half mix of West Point graduates and ROTC or OCS graduates with varied backgrounds and academic disciplines.

Volunteers for instructor positions must be branch qualified, must have demonstrated outstanding performance within their branch, and must have the capability of obtaining an advanced degree in their particular field of study.

Any officer who is interested in applying for instructor positions should contact both the Academy (AUTOVON 688-3212/3877) and his Infantry Branch assignment officer at MILPERCEN.

Applicants should make sure they have current photos, undergraduate college transcripts, and recent Graduate Record Examination test scores on file at Infantry Branch. Point of contact at Infantry Branch is Captain Dan French — AUTOVON 221-7823/0317.

## FOREIGN AREA OFFICERS

The Foreign Area Officer (FAO) Enhancement Plan is intended to improve the quality of the officers who participate

in the FAO career field. To ensure that officers entering this field have enough time for professional development, those who wish to do so may request this functional area (FA 48) in advance of the normal designation process for their year group.

FA 48 includes positions in which officers can apply regional expertise, language skills, knowledge of U.S. and foreign political-military relationships, and professional military skills and knowledge in key Army and Department of Defense positions.

Training in the FAO program includes the FAO course, language training, graduate schooling, and in-country study. All training is oriented toward the officer's designated geographic area. Possible areas include Africa south of the Sahara, Western Europe, Russia and Eastern Europe, the Middle East and North Africa, Latin America, China, Northeast Asia, South Asia, and Southeast Asia.

All officers interested in participating in the FAO field should submit their applications to U.S. Army MILPERCEN, ATTN: DAPC-OPA-C (MAJ Kensingler), 200 Stovall St., Alexandria, VA 22332-0400. Applications should include branch qualification, current DLAB score or language proficiency, BA/BS subject area, Graduate Record Examination composite scores, and a priority list of geographic areas of interest.

### GRADUATE DEGREES

Many Army officers ask, "Do I need a graduate degree, and if I do, how do I get one?"

The answer is that some specialties and many specific assignments require graduate degrees, especially at the rank of lieutenant colonel and above. Requisitions for officers at MILPERCEN frequently specify graduate degrees for certain functional areas: Comptroller (45), Foreign Area Officer (48), Operations Research/Systems Analysis (49), Research and Development (51), Systems Automation (53), and Procurement (97). Some highly technical areas such as scientific research specify graduate degrees in the hard sciences.

If a graduate degree is in his plans, an officer managed by MILPERCEN may take advantage of several Army-sponsored programs:

**Fully-Funded Advanced Civil Schooling (ACS).** Officers who are available for reassignment during Fiscal Year 1986, are branch qualified, and have strong academic records are encouraged to apply for ACS. Professional competence and previous academic performance are considered in the selection process, and only the best qualified officers are selected. If an officer has been accepted by a highly accredited school before applying, his chances for selection are better.

Interested officers should take the Graduate Record Exam or the Graduate Management Admission Test, then submit applications on DA Form 1618-R with copies of their college transcripts.

After these officers complete their graduate studies, they must serve three years in positions identified for their disciplines and grades by the Army Educational Requirements Board (AERB).

**U.S. Military Academy Instructor Program.** MILPERCEN sends officers to the USMA instructor program, which includes fully-funded ACS and follow-on duty as instructors at West Point. The prerequisites are the same as for any other fully funded ACS. Officers may apply for branch approval for this program at any time.

**Cooperative Degree Program (CO-OP).** The Logistics Executive Development Course (LEDC), Command and General Staff College (CGSC), and Army War College (AWC) have COOP. Under this program, colleges give partial credit toward a graduate degree for completion of particular military schools.

Students in this program may remain on a post or be reassigned to another location to complete the remainder of the degree on a full-time basis, usually six months.

Officers pay all tuition and related costs. The GI Bill or Veterans Educational Assistance Program (VEAP) may be used to fund the education, and the Army pays the permanent change of station (PCS) costs.

Officers can apply for COOP when

they request or are slated for LEDC or resident CGSC or AWC, six to 12 months before the start of the military course.

### Degree Completion Program (DCP).

If an officer can be accepted by a school to complete an appropriate degree within about one year, that officer may qualify for DCP. Officers in the program pay all tuition and other related costs. The GI Bill or VEAP may be used to fund the education. The Army pays the PCS costs, but officers who can complete a degree in less than 20 weeks can be authorized permissive temporary duty rather than PCS.

Officers must apply by letter for a DCP. The application must include a letter of acceptance from the school indicating the inclusive dates of attendance.

**Off Duty Schooling.** Most officers who complete graduate degrees do so on their own time.

Assignment officers may be able to help them get assignments that will make it easier to get a degree, such as tours as ROTC instructors. Or an officer may be able to stay where he is for a longer than normal period. The GI Bill, VEAP, or tuition assistance may be used to help fund the education.

Officers should be aware of two provisions when they complete their graduate degrees. When they go to school full time, they must remain on active duty for three times the length of time spent in school, but not more than six years. Those who attend full time for more than 26 weeks are required to complete three-year AERB utilization tours.

Publications that rate graduate programs at colleges and universities can normally be found at public libraries. Local education offices can also provide information for officers interested in graduate degrees.

