DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
SECRETARIAT FOR DEPARTMENT OF THE ARMY SELECTION BOARDS
1600 SPEARHEAD DIVISION AVENUE
FORT KNOX, KY 40122

AHRC-PDV-S

28 February 2011

MEMORANDUM THRU Headquarters, United States Army Training and Doctrine Command, Attention: ATTG-P, 3 Fenwick Road, Building 11, Fort Monroe, VA 23651-1049

FOR Commandant, US Army Adjutant General's School, 10000 Hampton Parkway, Fort Jackson, SC 29207-7045

SUBJECT: Career Management Field (CMF) 42R Review and Analysis

1. Reference memorandum, HQDA, DAPE-MPE-PD, 7 January 2011, subject: Memorandum of Instruction for the FY11 Sergeant First Class Promotion Selection Board.

2. In accordance with the referenced memorandum, the selection board reviewing records for CMF 42R submits this Review and Analysis to assist you in executing your duties as proponent for MOS 42R within this CMF.

3. Competence Assessment of Promotion Zone (strengths and weaknesses).

a. Performance and Potential. The selection board carefully reviewed Noncommissioned Officer (NCO) records to select the best qualified NCOs for promotion to Sergeant First Class (SFC). 42R Staff Sergeants who displayed both superior MOS performance and excellence in diverse leadership assignments coupled with strong recommendations from Senior Raters on their future potential were clearly the most competitive NCOs.

(1) Strengths. Musical excellence as reflected by the ASI C1 was key in determining those most capable of leading Army Musicians. NCOs with proper documentation of the ASI C1 were viewed by the selection board as technically advanced 42R NCOs. Furthermore, NCOs with diversity of assignments who demonstrated excellence in a combination of deployable, non-deployable, CONUS and OCONUS, and developmental assignments were regarded as more versatile and experienced, possessing Army-wide perspectives necessary in the development of senior NCO leaders. NCOERs with strong, well-supported excellence bullets as a Music Performance Team (MPT) Leader, with additional skills and knowledge in band administrative staff positions were most competitive. Other factors that strengthened an NCOs record included physical fitness excellence, honors at NCOES, Sergeant Audie Murphy, etc, as well as military and civilian education. It should be noted that Army

Correspondence Courses were not considered by this board since they are migrating off the Enlisted Record Brief (ERB).

(2) Weaknesses. NCOs who did not have a current photo IAW MILPER Message 10-260, para 12 sent a message of indifference to board members. Unjustifiable bullet comments equating musical performance to the C1 level with no validation that the Soldier possessed the ASI were misleading and should be avoided. Additionally, Soldiers who currently possess the ASI C1 must carefully review their ERB to ensure their ASI C1 is listed.

b. Utilization and Assignments. Most Staff Sergeants considered by the board served as Assistant Music Performance Team Leaders and/or in band administrative staff positions. Those with a pattern of justified excellence bullets in these positions were easy to recognize and evaluate. NCOs serving above grade as Music Performance Team Leaders and Staff Section NCOICs were also easy to identify and evaluate and stood out among their peers, as long as justified "excellence" was indicated. Staff Sergeants who led in deployed environments were seen as very competitive, having gained experiences that make them more versatile and resilient as leaders.

c. Training and Education. 42R NCOs set high standards within the Army for civilian education. A large number of Staff Sergeants possess bachelors and associates degrees, with some possessing masters degrees. Those who continued to pursue civilian education were viewed favorably. Staff Sergeant's ERBs that reflected continuous learning in military schools (apart from NCOES) were also credited for their self development. Those who earned Distinguished Leader Awards, Distinguished Honor Graduate, and Honor Graduate at NCOES stood out among their peers.

d. Physical Fitness and Military Appearance. Staff Sergeants who demonstrated excellence in physical fitness stood out. The DA Photo is the best opportunity to send a clear message of fitness and military appearance to the board.

e. Overall Career Management. Generally, 42R Staff Sergeants are well qualified and well-rounded NCOs. Most Staff Sergeants considered showed diversity of assignments within the field, however less than half possessed the ASI C1.

4. CMF Structure and career progression assessment. MOS compatibility within the CMF. 42R Soldiers do not compete for promotion with Soldiers outside the 42R series. There are no compatibility issues.

b. Suitability of standards of grade and structure. Equal consideration was given to all Staff Sergeants in the zone for SFC. Board members reviewed all leadership

positions in both the band team structure and in band administrative staff positions across the full spectrum of band assignments

c. Assignment and promotion opportunity. Abundant assignment and promotion opportunities exist for those Staff Sergeants who seek them. Those who sought diverse assignments and performed exceptionally well in their assigned duties were viewed favorably. Equally those who maintained exceptional musical skill (as indicated by ASI C1) set the standard for musical excellence, which indicates they are ready for additional leadership responsibilities.

d. Overall health of CMF. The health of MOS 42R remains generally strong.

5. Recommendations.

a. Competence. The importance of diverse assignments, including leadership opportunities with deploying bands is resonating with Soldiers in the field, as evidenced by most records; however, less than half the NCOs considered on this board had earned the ASI C1. With the new C1 audition standards set forth by the Army School of Music, Soldiers who are proficient on other instruments or who possess vocal skills should be reminded that they can earn extra points that may assist them in earning their ASI.

b. CMF structure and career progression. Recommend that the Proponent for MOS 42R revise and update the NCO Professional Development Model that is posted online to compliment the new band force design.

6. CMF Proponent packets.

a. Overall quality. The overall quality and content of the Proponent Information Packet was useful and assisted board members in capturing the best qualified Staff Sergeants for promotion to senior NCO.

b. Recommended improvements. As mentioned above the NCO Professional Development Model as posted online on the Reimer Library website needs to correspond with the Proponent packet with regard to duty titles and educational goals for NCOs.

TRACEY E. NICHOLSON
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Panel Chief