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 20 June 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, U.S. 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, 11 May 2011, Subject: Memorandum of Instruction (MOI) for the FY11 United States Army Sergeants Major Academy (USASMA) Training and Selection Board.

2. In accordance with the referenced memorandum, the selection board panel reviewing records for CMF 42R submits this Review and Analysis to assist you in executing your duties as proponent for MOS 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 attendance at SMC and promotion to Sergeant Major. 42R First Sergeants and Master Sergeants who displayed both superior MOS performance and excellence in challenging leadership positions 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 who demonstrated excellence in the most challenging leadership assignments as shown by strong, well-supported excellence bullets were most competitive. Other factors that strengthened an NCO's 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 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.

b. Utilization and assignments: Most NCOs considered by the board served as First Sergeants, Detachment Leaders or in band administrative positions. Those with a pattern of justified excellence bullets in these positions were easy to recognize and evaluate. 1SGs and MSGs 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 1SGs and MSGs set high standards within the Army for civilian education. A large number of 1SGs and MSGs possess bachelors and associates degrees with many possessing masters degrees. 1SG/MSG ERBs that reflected continuous learning in military schools (apart from NCOES) were also credited for their self development. Those who earned Honor Graduate and Exceeded Course Standards at NCOES stood out among their peers.

d. Physical Fitness: Master Sergeants and First 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 1SGs and MSGs are well qualified and well-rounded NCOs. Most considered showed a diversity of assignments within the field and a significant percentage 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.

a. MOS compatibility within CMF: There did not appear to be any challenges with MOS compatibility within the CMF 42R.

b. Suitability of standards of grade and structure: Equal consideration was given to all 1SGs and MSGs in the zone for SMC selection and promotion to SGM. Board members reviewed all leadership positions across the full spectrum of band assignments.

c. Assignment and promotion opportunity: Assignment and promotion opportunities exist for those First Sergeants and Master Sergeants who seek them. Those who sought the most challenging assignments and performed exceptionally well in their assigned duties were viewed favorably. In addition, those who maintained exceptional musical skill (as indicated by ASI C1) set the standard for musical excellence.

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

e. Other, as appropriate: None

5. Recommendations:

a. Competence: The importance of challenging assignments, including leadership opportunities with deploying bands is resonating with NCOs in the field, as evidenced by most records; however, not all 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 NCOs for selection for SMC and promotion to SGM.

b. Recommended improvements: As mentioned above, the NCO professional Development Model as posted online to the Reimer Library needs to correspond with the Proponent Packet with regards to duty titles and educational goals for NCOs.

ROBERT C. WHALEY
Colonel, AG
Panel Chief