



FY-21 AMCSB TAKEAWAYS

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Purpose



- Provide Feedback to Fleet from FY-21 AMCSB
- Provide Aviation Leadership With a Tool to Mentor Aviation Officers
- Address Results of Board in Context of Published Board Precept and Convening Order



ACTIVE COMPONENT





Selection Overview



- CVN Sequential: 5
- Non-AVN Sequential: 4
- CVW: 6
- CVN XO: 6
- Ship: 6
- PATRECONWING: 3
- STRATWING: 1
- TYPEWING: 6
- TRAWING: 3
- VX: 2
- Shore Installation: 17
- TOTAL: 59

**FY-21 CONSOLIDATED BOARD SCREEN RATE 45% (not incl Seq or AVN)
57% OVERALL SELECTION TO MC FOR SG 98**



Prof. Background: Selects



	MAJ CMD AT SEA (SG98-99)		MAJ CMD ASHORE (SG98)		AVN PIPELINE	
	Eligibles	165	Eligibles	110	Eligibles	62
	Selects	25	Selects	36	Selects	6
		15%		33%		10%
JPME I	25	100%	36	100%	6	100%
JPME I & II	9	36%	12	33%	1	17%
Joint Duty Assignment	23	92%	24	67%	4	67%
Masters	19	76%	32	89%	4	67%
OOD/CDO(U)	25	100%	26	72%	6	100%
IA/GSA/APH	2	8%	6	17%	0	0%
OP Command	25	100%	31	86%	6	100%
OP-T Command	0	0%	3	8%	N/A	N/A
SM Command	0	0%	2	6%	N/A	N/A
#1 CDR CMD	18	72%	17	47%	4	67%
EP (Not #1) CDR CMD	6	24%	13	36%	2	33%
MP CDR CMD	1	4%	10	28%	0	0%
Other FR CDR CMD	0	0%	0	0%	0	0%
AVN Preference	N/A	N/A	N/A	N/A	5	83%
AVN + ANY Preference	N/A	N/A	N/A	N/A	2	33%
ANY Preference	N/A	N/A	N/A	N/A	3	50%
Non-AVN Preference	N/A	N/A	N/A	N/A	1	17%

BREAKOUT IN O-5 COMMAND IS MOST SIGNIFICANT FACTOR



Prof. Background: Non-Selects



	MAJ CMD AT SEA (SG98-99)		MAJ CMD ASHORE (SG98)		AVN PIPELINE	
	Eligibles	165	Eligibles	110	Eligibles	62
	Non Sel.	140	Non Sel.	74	Non Sel.	56
	85%		67%		90%	
JPME I	115	82%	63	85%	54	96%
JPME I & II	48	34%	29	39%	20	36%
Joint Duty Assignment	81	58%	47	64%	36	64%
Masters	100	71%	58	78%	42	75%
OOD/CDO(U)	112	80%	48	65%	56	100%
IA/GSA/APH	12	9%	8	11%	6	11%
OP Command	118	84%	5	7%	56	100%
OP-T Command	N/A	N/A	5	7%	N/A	N/A
SM Command	N/A	N/A	0	0%	N/A	N/A
#1 CDR CMD	28	20%	20	27%	11	20%
EP (Not #1) CDR CMD	36	26%	14	19%	7	13%
MP CDR CMD	37	26%	24	32%	16	29%
Other FR CDR CMD	23	16%	5	7%	18	32%
AVN Preference	N/A	N/A	N/A	N/A	5	9%
AVN + ANY Preference	N/A	N/A	N/A	N/A	5	9%
ANY Preference	N/A	N/A	N/A	N/A	7	13%
Non-AVN Preference	N/A	N/A	N/A	N/A	26	46%

BOTH SELECTS AND NON-SELECTS HAD DIVERSE RECORDS



Diversity Statistics



Includes Sequential CMD and AVN

	ELIGIBLE	SELECT	RATE
O-5 Overall	131	19	15%
O-6 Overall	77	40	52%
O-5 Minority	14	3	21%
O-6 Minority	11	7	64%
O-5 Female	2	0	0%
O-6 Female	2	1	50%



RESERVE COMPONENT





Selection Overview



- FTS O-6 Command:
 - 7 total records
 - 2 shore selects
 - 29% selection rate (2/7)



RC Statistics



- FTS JPME I
 - 7/7 eligibles complete 100%
 - 2/2 selects complete 100%
- FTS/SELRES #1 CO FITREP
 - 6/7 eligibles 86%
 - 2/2 selects 100%



Diversity Statistics



	Eligible	Select	Rate
Total	7	2	29%
Female	0	0	0%
Male	7	2	29%
Minority	0	0	0%
Female	0	0	0%
Male	0	0	0%



Diversity Statistics



	ELIGIBLE	SELECT	RATE
O-5 Overall	5	1	20%
O-6 Overall	2	1	50%
O-5 Minority	0	0	0%
O-6 Minority	0	0	0%
O-5 Female	0	0	0%
O-6 Female	0	0	0%

Takeaways: AMCSB



- Selects had a combination of:
 - Sustained Superior Performance...
 - During command tour
 - During challenging assignments pre/post-command
 - A breadth and depth of experience in diverse assignments
 - Joint, DC, Major Staff, Overseas, Community Valued Billets
- Innovation and Education
 - Graduate education highly valued
 - **83% of selects completed Graduate Education (55% in-residence)**
 - NAVADMIN 263/18 will increase importance of in-residence education on future boards
 - Fellowships valued if career timing allows
 - Still requires time to break out in post command tour prior to AMCSB



Takeaways: AMCSB



- #1 or #2 CO ticket key for operational command at sea
- If 1 of 1 EP, senior rater must provide soft breakout
 - Lack of breakout leaves performance interpretation to board
- Hard breakouts and Major Cmd recs valued by board
- Non EP CO – 10 selected for Ship, TRAWING, & Shore
 - Challenging post-command billets vital for selection
- Write effective FITREPS
 - Opening/closing statements critical
 - Maximize white space; give briefer bullets for tank
- ID top performers in each category (e.g. My #1 MP)
- Heavy lifting follow-on orders are crucial
- Ticket length played a factor for some, but not all tanks
 - Double tap #1 is a strong message



Takeaways: AMCSB



- Major command and Flag recs (by Flags) strengthen record
 - Block 40 counts (AVN vs CVW, or both)
- Soft endorsements (e.g. My top warfare commander) are not effective
- Preference letter valued in AVN selection
- Pick me letter considered in other tanks
- Board valued specific justification in Block 41 or LTB to explain unusual circumstances during these transitions
 - ISIC Changes
 - Platform Changes
 - Stand Up / Stand Down of Squadrons



AVN Nuke “Pick Me”



- Nuke Preference Letter signaled a strong desire for the nuclear program
- Preference letter provided eligibles an opportunity to select a major command preference
 - AVN, Non-AVN, Any, or Don't Pick Me (DPM)
 - Allowed to select more than one option
- **5 of 6 selects preferred “AVN”**
- Preference of “Non-AVN” did not preclude selection
- Specific endorsements from Reporting Senior carried similar weight to “AVN” preference
- Bottom Line: Board still selects the best and most fully qualified



Letters to the Board



- Most effective letters to board:
 - Letter to explain extraordinary situations
- Least effective letters:
 - “Great guy/must pick” letters
- Eligibles should weigh full impact of letter to board:
 - Will letter draw undue attention to weakness?
- Don’t Pick Me Letter removes an officer from ALL future major command consideration (includes DPM on preference letter)
- Consult with your detailer for recommended letter format and content to ensure effective communication to the board



Record Review



- Members should review records routinely
 - If unable to access records via BOL, contact your detailer for assistance
 - Community manager and assistant recorders conduct courtesy review as “last line of defense”
- Most common problems with records:
 - Missing/gapped fitness reports
 - Missing award citations
 - Missing specialty quals (CDO U/W, etc.)
 - Missing education data
- Correspondence deadline is 10 days prior to the board convening date
 - E-submission prevented eligibles from submitting inside 10 days
- Community notification of eligibility prior to board reduced missing info significantly

