

Congratulations to the FY-19 HR CDR Selectees!

AC

CDR(Sel) Benjamin Jeanine F
CDR(Sel) Carlton Edward A
CDR(Sel) Fajardo Martin F
CDR(Sel) Fischer Benjamin W
CDR(Sel) Harmon Charles R
CDR(Sel) Jones Douglas W
CDR(Sel) Keppen Michael J
CDR(Sel) Kocis Nathalie C
CDR(Sel) Larkin Matthew S
CDR(Sel) Mccreary Quintrell L
CDR(Sel) Mcgehee Brandi S
CDR(Sel) Sanchez Aaron
CDR(Sel) Steffen Savanna S

FTS

CDR(Sel) Bilinski Christopher S
CDR(Sel) Borozny Erin E
CDR(Sel) Brandt Amber Bess
CDR(Sel) Burchill Lily Thomas
CDR(Sel) Chinn Michael A
CDR(Sel) Kim Asa D
CDR(Sel) Pate Bradley Clark
CDR(Sel) Pendleton Adam K
CDR(Sel) Settle Kevin C
CDR(Sel) Uhlir Shane D
CDR(Sel) Warnock John T
CDR(Sel) Yarbrough Florence L

SELRES

CDR(Sel) Cady Gregory Joseph
CDR(Sel) Jackson Reginald
CDR(Sel) Liddle Johnathan M
CDR(Sel) Pham Nguyen Xuan
CDR(Sel) Rude Wesley L
CDR(Sel) Valentin Stacey E
CDR(Sel) West Amy Kaye
CDR(Sel) Wiley Ricky Glenn

Note: The most important distinction for promotion and milestone selection is **sustained superior performance** in jobs with increasing scope of responsibility and clear “soft” and “hard” breakouts. While the below statistics are useful, it is an Officer’s entire record (Community Values + FITREPs) compared to their peers that matters. Often an Officer can help improve their record by adding additional community values to their record, but it isn’t the singular answer. The Officer who has a combination of strong performance in demanding positions and who seeks out and achieves the items in the HR Community values will have the best opportunity for promotion and milestone selection.

AC

13 Selects (10 IZ, 3 AZ)

10 of 16 IZ LCDRs selected = 63%

3 of 20 AZ LCDRs selected = 15%

	<u>IZ/AZ Selects</u>	<u>Non-Selects</u>
Milestone Complete	69%	17%
Master's Degree	100%	91%
HR-Related Masters	77%	78%
HR-Related Proven Subspec	54%	48%
HR Certification	100%	87%
Joint Tour Credit	0%	13%
JPME I	77%	57%
JPME II	0%	13%
JQO	0%	13%

Milestone:

Selects: 9 Milestone Complete, 2 in Milestone, 2 without Milestone

Non-Selects: 4 Milestone Complete, 3 in Milestone, 16 without Milestone

HR-Related Master's Degrees (or higher):

Selects: 6 GEN, 1 MSA, 2 OA, 1 Multiple (1 MSA + 1 GEN), 3 None

Non-Selects: 9 GEN, 2 MSA, 2 OA, 2 FM, 3 Multiple (2 GEN + OA, 1 FM + GEN), 5 None

HR-Related Proven Subspec (Q or R Suffix):

Selects: 4 MSA, 1 TE, 2 OA, 6 None

Non-Selects: 1 GEN, 6 MSA, 1 TE, 2 OA, 1 Multiple (1 GEN + OA), 12 None

HR Cert:

Selects 4 SPHR, 9 PHR

Non-Selects: 1 SPHR, 16 PHR, 3 Multiple (1 SPHR + CDFM, 1 PHR & CPT, 1 SPHR + PHR), 3 None

Of the following Community Values: Milestone, Masters Degree, HR-Related Proven Subspec, and HR Cert, Joint (JPME and/or Joint Tour), presented for consistency across community and to support comparisons with historical statistics):

Selects: Averaged 4.2

Non-Selects: Averaged 3.6

FTS

12 Selects (8 IZ, 4 AZ)

8 of 15 IZ LCDRs selected = 53%

4 of 15 AZ LCDRs selected = 27%

	<u>IZ/AZ Selects</u>	<u>Non-Selects</u>
Milestone Complete	50%	39%
Master's Degree	100%	94%
HR-Related Masters	92%	83%
HR-Related Proven Subspec	67%	50%
HR Cert	100%	78%
Joint Tour Credit	8%	11%
JPME I	92%	67%
JPME II	17%	17%
JQO	0%	6%

Command/Milestone:

Selects: 6 Command/Milestone Complete
4 in Command/Milestone
2 without Command/Milestone

Non-Selects: 7 Command/Milestone Complete
0 in Command/Milestone
11 without Command/Milestone

HR-Related Master's Degrees (or higher):

Selects: 6 GEN, 2 FM, 1 MSA, 1 OA, 1 IT, 1 None

Non-Selects: 13 GEN, 1 MSA, 1 OA, 3 None

HR-Related Proven Subspec (Q or R Suffix):

Selects: 1 GEN, 2 FM, 2 MSA, 1 IT, 2 Multiple (GEN + MSA, GEN + MSA), 4 None

Non-Selects: 2 GEN, 4 MSA, 1 TE, 2 Multiple (GEN + MSA + TE, GEN + MSA), 9 None

HR Cert:

Selects: 2 SPHR, 7 PHR, 1 CDFM-A, 2 Multiple (SPHR + CDFM-A, CDFM + CDFM-A)

Non-Selects: 1 SPHR, 13 PHR, 4 None

Of the following Community Values: Milestone, Master's Degree, HR-Related Proven Subspec, HR Cert, and Joint (JPME and/or Joint Tour).

Selects: Averaged 4.42

Non-Selects: Averaged 3.61

SELRES

8 Selects (6 IZ, 2 AZ)

6 of 13 IZ LCDRs selected = 46%

2 of 19 AZ LCDRs selected = 11%

	<u>IZ/AZ Selects</u>	<u>Non-Selects</u>
Master's Degree	63%	54%
HR-Related Masters	38%	29%
HR Cert	88%	33%
Joint Tour Credit	0%	0%
JPME I	0%	13%
JPME II	0%	4%
JQO	0%	0%

HR-Related Master's Degrees (or higher):

Selects: 3 GEN, 5 None

Non-Selects: 6 GEN, 1 OA, 17 None

HR Cert:

Selects: 7 PHR, 1 None

Non-Selects: 4 SPHR, 4 PHR, 16 None

Of the following Community Values: Master's Degree, HR Cert, and Joint (JPME and/or Joint Tour).

Selects: Averaged 2.0

Non-Selects: Averaged 1.6