



THE SECRETARY OF THE NAVY  
WASHINGTON DC 20350-1000

NOV 16 2020

From: Secretary of the Navy  
To: President, FY-22 Navy Reserve Rear Admiral (lower half)  
Line and Staff Corps Promotion Selection Boards  
  
Subj: ORDER CONVENING THE FY-22 PROMOTION SELECTION BOARDS TO  
CONSIDER OFFICERS IN THE LINE AND STAFF CORPS ON THE  
RESERVE ACTIVE-STATUS LIST OF THE NAVY FOR PERMANENT  
PROMOTION TO THE GRADE OF REAR ADMIRAL (LOWER HALF)  
  
Ref: (a) FY-22 Active-Duty and Reserve Navy Flag Officer  
Promotion Selection Board Precept  
  
Encl: (1) Board Membership  
(2) Board Recorders and Administrative Support

1. Date and Location

a. The promotion selection boards, consisting of you as president and the officers listed in enclosure (1), are ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, Wednesday, December 2, 2020, or as soon as practicable thereafter.

b. The boards shall proceed in accordance with all guidance in this letter and the FY-22 Active-Duty and Reserve Navy Flag Officer Promotion Selection Board Precept, reference (a).

2. Promotion Board Authorized Selections. The zones for selection to flag have been set forth in the FY-22 Navy Reserve Flag Officer Promotion Plan. The boards may recommend up to the number I have provided below.

<u>COMPETITIVE CATEGORY</u>	<u>NUMBER TO SELECT</u>
<b>Unrestricted Line</b>	4
<b>Restricted Line</b>	
Human Resources	1
Aerospace Engineering Duty	1
<b>Staff Corps</b>	
Supply Corps	1

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3. **Best and Fully Qualified Selection Standard**

a. **Fully Qualified.** All officers recommended for promotion must be fully qualified; that is, each officer recommended must be capable of performing the duties of the next higher pay grade. Officers that do not meet this standard shall not be recommended for promotion.

(1) Officers fully qualified for promotion demonstrate an appropriate level of leadership, professional skills, integrity, management acumen, grounding in business practices, and resourcefulness in difficult and challenging assignments. Their personal and professional attributes include adaptability, intelligent risk-taking, critical thinking, innovation, adherence to Navy and Department of Defense (DoD) ethical standards, physical fitness, and loyalty to the Navy core values.

(2) The Navy is composed of men and women representing dozens of different ethnic groups and hundreds of cultural heritages. Fully qualified officers must have shown the ability to successfully lead and mentor a diverse workforce, while executing the Navy's strategic diversity initiatives and effectively retaining the right quality and quantity of performance-proven personnel.

b. **Best Qualified.** Among the fully qualified officers, you must recommend for promotion the best qualified officers within their respective competitive category. The following core considerations should guide your recommendations. Members assigned to brief individual records are expected to use these considerations to guide the review and structure of their briefs. Each board member is expected to apply this guidance when deliberating and voting. Considerations are:

(1) **Proven and Sustained Performance**

(a) You are statutorily required to pick the best qualified officers. Proven and sustained superior performance in command and leadership positions in difficult and challenging assignments is the ultimate test of fitness for promotion. This is the number one factor that should guide your recommendations.

(b) When applying this factor, you must consider that the future Navy and Joint Force leadership will be

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comprised of a mix of officers that have excelled in both traditional career paths and alternate career paths. You must consider the critical competency/skill sets developed by officers who have excelled in alternate career paths. Further, these boards are chartered to select the future leadership of the Navy. Superior leadership skills may be developed in a variety of assignments, and may be found across the Navy from various communities, platforms, and career paths. There are no expectations that flag officers must be selected from only certain communities or platform assignments. Your challenge is to look broadly across the Navy without regard to community, platform, or career path to select the best qualified officers to serve as the future leaders of the Navy.

(c) Our dynamic Navy requires equal consideration to those who have served in non-traditional, combat-related, nation-building roles. Successful performance and leadership in combat conditions demonstrates exceptional promotion potential and should be given special consideration.

(d) You should also consider for promotion those men and women possessing the education, experience, and language skills that help improve the Navy's gender and cultural awareness and those who demonstrate mentoring skills that enhance the professional development of the Navy's future male and female leaders and the wide and varied diversity of the Navy.

(e) A critical goal of the Navy is to encourage -- to demand -- innovation and efficiency to ensure that we retain an adaptive, flexible, and effective naval force able to anticipate events and win across the spectrum of conflict. In your consideration, recognize that the continued preeminence of the Navy in the future is inextricably linked to its ability to successfully change and to manage for efficiency. Our future depends on male and female leaders who have demonstrated their awareness of this fact. Within the charter of best and fully qualified, seek to select these officers.

1. In this age of limited resources and fiscal constraints, application of energy resource management and technology is of vital importance. Our institution must create energy solutions that make facilities and installations more energy efficient and encourage superior management of energy resources.

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2. Likewise, we must not restrict or limit the opportunity of any Navy officer to think creatively, develop new ideas, take prudent risks, and maximize capabilities through sound management practices. Bear in mind that, in the context of a changing Navy, officers demonstrating innovative thinking, efficient management skills, prudent risk taking, and effective business practices, may reflect a variety of backgrounds.

**(2) Education / Personal and Professional Development**

(a) The Navy's ability to support future operational requirements depends on a well-educated and trained officer workforce. The Navy needs officers who have helped create a culture of continuous learning demonstrated by their professional development through education and training. You shall favorably consider professional military education (PME), leadership development, and experience in specialized areas. The PME Continuum integrates four components of education: Advanced Education, Navy-Specific Professional Military Education (NPME), Joint Professional Military Education (JPME), and Leadership Development. Best and fully qualified candidates seek opportunities to improve performance by increasing their knowledge throughout their careers.

(b) Applying advanced education and achieving specialized skills as reflected in Additional Qualification Designator (AQD) codes and Navy Officer Billet Classifications (NOBCs) are significant career milestones.

**(3) Direct Support of Overseas Contingency Operations (OCO) / Irregular Warfare.** The boards should give favorable consideration to those officers who, while serving in leadership positions in the grade of O-5 or above, have displayed superior performance in direct support of OCO or in Irregular Warfare assignments, in particular those assignments that are extraordinarily arduous or which involve significantly heightened personal risk. These individuals are developing valuable combat and nation-building skills under stressful conditions. Such assignments may not be typical of the officer's traditional community career path and the officer may be rated by a reporting senior unfamiliar with the officer's specialty and the Navy fitness report system.

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**4. Unrestricted Line (URL) Competency and Skill Guidelines.**

Per section 14107(b)(4) of title 10, U.S. Code, the URL promotion selection board shall apply the following guidelines relating to the Navy's need to fill FY-22 critical vacancies with specified numbers of URL rear admirals (lower half) who possess the competencies and skills outlined in Table 1. In most cases, critical vacancies are identified by officer designators, which themselves reflect the particular competencies and skills possessed by officers in the respective communities. You shall apply these guidelines in conjunction with the best and fully qualified selection standard, and in no case shall the Navy's need for specified numbers of officers to fill the vacancies be interpreted as a quota. As such, when determining those URL officers who are best and fully qualified for promotion, the URL board should give strong consideration to those officers who possess the competencies and skills necessary to fill the FY-22 critical vacancies, as outlined in Table 1.

**TABLE 1**

**GUIDELINES RELATING TO NAVY'S NEED FOR SELRES URL REAR ADMIRALS (LOWER HALF) WITH PARTICULAR COMPETENCIES AND SKILLS**

FY-22 CRITICAL VACANCY	NUMBER OF OFFICER(S) NEEDED	COMPETENCIES AND SKILLS REQUIRED FOR CRITICAL VACANCY
Surface Warfare (1115)	2	Vacancies in O-7 1115 billets require an experienced surface warfare officer with proven performance while assigned to significant leadership position(s) at a Navy or Joint command(s).
11X5/13X5	2	Vacancies in URL billets require proven performance while assigned to significant leadership position(s) in support of a Navy or Joint command(s).

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5. **Human Resources (HR) Community Considerations.** The HR community plans, programs, and executes life-cycle management of the Navy's most valued resource - people. The Chief of Naval Operations' focus on attracting, recruiting, developing, assigning, and retaining a diverse, high performing, and mission-focused force requires that the officer selected possess a balance of HR competencies in addition to superior leadership skills. Successful tours in command, HR strategic planning, and the core competencies of: workforce (military, civilian, and contractor) requirements determination; recruiting; personnel/talent management; and workforce training and development are important. A successful activation in a senior HR role, master's degree in an HR-related field, and HR certification are highly valued.

6. **Aerospace Engineering Duty (AEDO) Community Considerations.** The Navy requires an executive leader able to direct diverse teams supporting major weapon system acquisition, as well as logistics and maintenance program management. This board shall favorably consider knowledge of Naval Air Systems Command (NAVAIR) requirements and capabilities, from initial proposal to fielding and maturation, and demonstrated experience in successful industry contract management and execution. In the context of best and fully qualified, the Navy needs an officer with demonstrated entrepreneurial skills to meet the rapidly changing needs of the active component customer in a dynamic environment. In addition, the officer selected should possess a depth and breadth of experience across multiple diverse acquisition efforts to ensure the ability to demonstrate, develop, and communicate executive technical and acquisition excellence as a Systems Command Vice Commander in engineering, test and evaluation, or logistics.

7. **Supply Corps.** The Supply Corps requires flag officers to serve in a wide range of assignments requiring expertise in diverse functional areas. Joint experience is highly valued when selecting future Supply Corps flag officers. Officers selected for flag rank in the Supply Corps must have demonstrated the ability to lead the Navy of the future. The board shall favorably considered those Supply Corps officers who possess the following skills:

a. Demonstrated integrity and exceptional leadership skills and success in command or executive staff positions of equivalent responsibility.

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b. Acknowledged leadership within one primary line of  
operation (supply chain management, contracting/financial  
management, or operational logistics).



Kenneth J. Braithwaite

**BOARD MEMBERSHIP  
FY-22 NAVY RESERVE  
REAR ADMIRAL (LOWER HALF) LINE AND STAFF  
PROMOTION SELECTION BOARDS**

1. Unrestricted Line

VADM Ricky L. Williamson, USN (SW)  
RADM Alan D. Beal, USNR (AV)  
RADM Scott D. Jones, USNR (AV)  
RADM Joey B. Dodgen, USNR (SW)  
RADM Yvette M. Davids, USN (SW)  
RADM Alvin Holsey, USN (AV)  
RDML Theodore P. LeClair, USNR (SW)  
RDML George M. Wikoff, USN (AV)  
RDML Thomas S. Wall, USNR (SS)

2. Restricted Line (Aerospace Engineering Duty)

VADM Ricky L. Williamson, USN (SW)  
RADM Scott D. Jones, USNR (AV)  
RADM Yvette M. Davids, USN (SW)  
RDML Thomas S. Wall, USNR (SS)  
RDML Mark J. Mouriski, USNR (AED)

3. Restricted Line (Human Resources)

VADM Ricky L. Williamson, USN (SW)  
RADM Alan D. Beal, USNR (AV)  
RADM Alvin Holsey, USN (AV)  
RDML Thomas S. Wall, USNR (SS)  
RDML Ann H. Duff, USNR (HR)

4. Staff Corps (Supply Corps)

VADM Ricky L. Williamson, USN (SW)  
RADM Alan J. Reyes, USNR (SC)  
RADM Alvin Holsey, USN (AV)  
RDML Thomas S. Wall, USNR (SS)  
RDML Jacquelyn McClelland, USNR (SC)