



**DEPARTMENT OF THE NAVY
BUREAU OF NAVAL PERSONNEL
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000**

1401
BUPERS-00B
11 May 22

From: Deputy Chief of Naval Personnel
To: President, FY-23 Aviation Department Head Screen Board

Subj: ORDER CONVENING THE FY-23 AVIATION DEPARTMENT HEAD
SCREEN BOARD

Ref: (a) DCNP ltr 1401 BUPERS-00B of 4 Oct 21

Encl: (1) Board Membership
(2) Administrative Support Staff
(3) FY-23 ADHSB Eligibility Criteria

1. Date and Location

a. This administrative selection board, consisting of you as president, the officers listed in enclosure (1) as members, and the personnel listed in enclosure (2) as administrative support staff, is ordered to convene at the Navy Personnel Command, Millington, TN, at 0800, 16 May 2022, or as soon as practicable thereafter.

b. The board shall proceed in accordance with all guidance in this letter and the FY-23 Administrative Selection Board Precept, reference (a).

2. Function. The function of the board is to:

a. Recommend Unrestricted Line (URL) officers for Operational (OP) and Operational Training (OP-T) Aviation Department Head.

b. Recommend officers as Qualified Insufficient Opportunity (QIO).

3. Board Authorized Selections

a. Maximum Number of Selects. The maximum number of candidates that may be recommended in each competitive category is listed below. All officers within each competitive category have been reviewed to ensure compliance with the eligibility criteria as outlined in enclosure (3).

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<u>Competitive Category</u>	<u>Maximum Number of Selects</u>
HM OP	5
HSC OP	43
HSM OP	62
VAQ 1310 OP	14
VAQ 1320 OP	11
VAW 1310 OP	11
VAW 1320 OP	9
VRC OP	3
VRM OP	6
VFA 1310 OP	70
VFA 1320 OP	14
VP/VQ(P) 1310 OP	32
VP 1320 OP	27
VQ(P) 1320 OP	2
VQ(T) 1310 OP	5
VQ(T) 1320 OP	3
VAW 1320 OP-T	7
OP-T 1310	28
OP-T 1320	27

(1) The board need not select to the maximum number of selects outlined in the table above. The maximum number of selects should only be attained if there are a sufficient number of candidates determined fully qualified. Should the board deem that an insufficient number of qualified officers exist in a particular competitive category, this finding will be included in the board report.

b. Qualified Insufficient Opportunity (QIO). In each competitive category there may be officers whose records clearly meet selection criteria but are not selected because of limited quotas. The board shall identify such officers to the Recorder, and those names will be annotated in the Recorder's ledger. In the board report, officers selected as QIO will be ranked in order of merit within each competitive category. However, the QIO list will not be published to the Navy or the public.

(1) The recommended number of QIOs in each competitive category is listed below. By majority vote, the board may deviate from this if it so deems based on quality. Any deviation will be included in the board report.

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<u>Competitive Category</u>	<u>Recommended Maximum Number of QIOs</u>
HM OP	0
HSC OP	5
HSM OP	8
VAQ 1310 OP	0
VAQ 1320 OP	2
VAW 1310 OP	11
VAW 1320 OP	7
VRC OP	5
VRM OP	3
VFA 1310 OP	0
VFA 1320 OP	5
VP/VQ(P) 1310 OP	15
VP 1320 OP	10
VQ(P) 1320 OP	3
VQ(T) 1310 OP	5
VQ(T) 1320 OP	2
VAW 1320 OP-T	1
OP-T 1310	10
OP-T 1320	10

(2) Unlike a recommendation for selection, an individual may be recommended as a QIO in multiple competitive categories (i.e., OP and OP-T).

(3) Should a need arise during the year for an additional officer to fill a command, an officer from the QIO list so identified in the board report shall be considered qualified and additional administrative screen procedures need not be pursued. Officers shall be selected from the board report according to order of merit and subject to assignability.

(4) QIOs may be on multiple QIO lists until such time as the individual is required to fill an Aviation Department Head (ADH) billet. Once the QIO officer is selected to fill an ADH billet, that officer will be removed from all other QIO lists.

4. Best and Fully Qualified Selection Standard

a. Fully Qualified. All candidates must be fully qualified; that is, each candidate must be capable of performing the duties of an ADH. To be fully qualified, a candidate must

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have demonstrated an appropriate level of leadership and have attained the minimum aircraft qualifications required for their specific platform and designator.

b. Best Qualified. Among the fully qualified candidates, the board will select the best qualified for ADH. These are candidates who have attained advanced aircraft qualifications and have demonstrated sustained superior performance in leadership, production, and test roles in difficult and challenging assignments.

5. Additional Guidance. Naval Aviation is first and foremost an aerial combat force, and values the attainment of warfare qualifications and leadership both in the air and on the ground. The Naval Aviation Enterprise continues to value the war fighting ability and tactical excellence required for Operational Commanders to excel in combat. Therefore, as an aviation officer progresses in his/her career, achievement of community specific warfare qualifications should be documented in the officer's official record. The ultimate measure of success within the aviation community is sustained performance in operational environments.



A. HOLSEY

BOARD MEMBERSHIP
FY-23 AVIATION DEPARTMENT HEAD SCREEN BOARD

Aviation Department Head:

RDML Max G. McCoy, USN, 1310 (President)
CAPT David G. Whitehead, USN 1320
CAPT William D. Selk, USN 1320
CAPT Samuel C. Bryant, USN 1310
CAPT William G. Eastham, USN 1310
CAPT David F. Harris, USN 1320
CAPT Peter M. Shoemaker, USN 1310
CAPT Kenneth R. Russell, USN 1320
CAPT Scott A. Wastak, USN 1320
CAPT Michael G. Stokes, USN 1310
CAPT Robert P. Majoris, USN 1320
CAPT Steven M. Thomas, USN 1310
CAPT Troy T. Tartaglia, USN 1310
CAPT Jessica R. Parker, USN 1310
CAPT Chad J. Heirigs, USN 1310
CDR Christopher S. Williams, USN 1310
CDR Santico J. Valenzuela, USN 1310
CDR Chandra S. Newman, USN 1310
CDR Carolyn K. Peterson, USN 1310

ADMINISTRATIVE SUPPORT STAFF
FY-23 AVIATION DEPARTMENT HEAD SCREEN BOARD

1. Active Aviation Commander Command: CDR Kenneth J. Petkunas will act as a recorder with the following personnel acting as assistant recorders:

LCDR Taylor C. Barrow	LCDR Tracy A. Maddox
LCDR Kaitlin E. Boensel	LCDR Warlin E. Marte
LCDR Joshua A. Dufore	LCDR Antonia E. Miggins
LCDR Samantha L. Johnson	LCDR Gordon L. Mohl
LCDR Andrew M. Leone	LCDR Adam G. Shemon

2. The recorder or an assistant recorder will be present during all deliberations.

3. The following administrative support staff are designated to serve as the board sponsor:

CAPT Forrest O. Young	CDR Kenneth J. Petkunas
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4. The following personnel are designated to serve as administrative support personnel to the board:

RADM Alvin Holsey	CDR Douglas W. Oldham
RDML Michael J. Schwerin	CDR Michael A. Polito
RDML Derek A. Trinqué	CDR Ronald H. Rumfelt
CAPT Gregory P. deWindt	CDR Brian J. Schneider
CAPT Steven F. Friloux	CDR Christopher N. Seeley
CAPT Jared Geller	CDR David K. Shultz
CAPT Laurie R. Gibbens	CDR Robert M. Spann
CAPT Samo Hiroyuki	CDR Christopher R. Swanson
CAPT Andrew T. Klosterman	CDR Kevin A. Swift
CAPT Eric Lindfors	CDR Justin P. Waskey
CAPT Heather D. Partridge	CDR Luke R. Whitmore
CAPT Raymond Sudduth	CDR Matthew A. Wright
CAPT Christopher J. Wood	LCDR Eric L. Alexander
CDR David A. Bizzarri	LCDR Kaitlin E. Boensel
CDR Brandon W. Gill	LCDR Carson M. Burton
CDR Adam H. Jackson	LCDR Derrick R. Bruce
CDR Todd M. Keith	LCDR Chris Cedros
CDR Bret H. Learner	LCDR Michael D. Christoph
CDR Matthew K. Lewis	LCDR Timothy M. Clemens
CDR Mary F. Link	LCDR David K. Edwards
CDR Matthew Mooshegian	LCDR Nicholas J. Engle
CDR Shaleta R. Moran	LCDR Kimberly M. Fowler
CDR Joel C. Nogle	LCDR Sasha R. Frankhouser

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LCDR Jonathan M. Gilliom	LSC Christopher A. Stauffer
LCDR William G. Hardin	ET2 Ervin F. Romero
LCDR Clark Hartley	IT2 Willie J. Allen
LCDR Coe R. Hoffman	AO3 David T. Paisano
LCDR Anders C. Holmstrom	Mr. Charles V. Barber
LCDR Heather Hutchison	Mr. Julion A. Bend
LCDR Eric M. Kemp	Ms. Pamela D. Bennett
LCDR Matthew M. Long	Ms. Donna M. Carpenter
LCDR Stewart C. Long	Mr. Bradley J. Cordts
LCDR Warlin E. Marte	Ms. Cheryl L. Dennis
LCDR Stephen C. Mattingly	Mr. Edward Dodrill
LCDR Jason W. Mcclinton	Mr. Christopher J. Garner
LCDR James R. McMillan	Ms. Faith Grigg
LCDR Jacob N. Norris	Mr. Patrick R. Harris
LCDR Chris M. Roberts	Mr. Max Hodge
LCDR Brandon S. Rodgers	Mr. Robert D. Hogue
LCDR Daniel J. Russell	Mr. Juan J. Jimenez
LCDR Benjamin L. Sanders	Ms. Priscilla L. Jones
LCDR Omar C. Sanusi	Mr. Christopher A. Leigh
LCDR John C. Schnepfer	Ms. Marsea K. Lewis
LCDR Tiffany N. Smith	Mr. Joseph J. Lipko
LCDR Xiao Sun	Mr. Anthony Matthews
LCDR Emilie F. Torielli	Ms. Karon D. Matthews
LCDR Timothy R. Warburton	Ms. Marcie L. McLaughlin
LCDR Brad C. Weiland	Mr. Michael A. McNab
LCDR Steven A. Whatley	Mr. Leo D. Metoyer
LCDR Fredrick R. Yonkman	Mr. Tommy Owens
LT Jason D. Bentley	Ms. Leslie J. Pitts
LT Jill M. Bolden (In-Zone)	Mr. Martin L. Pompeo
LT Tabitha M. Calloway	Mr. John Pucciarelli
LT Andrew C. Dotson	Mr. Stephen R. Ranne
LT Michelle D. Downing	Ms. Tracey R. Rockenbach
LT Katherine T. Gorski	Mr. Jay A. Rublaitus
LT Joseph D. Meier	Ms. Candis L. Robinson
LT Matthew P. Miller	Mr. Antoine Sharp
LT Jonathan H. Sifford	Ms. Edna Shannon
LT Justice Swett	Mr. Steven J. Skretkowicz
LT Joshua S. Williams	Ms. Ruby D. Snowden
CWO4 Xavier D. Ware	Mr. Michael Strobl
FORCM(SW) Christian D. Detje	Ms. Verleada S. Tarver-Pruitt
AVCM(AW) Daniel L. Dregely	Ms. Lisa M. Truesdale
NCCM(SW/AW/FMF) Derek M. Messer	Mr. David B. Whorton
YNCM(AW) Dana M. Axson	Ms. Mindee M. Wolven
YNC Sharleen L. Ciesielska	

FY-23 AVIATION DEPARTMENT HEAD ELIGIBILITY CRITERIA

1. Eligibility. Overall eligibility for the FY-23 Aviation Department Head Screen Board (ADHSB) has been determined by Navy Personnel Command (PERS-43) based on officers meeting the criteria listed in the applicable sections of this document. The following outlines eligibility for the FY-23 ADHSB:

a. Definition of "Looks". Selection for Aviation Department Head (ADH) occurs in three reviews, referred to as "looks". "In-Zone" officers will receive their first "look", these officers are only considered for Operational Department Head. "Above-Zone" officers will receive their second and third "looks" (as applicable). The second "look" is for consideration as Operational Department Head while the third "look" is for consideration as Operational Training Department Head.

b. Zones. The FY-23 ADHSB consists of YG-11 and YG-12 officers, as well as officers in YG-13 who have already selected for O-4.

(1) "In-Zone" (IZ) officers receiving their first "look" for ADH on the FY-23 ADHSB come from YG-12, as well as YG-13 officers who have selected for O-4.

(a) All officers from YG-12 are considered "In-Zone", including those officers from YG-12 eligible for the FY-23 Active-Duty Navy Lieutenant Commander Line Promotion Selection Board.

(2) "Above-Zone" (AZ) officers receiving their second and third "looks" for ADH on the FY-23 ADHSB come from YG-11 and senior.

2. Eligibility Determination

a. Definition of Eligibility Criteria. To meet the criteria for eligibility for the FY-23 ADHSB, an officer must:

(1) Be designated a URL Naval Aviation Officer (1300/1310/1320 designators). Officers who were previously assigned a designator of 1310 or 1320 and have been re-designated to 1300 as a result of medical disqualification from flight status are considered eligible if they are expected to be found medically qualified for flight and re-designated to 1310/1320 prior to the conclusion of FY-23. This determination must be validated by a flight surgeon.

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(2) Meet IZ/AZ criteria and have not been previously selected for Aviation Department Head.

(a) All officers who entered naval service in FY-21 via inter-service transfer at the rank of Lieutenant Commander are considered eligible for selection as part of YG-12.

(b) All officers selected for ADH who have not yet selected for LCDR will not receive orders to a DH billet until selected for promotion.

(c) All officers who are approved for the Career Intermission Program (CIP) who are beginning CIP separation after the convening of the ADHSB are considered eligible for selection.

(d) All officers who have completed CIP and will be back on active duty by 18 April 2022 are considered eligible for selection. Their eligibility is determined by their adjusted precedent number indicated on their respective community's "Bubba's List".

b. Disqualifying Events

(1) Resignation and Retirement. All officers with released resignation or retirement orders with a Date-Time-Group (DTG) prior to 16 May 2022 are ineligible for the FY-23 ADHSB.

(2) Those officers who have been selected for and accepted lateral transfer outside of the 13X0 designated community, to include the Aviation Engineering Duty Officer community and the Training and Administration of the Reserve community, are ineligible for the FY-23 ADHSB.

(3) Officers who have accepted selection to a specialized program such as Permanent Flight Instructor or Permanent Military Instructor are ineligible for the FY-23 ADHSB.

(4) Officers who were previously assigned a designator of 1310 or 1320 who have been re-designated to 1300 due to a Voluntary Termination of flight status are ineligible for the FY-23 ADHSB.

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(5) Officers who were previously assigned a designator of 1310 or 1320 who have been re-designated to 1300 due to the outcome of a Field Naval Aviator Evaluation Board proceeding are ineligible for the FY-23 ADHSB.

(6) Officers who submitted a "Don't Pick Me" letter to request non-selection on any previous Aviation Department Head Screen Board are ineligible for the FY-23 ADHSB. Any officer who previously submitted a "Don't Pick Me" letter for the ADHSB may request consideration by submitting an exception to policy to PERS-43. These requests will be adjudicated on a case-by-case basis. Officers who were selected for and subsequently declined FY-22 Aviation Department Head are ineligible for the FY-23 ADHSB but may request consideration by submitting an exception to policy to PERS-43. These requests will be adjudicated on a case-by-case basis.

(7) Officers who have twice failed to select (FOS) for ADH or Active-Duty Navy Lieutenant Commander Line Promotion Selection Board (O-4), or who have declined promotion to O-4, are ineligible for the FY-23 ADHSB.

c. Definition of Competitive Categories. To be eligible for a specific competitive category, officers must qualify for overall eligibility criteria and meet the following:

(1) Helicopter Mine Countermeasures Operational (HM OP). IZ/AZ eligible officers who come from the HM community.

(2) Helicopter Sea Combat Operational (HSC OP). IZ/AZ eligible officers who come from the HSC community.

(3) Helicopter Maritime Strike Operational (HSM OP). IZ/AZ eligible officers who come from the HSM community.

(4) Airborne Electronic Attack 1310 Operational (VAQ 1310 OP). IZ/AZ eligible officers who come from the VAQ community with a designator of 1310.

(5) Airborne Electronic Attack 1320 Operational (VAQ 1320 OP). IZ/AZ eligible officers who come from the VAQ community with a designator of 1320.

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(6) Carrier Airborne Early Warning 1310 Operational (VAW 1310 OP). IZ/AZ eligible officers who come from the VAW community with a designator of 1310.

(7) Carrier Airborne Early Warning 1320 Operational (VAW 1320 OP). IZ/AZ eligible officers who come from the VAW community with a designator of 1320.

(8) Fleet Logistics Support Operational (VRC OP). IZ/AZ eligible officers who come from the VRC community.

(9) Fleet Logistics Multi-Mission Squadron (VRM OP). IZ/AZ eligible officers who come from the VRM community.

(10) Strike Fighter 1310 Operational (VFA 1310 OP). IZ/AZ eligible officers who come from the VFA community with a designator of 1310.

(11) Strike Fighter 1320 Operational (VFA 1320 OP). IZ/AZ eligible officers who come from the VFA community with a designator of 1320.

(12) Maritime Patrol and Reconnaissance 1310 Operational (VP/VQ(P) 1310 OP). IZ/AZ eligible officers who come from the VP and VQ(P) communities with a designator of 1310.

(13) Maritime Patrol and Reconnaissance 1320 Operational (VP 1320 OP). IZ/AZ eligible officers who come from the VP community with a designator of 1320.

(14) Maritime Patrol and Reconnaissance 1320 Operational (VQ(P) 1320 OP). IZ/AZ eligible officers who come from the VQ(P) community with a designator of 1320.

(15) Fleet Air Reconnaissance 1310 Operational (VQ(T) 1310 OP). IZ/AZ eligible officers who come from the VQ(T) community with a designator of 1310.

(16) Fleet Air Reconnaissance 1320 Operational (VQ(T) 1320 OP). IZ/AZ eligible officers who come from the VQ(T) community with a designator of 1320.

d. Operational Training Department Head for Two-Time Operational Department Head Non-Selects. Due to limited Operational Department Head seats, there will be competitive

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officers who fail to select for Operational Department Head on their second look. In order to provide continued career opportunity and to capitalize on Naval Aviation's investment in these officers, every AZ officer not selected for Operational Department Head will be screened for Operational Training Department Head (i.e.; VT, HT, Weapons School, VX, TACRON, TOCRON, CG AWO, CNATT Det OIC). To be eligible, officers must qualify for overall eligibility criteria, be an AZ eligible and not have been selected for Operational Department Head.

(1) Carrier Airborne Early Warning 1320 Operational Training (VAW 1320 OP-T). AZ eligible officers who come from the VAW community with a designator of 1320. Selects will be fulfilling DH roles as CG AWO, VUQ, and USAF Nellis LNO.

(2) 1310 Operational Training (1310 OP-T). AZ eligible officers who come from all aviation communities with a designator of 1310.

(3) 1320 Operational Training (1320 OP-T). AZ eligible officers who come from all aviation communities except VAW with a designator of 1320.