Congratulations to the FY-20 HR CDR Selectees!

AC

CDR (Sel) Beavers Shane L
CDR (Sel) Corley William M
CDR (Sel) Hayes Stephanie K
CDR (Sel) Henderson Bradley P
CDR (Sel) Huffman Leslie A
CDR (Sel) Hyler Jeremy N
CDR (Sel) Lang Jeanine A
CDR (Sel) Liberato Robert V
CDR (Sel) Linn Robert A
CDR (Sel) McLeod Kaitlin M
CDR (Sel) Mendez Endia T
CDR (Sel) Nelson Daniel A
CDR (Sel) Pyne Michael J
CDR (Sel) Rancourt Steven J
CDR (Sel) Salerno Alicia M
CDR (Sel) Saluke Patrick M
CDR (Sel) Serrano Nicole A
CDR (Sel) Sizemore Lacey M
CDR (Sel) Sumerall Damon R
CDR (Sel) Williams John J

FTS

CDR (Sel) Bennie Scott P
CDR (Sel) Brown Robert L
CDR (Sel) Browning Jeremy P
CDR (Sel) Byers Kenneth L
CDR (Sel) Cornell Nicole A
CDR (Sel) Cornwall Leslie E
CDR (Sel) Grose Jason R
CDR (Sel) Imperatore Aldebaran K
CDR (Sel) Menocal Andrew M
CDR (Sel) Petri Clark A
CDR (Sel) Reid Jennifer L
CDR (Sel) Schmid Christopher M
CDR (Sel) Shi Jing
CDR (Sel) Spracklin Robert J
CDR (Sel) Trimble Timothy R
CDR (Sel) Walsh Jesse L

SELRES

CDR (Sel) Douglas Nicolas F
CDR (Sel) Freedline David J
CDR (Sel) Garofalo Adam P
CDR (Sel) McKeever Jeremy J
CDR (Sel) Rowe Ricky R
CDR (Sel) Sanchez Matthew S
CDR (Sel) Smith Brian M

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

20 Selects (18 IZ, 2 AZ)
18 of 25 IZ LCDRs selected = 72%
2 of 15 AZ LCDRs selected = 13%

	IZ/AZ Selects	Non-Selects
Command/Milestone Complete	100%	25%
Master's Degree	90%	80%
HR-Related Masters	70%	70%
HR-Related Proven Subspec	30%	30%
HR Certification	100%	80%
Command Eligible	65%	35%
Joint Tour Credit	15%	20%
JPME I	70%	60%
JPME II	5%	15%
JQO	0%	10%

Milestone:
Selects: 20 Command/Milestone Complete
              0 in Command/Milestone
              0 without Command/Milestone

Non-Selects: 5 Command/Milestone Complete
              1 in Command/Milestone
              14 without Command/Milestone

HR-Related Master's Degrees (or higher):
Selects: 7 GEN, 2 MSA, 1 OA, 3 FM, 1 Multiple (OA + GEN), 6 None
Non-Selects: 6 GEN, 2 MSA, 2 OA, 1 FM, 3 Multiple (2 GEN + OA, FM + GEN), 6 None

HR-Related Proven Subspec (Q or R Suffix):
Selects: 1 MSA, 1 TE, 3 OA, 1 GEN, 14 None
Non-Selects: 1 GEN, 3 MSA, 2 OA, 14 None

HR Cert:
Selects   3 SPHR, 16 PHR, 1 Multiple (SPHR + CDFM)
Non-Selects: 1 SPHR, 14 PHR, 1 Multiple (SPHR + CDFM), 4 None

Of the following 6 Community Values: Milestone, Master's Degree, HR-Related Proven Subspec, HR Cert, Command Eligible, and Joint (JPME and/or Joint Tour), presented for consistency across community and to support comparisons with historical statistics.

Selects: Averaged 4.60
Non-Selects: Averaged 3.20

FTS

16 Selects (13 IZ, 3 AZ)
13 of 19 IZ LCDRs selected = 68%
3 of 15 AZ LCDRs selected = 20%

	IZ/AZ Selects	Non-Selects
Command/Milestone Complete	38%	22%
Master's Degree	100%	94%
HR-Related Masters	94%	83%
HR-Related Proven Subspec	56%	50%
HR Cert	100%	61%
Command Eligible	94%	56%
Joint Tour Credit	6%	6%
JPME I	75%	61%
JPME II	31%	11%
JQO	6%	0%

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

Non-Selects: 4 Command/Milestone Complete
                4 in Command/Milestone
                10 without Command/Milestone

HR-Related Master's Degrees (or higher):
Selects: 8 GEN, 2 FM, 1 MSA, 1 IT, 2 OA, 1 Multiple (GEN + FM), 1 None
Non-Selects: 1 FM, 1 MSA, 1 IT, 1 OA, 11 GEN, 3 None

HR-Related Proven Subspec (Q or R Suffix):
Selects: 2 GEN, 1 FM, 1 OA, 3 MSA, 1 TE, 1 Multiple (MSA + TE + GEN), 7 None
Non-Selects: 2 GEN, 1 FM, 3 MSA, 1 IT, 1 TE, 1 Multiple (GEN + MSA + IT), 9 None

HR Cert:
Selects: 12 PHR, 1 CDFM-A, 3 Multiple (SPHR + PHR, PHR + CDFM-A + CDFM, SPHR +
                PHR + CDFM-A + CDFM)
Non-Selects: 2 SPHR, 9 PHR, 7 None

Of the following 6 Community Values: Milestone, Master's Degree, HR-Related Proven Subspec,
HR Cert, Command Eligible, and Joint (JPME and/or Joint Tour).

Selects: Averaged 4.63
Non-Selects: Averaged 3.50

SELRES

7 Selects (6 IZ, 1 AZ)
6 of 11 IZ LCDRs selected = 55%
1 of 21 AZ LCDRs selected = 5%

	IZ/AZ Selects	Non-Selects
Master's Degree	86%	56%
HR-Related Masters	71%	28%
HR Cert	71%	36%
Command Eligible	29%	4%
Joint Tour Credit	0%	4%
JPME I	29%	20%
JPME II	0%	0%
JQO	0%	0%

HR-Related Master's Degrees (or higher):
Selects: 5 GEN, 2 None
Non-Selects: 7 GEN, 18 None

HR Cert:
Selects: 1 SPHR, 4 PHR, 2 None
Non-Selects: 4 SPHR, 5 PHR, 16 None

Of the following 4 Community Values: Master's Degree, HR Cert, Command Eligible, and Joint (JPME and/or Joint Tour).

Selects: Averaged 2.1
Non-Selects: Averaged 1.2