

Congratulations to the FY-21 HR LCDR Selectees!

AC

LCDR(Sel) Austin Bekim F
LCDR(Sel) Baxter Brandon R
LCDR(Sel) Bazalaki Peter
LCDR(Sel) Bowers Ryan W
LCDR(Sel) Carlsen Kevin S
LCDR(Sel) Cartwright Cody M
LCDR(Sel) Christensen Bryce L
LCDR(Sel) Elizaldevalencia Adria
LCDR(Sel) Estevezguerrero America E*
LCDR(Sel) Flament Cory C
LCDR(Sel) Fleshman Joseph M
LCDR(Sel) Fowler Kimberly M
LCDR(Sel) Grant Tamarah K
LCDR(Sel) Groves Lucas M
LCDR(Sel) Hagen Jaylyn D
LCDR(Sel) Hall Jessika S
LCDR(Sel) Harris Chantrelle L
LCDR(Sel) Heft Paul P
LCDR(Sel) Hogarth Allison R
LCDR(Sel) Luers Robert E
LCDR(Sel) Lukanich Philip J
LCDR(Sel) Lung Nicole P
LCDR(Sel) Mamaril Emmanuel E*
LCDR(Sel) Molloy Matthew C
LCDR(Sel) Morgan Brittany W*
LCDR(Sel) Myers Eric M
LCDR(Sel) Needles Thomas K
LCDR(Sel) Noel Lance M
LCDR(Sel) Pizarro Kamille D
LCDR(Sel) Rayfield Gary L
LCDR(Sel) Roche Charlotte E *
LCDR(Sel) Tate Kenneth D
LCDR(Sel) Terranova Robert J Jr*
LCDR(Sel) Thomson Kelly R
LCDR(Sel) Thurman Sykeshia M
LCDR(Sel) Tippins Nikita D
LCDR(Sel) Villatoro Henry A

FTS

LCDR(Sel) Brown Shahana L
LCDR(Sel) Edwards John O
LCDR(Sel) Ferguson George Jr
LCDR(Sel) Henson Christopher L
LCDR(Sel) Kerr Melissa E
LCDR(Sel) Pena Betty S
LCDR(Sel) Powell Jessica M
LCDR(Sel) Robinson Eric D
LCDR(Sel) Stroz Marc B*
LCDR(Sel) Vorpagelgunther Donna
LCDR(Sel) Whitecotton Robert L

SELRES

LCDR(Sel) Spruill Lionell Jr
LCDR(Sel) Glisan Lee Brandon*
LCDR(Sel) Perez Andrew
LCDR(Sel) Driscoll Jeffery
LCDR(Sel) Caulder Timothy Brian
LCDR(Sel) Lupo Kyle Joseph*
LCDR(Sel) Parioikh Iman
LCDR(Sel) Kemp Eric Maurice
LCDR(Sel) Lluveres Edgar
LCDR(Sel) Gomez Erica Lorena
LCDR(Sel) Sullivan Kristen D Tella
LCDR(Sel) Morgan Jason Patrick
LCDR(Sel) Walden Nathaniel David

* Denotes Merit Re-order selection

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

37 Selects (29 IZ, 6 AZ, 2 BZ)
 29 of 39 IZ LTs selected = 74%
 6 of 10 AZ LTs selected = 60%
 2 of 64 BZ selected = 3%

	<u>IZ/AZ/BZ Selects</u>	<u>Non-Selects</u>
Masters Degree	76%	15%
HR-Related Masters	68%	15%
HR-Related Proven SubSpec	16%	0%
HR Certification	97%	57%
Command Eligible	41%	7%
Joint Tour Credit	0%	0%
JPME I	43%	7%
JPME II	0%	0%
JQO	0%	0%

HR-Related Masters Degrees (or higher):

Selects: 14 Gen Mgmt, 8 MSA, 5 OA, 0 FM, 1 Multiple (HR + FM), 9 None
 Non-Selects: 2 Gen Mgmt, 1 Multiple, 12 None

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

Selects: 1 Gen Mgmt, 2 MSA, 2 OA, 1 TE, 31 None
 Non-Selects: 14 None

HR Cert:

Selects: 3 SPHR, 30 PHR, 3 Multiple (2 PHR + CDFM, 1 PHR + SPHR), 1 None
 Non-Selects: 8 PHR, 6 None

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

Selects: Averaged 2.73
 Non-Selects: Averaged 0.86

FTS

11 Selects (8 IZ, 3 AZ)
8 of 13 IZ LTs selected = 62%
3 of 5 AZ LTs selected = 60%

	<u>IZ/AZ Selects</u>	<u>Non-Selects</u>
Masters Degree	100%	83%
HR-Related Masters	91%	83%
HR-Related Proven SubSpec	45%	33%
HR Certification	91%	100%
Command Eligible	55%	0%
Joint Tour Credit	0%	0%
JPME I	27%	67%
JPME II	0%	0%
JQO	0%	0%

HR-Related Masters Degrees (or higher):

Selects: 6 GEN, 2 IT, 1 FM, 1 MULT (GEN, IT)
Non-Selects: 4 GEN, 1 FM

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

Selects: 2 GEN, 1 IT, 1 MULT (GEN, IT)
Non-Selects: 2 GEN

HR Cert:

Selects: 9 PHR, 1 IT
Non-Selects: 1 SPHR, 5 PHR

Of the following five Community Values: Masters Degree, HR-Related Proven Subspec, HR Cert, Command Eligible and Joint (JPME and/or Joint Tour).

Selects: Averaged 3.2
Non-Selects: Averaged 2.8

SELRES

15 Selects (12 IZ, 3 AZ, 2 declinations)

12 of 31 IZ LTs selected = 39%

3 of 11 AZ LTs selected = 27%

	<u>IZ/AZ Selects</u>	<u>Non-Selects</u>
Masters Degree	54%	8%
HR-Related Masters	46%	0%
HR Cert	46%	0%
Command Eligible	0%	0%
Joint Tour Credit	0%	0%
JPME I	8%	0%
JPME II	0%	0%
JQO	0%	0%

HR-Related Masters Degrees (or higher):

Selects: 5 GEN, 1 MSA

Non-Selects: 27 None

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

Selects: 1 GEN

Non-Selects: N/A

HR Cert:

Selects: 5 PHR, 1 SPHR

Non-Selects: 27 None

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

Selects: Averaged 1.2

Non-Selects: Averaged 0.1