# Congratulations to the FY-22 HR CAPT Selectees!

## AC

CAPT (Sel) Daniele Braham
CAPT (Sel) Dana Chapin
CAPT (Sel) Patrick Copeland
CAPT (Sel) James Darkenwald
CAPT (Sel) Thomas Mckeon
CAPT (Sel) Robert Moran*
CAPT (Sel) David Pavlik
CAPT (Sel) Darrick Poe
CAPT (Sel) Richard Schmitt

* 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 (especially while serving in CDR HR command or milestone) 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.  In FY22, **Recruiting Leadership** was called out as a competency skill requirement for the 1200, Active Component.

## AC

9 Selects (5 IZ, 4 AZ, 0 BZ)
5 of 15 IZ CDRs selected = 33%
4 of 19 AZ CDRs selected = 21%
0 of 27 BZ CDRs selected = 0%

|  | IZ/AZ/BZ Selects | Non-Selects |
| --- | --- | --- |
| Command/Milestone Complete | 66% | 48% |
| Master's Degree | 100% | 100% |
| HR-Related Masters | 89% | 88% |
| HR-Related Proven Subspec | 100% | 80% |
| HR Certification | 100% | 80% |
| Command Eligible (2D1/2D2) | 100% | 68% |
| Joint Tour Credit | 78% | 40% |
| JPME I | 100% | 88% |
| JPME II | 67% | 56% |
| JQO | 56% | 24% |

Milestone:
Selects:      6 Command/Milestone Complete
              3 in Command/Milestone
              0 without Command/Milestone

Non-Selects:  11 Command/Milestone Complete
              4 in Command/Milestone
              5 without Command/Milestone

HR-Related Master's Degrees (or higher):
Selects:      4 GEN, 3 FM, 1 MSA, 1 Other
Non-Selects:  14 GEN, 1 FM, 1 MSA, 1 TE, 4 OA, 1 Multiple (MSA + GEN), 3 Other

HR-Related Proven Subspec (Q or R Suffix):
Selects:      1 GEN, 1 FM, 8 MSA, 2 TE, 2 Multiple (1 GEN + MSA, 1 FM +MSA+TE)
Non-Selects:  0 GEN, 6 MSA, 4 TE, 5 OA, 5 Multiple (3 MSA +TE, 1 MSA + OA, 1 FM + MSA), 5
              None
HR Cert:
Selects:      3 SPHR, 6 PHR, 2 CDFM, 2 Multiple (1 CDFM+PHR, 1 SPHR +CDFM)
Non-Selects:  4 SPHR, 12 PHR, 1 GPHR, 1 CDFM, 1 CDFM-A, 2 CPT, 2 Multiple (1 PHR +
              CDFM, 1 PHR + CDFM-A), 5 None

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

Selects:       Averaged 6.0
Non-Selects:   Averaged 4.64


**SELRES**

CAPT (Sel) Kathryn Ball*
CAPT (Sel) Andrea Franks

* 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 (especially while serving in CDR HR command or milestone) 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.  In FY22, **Recruiting Leadership** was called out as a competency skill requirement for the 1200, Active Component.

**SELRES**

2 Selects (1 IZ, 1 AZ, 0 BZ)
1 of 4 IZ CDRs selected = 25%
1 of 21 AZ CDRs selected = .04%
0 of 0 BZ CDRs selected = 0%

|  | IZ/AZ/BZ Selects | Non-Selects |
|---|---|---|
| Command/Milestone Complete | 0% | .04% |
| Master's Degree | 100% | 65% |
| HR-Related Masters | 100% | 35% |
| HR-Related Proven Subspec | 0% | .04% |
| HR Certification | 100% | 57% |
| Command Eligible (2D1/2D2) | 50% | 34% |
| Joint Tour Credit | 0% | 0% |
| JPME I | 0% | 39% |
| JPME II | 0% | 0% |
| JQO | 0% | 0% |

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

Non-Selects:  1 Command/Milestone Complete
                3 in Command/Milestone
                15 without Command/Milestone

HR-Related Master's Degrees (or higher):
Selects:        1 GEN, 1 MSA
Non-Selects:   4 GEN, 1 FM, 1 MSA, 1 TE, 0 OA, 3 Multiple (MSA + TE, 3 Other)

HR-Related Proven Subspec (Q or R Suffix):
Selects:        0
Non-Selects:   1 MSA

HR Cert:
Selects:        2 PHR
Non-Selects:   7 PHR, 5 SPHR, 1 GPHR, 10 None

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

Selects:           Averaged 4.16
Non-Selects:   Averaged 3.77

**FTS**

CAPT (Sel) Sean Dubbs*
CAPT (Sel) Carmen Ehret
CAPT (Sel) Jeffrey Bennington
CAPT (Sel) Kerri Chase

* 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 (especially while serving in CDR HR command or milestone) 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.  In FY22, **Recruiting Leadership** was called out as a competency skill requirement for the 1200, Active Component.

**FTS**

4 Selects (1 IZ, 3 AZ, 0 BZ)
3 of 7 IZ CDRs selected = 43%
1 of 6 AZ CDRs selected = 17%
0 of 0 BZ CDRs selected = 0%

|  | IZ/AZ/BZ Selects | Non-Selects |
|---|---|---|
| Command/Milestone Complete | 100% | 78% |
| Master's Degree | 100% | 100% |
| HR-Related Masters | 100% | 100% |
| HR-Related Proven Subspec | 100% | 100% |
| HR Certification | 100% | 89% |
| Command Eligible (2D1/2D2) | 100% | 67% |
| Joint Tour Credit | 25% | 11% |
| JPME I | 100% | 78% |
| JPME II | 0% | 11% |
| JQO | 0% | 0% |

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

Non-Selects:  7 Command/Milestone Complete

4 in Command/Milestone
2 without Command/Milestone

HR-Related Master's Degrees (or higher):
Selects:        1 GEN, 1 TE, 1 OA, 1 IT, 4 Multiple (1 TE + 1 MSA, 1 GEN + 1 MSA, 1 IT + 1 GEN, 1 OA + 1 MSA)
Non-Selects:  6 GEN, 1 FM, 1 MSA, 1 TE, 1 OA, 1 IT, 6 Multiple (3 MSA + GEN, FM + TE, GEN + FM, 1 IT + GEN, OA + GEN)

HR-Related Proven Subspec (Q or R Suffix):
Selects:        1 TE, 3 MSA, 3 GEN, 1 IT, 1 FM, 1 OA
Non-Selects:  2 GEN, 4 MSA, 1 FM

HR Cert:
Selects:        2 PHR, 2 SPHR, 1 CPLP, 1 CISSP
Non-Selects:  4 PHR, 2 SPHR, 1 GPHR, 1 CISSP, None

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

Selects:        Averaged 6.00
Non-Selects:  Averaged 4.86