

## Congratulations to the FY-23 HR 1200 CAPT Selectees!

### Selects (10 total, 8 named)

CAPT (Sel) Christopher Carmichael	CAPT (Sel) Jeffrey Morin
CAPT (Sel) Mary Decker	CAPT (Sel) Christopher Schlobohm
CAPT (Sel) Mark Moran	CAPT (Sel) Christy Sibley
CAPT (Sel) Shaletha Moran	CAPT (Sel) Marco Spivey*

\* Denotes Merit Re-order selection

Note: The most important distinction for promotion selection is **sustained superior performance** in all assigned duties, especially in a CDR HR Command / Leadership Screen tour, CDR HR Milestone tour assignments or both. Major Command eligibility was a significant distinction between selects and non-selects. HR Community values are listed in order of significance for each paygrade. Superior performance is demonstrated in a member's trait average relative to their summary group average and reporting senior cumulative average with clear "soft" and "hard" breakouts and promotion recommendations during a tour. While the below statistics are useful, it is an Officer's entire record (Community Values + FITREPs) compared to their peers that matters. Officers selected for Captain attain or progress towards attainment of the expert competency level in their given career track. 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.

### Statistics

10 Selects (7 IZ, 3 AZ, 0 BZ)  
 7 of 17 IZ CDRs selected = 41%  
 3 of 19 AZ CDRs selected = 16%  
 0 of 22 BZ CDRs selected = 0%

	<u>IZ/AZ/BZ Selects</u>	<u>Non-Selects</u>
O5 Command/Leadership Complete	80%	38%
O5 Milestone Complete	20%	27%
O5 CMD or LDR/MS Complete	10%	4%
HR Headquarters	60%	50%
Career Track Expert	80%	35%
HR-Related Master's Degree	90%	92%
HR Certification	100%	88%
Command Eligible (2D1/2D2)	90%	65%
Major Command Eligible	100%	35%
Joint Tour Credit	30%	42%
JPME I	100%	81%
JPME II	40%	38%
JQO	20%	27%

FY-23 Navy Captain Line Promotion Selection Board  
Special Duty Officer (Human Resources)  
Zone Statistics  
VADM DEE L. MEWBOURNE, President

Overall Statistics

Desig	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
1200	19	3	15.79	17	7	41.18	22	0	0.00	10	58.82
Total	19	3	15.79	17	7	41.18	22	0	0.00	10	58.82

Female Statistics

Desig	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
1200	4	1	25.00	5	3	60.00	9	0	0.00	4	80.00
Total	4	1	25.00	5	3	60.00	9	0	0.00	4	80.00

Statistics By Race

Race/Ethnic	Above Zone			In Zone			Below Zone			Total	
	Elg	Sel	Pct	Elg	Sel	Pct	Elg	Sel	Pct	Sel	Pct
Asian	1	0	0.00	0	0	0.00	0	0	0.00	0	0.00
Black/African American	7	2	28.57	1	0	0.00	3	0	0.00	2	200.00
Hawaiian/Pacific Islander	1	0	0.00	0	0	0.00	0	0	0.00	0	0.00
Hispanic/Latino	2	0	0.00	0	0	0.00	3	0	0.00	0	0.00
Multiple Race Code	0	0	0.00	1	0	0.00	2	0	0.00	0	0.00
Total	11	2	18.18	2	0	0.00	8	0	0.00	2	100.00



# CDR to CAPT Promotion Dashboard



## SELECTED

Promotion Status	S	
	#	%
<b>Total</b>	<b>10</b>	
<b>Leadership and Milestone</b>		
Leadership (O5)	8	80%
Milestone (O5)	2	20%
Both Leadership and Milestone (O5)	1	10%
Leadership (O4)	6	60%
Milestone (O4)	2	20%
Both Leadership and Milestone (O4)	0	0%
<b>HR Headquarters (O4 and/or O5)</b>	<b>6</b>	<b>60%</b>
<b>Career Track Competency Level</b>		
Novice	0	0%
Intermediate	0	0%
Advanced	2	20%
Expert	8	80%
Undeclared	0	0%
<b>Masters</b>		
HR Masters	9	90%
Proven Subspecialty	4	40%
<b>HR Certification</b>	<b>10</b>	<b>100%</b>
JPME I	10	100%
JPME II	4	40%
Joint Tour	3	30%
JQO	2	20%
<b>Command Eligible or Qualified</b>	<b>9</b>	<b>90%</b>
Major command eligible	10	100%

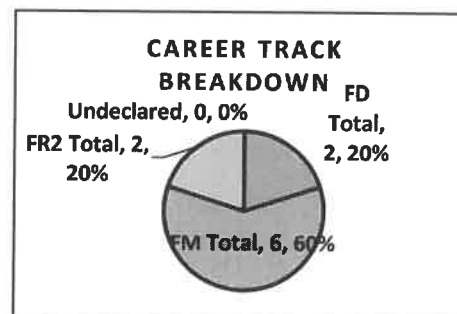
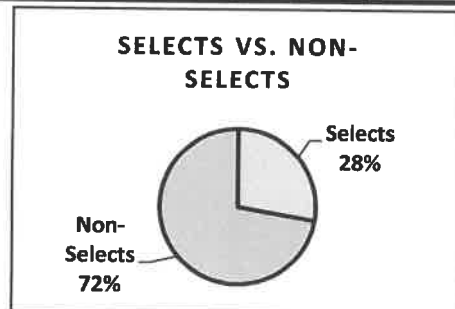
Career Tracks	
<b>FD Total</b>	<b>2</b>
FD Novice	0
FD Intermediate	0
FD Advanced	0
FD Expert	2
<b>FM Total</b>	<b>6</b>
FM Novice	0
FM Intermediate	0
FM Advanced	0
FM Expert	6
<b>FR2 Total</b>	<b>2</b>
FR2 Novice	0
FR2 Intermediate	0
FR2 Advanced	2
FR2 Expert	0
<b>Undeclared</b>	<b>0</b>

Career Track Tour Count	
<b>Number of FD Tours</b>	
1	2
2	3
3	2
4	1
5	2
<b>Number of FM Tours</b>	
1	4
2	1
3	0
4	2
5	2
<b>Number of FR2 Tours</b>	
1	1
2	1
3	1
4	0
5	0

Masters	
Gen	6
FM	0
MSA	0
TE	0
OA	0
IT	0
Other	1
Multiple	3
None	0

Proven Subspec	
Gen	3
FM	0
MSA	0
TE	0
OA	0
IT	0
Other	0
Multiple	1
None	6

HR Cert	
PHR	7
SPHR	1
GPHR	0
CPT	1
CDFM	0
CDFM-A	0
Multiple	1
None	0





# CDR to CAPT Promotion Dashboard



## NON-SELECTED

Promotion Status	F	
	#	%
<b>Total</b>	<b>26</b>	
<b>Leadership and Milestone</b>		
Leadership (O5)	10	38%
Milestone (O5)	8	31%
Both Leadership and Milestone (O5)	1	4%
Leadership (O4)	9	35%
Milestone (O4)	7	27%
Both Leadership and Milestone (O4)	0	0%
<b>HR Headquarters (O4 and/or O5)</b>	<b>13</b>	<b>50%</b>
<b>Career Track Competency Level</b>		
Novice	1	4%
Intermediate	7	27%
Advanced	6	23%
Expert	9	35%
Undeclared	3	12%
<b>Masters</b>		
HR Masters	24	92%
Proven Subspecialty	10	38%
<b>HR Certification</b>	<b>23</b>	<b>88%</b>
JPME I	21	81%
JPME II	10	38%
Joint Tour	11	42%
JQO	7	27%
<b>Command Eligible or Qualified</b>	<b>17</b>	<b>65%</b>
Major command eligible	9	35%

Career Tracks	
<b>FD Total</b>	<b>8</b>
FD Novice	0
FD Intermediate	3
FD Advanced	1
FD Expert	4
<b>FM Total</b>	<b>13</b>
FM Novice	1
FM Intermediate	4
FM Advanced	3
FM Expert	5
<b>FR2 Total</b>	<b>2</b>
FR2 Novice	0
FR2 Intermediate	0
FR2 Advanced	2
FR2 Expert	0
<b>Undeclared</b>	<b>3</b>

Career Track Tour Count	
<b>Number of FD Tours</b>	
1	5
2	6
3	3
4	5
5	1
<b>Number of FM Tours</b>	
1	5
2	5
3	5
4	5
5	0
<b>Number of FR2 Tours</b>	
1	3
2	7
3	2
4	0
5	0

Masters	
Gen	10
FM	0
MSA	1
TE	1
OA	2
IT	0
Other	2
Multiple	10
None	0

Proven Subspec	
Gen	4
FM	1
MSA	1
TE	0
OA	3
IT	0
Other	1
Multiple	0
None	16

HR Cert	
PHR	16
SPHR	6
GPHR	0
CPT	0
CDFM	0
CDFM-A	0
Multiple	1
None	3

