



# FY-25 HR ISPP Board Results

## **Selects (4 total)**

NCC Asha Allen

NCC Cyril Totimeh

PSC Lauren Diaz Veguilla

YN1 Tahji Peebles

Forty-two eligible applicants submitted very competitive packages for only four selection quotas – a 9.5% selection rate. Those not selected are encouraged to reapply at the next board if they meet eligibility program authorization requirements. Three of the four selects applied to previous HR ISPP Board(s).

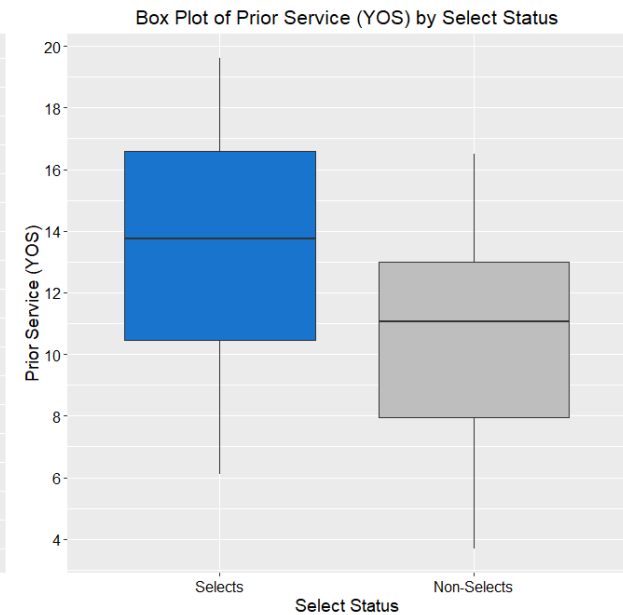
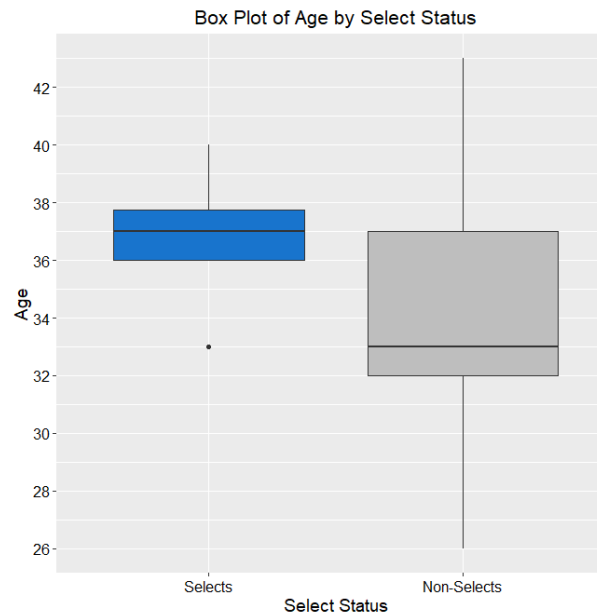
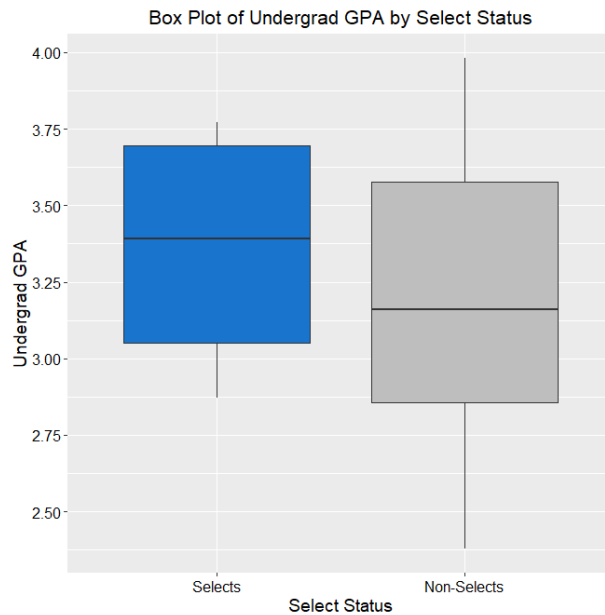
## **Best qualified criteria:**

- **Proven and sustained superior performance documented on enlisted evaluations**
- **Strong HR CAPT & CDR interview appraisals**
- HR-focused graduate and/or undergraduate education
- A current Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) certification
- A well written personal statement
- Demonstrated superior performance and expertise while serving as a Command Pay and Personnel Administrator (CPPA)

**\*Bolded categories had the greatest impact on selection for HR ISPP**

# GPA / Age / YOS Averages

Board Averages	Applicants (42)	Selects (4)	Non-Selects (38)
Average Undergraduate GPA	3.24	3.36	3.23
Average Age	34	37	34
Average Prior Service Years	11	13	11





# Education / Experience Statistics

Community Values	Applicants (42)		Selects (4)		Non-Selects (38)	
HR-Related Undergrad Degree	7	17%	0	0%	7	18%
Master's Degree	22	52%	3	75%	19	50%
HR-Related Master's Degree	6	14%	1	25%	5	13%
HR Certification	7	17%	2	50%	5	13%
CPPA Experience	36	86%	4	100%	32	84%

