

FY05 Air Force Reserve Lieutenant Colonel Line and Non-Line Other-Than-Selected-Reserve Mandatory Promotion Board 14-18 June 2004 FACT SHEET

This fact sheet provides data that indicates competitiveness for selection at this board. Due to the quota nature of the promotion board process driven by the needs of the Air Force, the data is different from year to year. Therefore, this data may not be a reliable predictor of selection at future boards. The fact sheets are organized by competitive category. Selected Reserve (SelRes) officers are considered separately from those not in the SelRes (Cat E and S7).

The first set of data presented are the promotion recommendations received from the senior rater via AF Form 709 *Promotion Recommendation*: DP - Definitely Promote and P - Promote. The second set indicates currency of the Officer Performance Report (OPR). The first of this set is latest OPRs with close-out dates within 1 year of the convening date of the board. The next is latest OPRs closing out between 12 and 18 months of the board convening date. The last is OPRs that close-out between 18 and 24 months of the board.

The next set of data is participation in terms of Satisfactory R/R Years. A satisfactory year, or a good year, is indicated by 50+ participation points earned in the last reported year. The next category is good years for both of the last two reported years. Likewise, the next category is good years for the last three reported years.

The next set is PME completed and recorded by the date the Officer Selection Briefs for the board are printed (the week before the board). The requisite level of PME for the Lieutenant Colonels board is Intermediate Service School (ISS) which is usually Air Command and Staff College (ACSC).

Next we present Advanced Degree information. For the Line, BSC, MSC and the Nurse Corps, the categories are master's degree or better (e.g., Ph.D.), professional degrees, bachelor's plus (represents significant work toward a graduate degree), and bachelor's degree only. For JAG, Chaplain, Medical Corps and Dental Corps we break down the professional degrees.

The next group is decorations: Meritorious Service Medal (MSM) or higher, Air Medal, Aerial Achievement Medal, Air Force Commendation Medal (AFCM), Air Force Achievement Medal (AFAM), and no decorations received at least equivalent to AFAM or higher. Equivalent joint decorations and equivalent decorations from other services are also counted here.

There are two new groups this year. The first is Commander information. The two commander categories are Sitting Commander and Commander Experience as determined by AFSC information (duty, primary, secondary and tertiary information).

The second group is Duty AFSC information. The categories are 4-level (staff), 3-level (qualified / aircraft commander), 2-level (intermediate / qualified pilot), 1-level (entry / student) and 0-level (special duty / reporting identifiers). These categories exclude sitting commander numbers.

Percentages in the "Eligibles" column refer to those considered by the promotion board while percentages in the "Selects" column refer to those selected for promotion by the board. For

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example, in the Overall group, of the 218 Line majors considered by the board 26% (63) completed ACSC while 91% of the 54 Line majors selected for promotion to Lieutenant Colonel by the board completed ACSC.

DO NOT ASSUME that “filling the squares” in the tables will guarantee a promotion!!!
The members of the promotion selection board use the “Whole Person Concept” and consider the entire record of each individual. Not all those who completed ACSC were selected, a few officers were selected who did not complete ACSC.

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LINE						
	OVERALL		PARTICIPATING RESERVISTS		PARTICIPATING IPZ	
	Eligibles	Selects	Eligibles	Selects	Eligibles	Selects
	218	54	177	52	110	42
DP	23%	87%	29%	90%	36%	90%
P	50%	7%	61%	8%	55%	7%
Top OPR close-out within 1 Year of board	62%	85%	75%	87%	76%	88%
Top OPR close-out 1-1 1/2 Years of board	11%	9%	11%	8%	8%	7%
Top OPR close-out 1 1/2-2 Years of board	8%	4%	6%	4%	5%	2%
1 Satisfactory R/R year (1 year previous)	77%	98%	89%	98%	89%	100%
2 Satisfactory R/R years (2 years previous)	71%	94%	82%	94%	80%	95%
3 Satisfactory R/R years (3 years previous)	66%	91%	76%	90%	76%	93%
ACSC (ISS) Completed	29%	91%	32%	90%	40%	93%
SOS as Highest PME Completed	61%	9%	59%	10%	53%	7%
No PME Completed	10%	0%	9%	0%	7%	0%
Master's Degree +	33%	52%	34%	50%	36%	55%
First Professional Degree	1%	2%	1%	2%	2%	2%
Bachelor's Plus	5%	2%	4%	2%	5%	2%
Bachelor's Degree	61%	44%	60%	46%	56%	40%
MSM or Higher Awarded	65%	96%	69%	96%	69%	95%
Air Medal as Highest Award	10%	2%	10%	2%	10%	2%
Aerial Achievement as Highest Award	5%	0%	5%	0%	6%	0%
AFCM as Highest Award	16%	2%	12%	2%	11%	2%
AFAM as Highest Award	2%	0%	1%	0%	0%	0%
No Decorations - AFAM or Better	3%	0%	3%	0%	4%	0%
Commander Experience	5%	7%	2%	8%	4%	10%
4-level DAFSC (Staff)	1%	2%	1%	2%	1%	2%
3-level DAFSC (Qualified)	5%	2%	5%	2%	5%	2%
0-level DAFSC (Special Duty)	76%	93%	93%	96%	94%	95%

OVERALL: The select rate for the overall Other-than-SelRes Lieutenant Colonel Line Board was 25%.

The major significant discriminating factor between selects and eligibles in the Overall Other-than-SelRes Line was completion of ACSC or another ISS equivalent. The select rate for those

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Line Majors who completed ACSC was 78%. Those with SOS as highest PME completed had a 4% select rate.

Completion of ACSC was closely followed by a DP promotion recommendation as a discriminating factor. Those with a DP were selected at a 92% rate, while the select rate for those with a P was only 4%.

Other significant discriminating factors were completion of an advanced degree, satisfactory Air Force Reserve participation leading up to the board, the top OPR closed out within one year of the board, an MSM or higher decoration in the record, and a 0 level DAFSC. Those with an advanced degree had a select rate of 40%, those with three consecutive years of satisfactory reserve participation were selected at a 34% rate, those with the top OPR closing out within one year of the board had a select rate of 34%, those with an MSM or higher had a select rate of 37%, and those with a 0-level DAFSC had a 30% select rate. The 0-level DAFSC is indicative of those reservists who are participating for points only.

CAT E: For participating Other-than-SelRes line reservists, the select rate was 29%.

For the participating Other-than-SelRes line the receipt of a Definitely Promote recommendation from the senior rater was the major significant discriminating factor. Those with a DP had a 92% select rate. Those with a P had a 4% select rate.

Completion of ACSC again closely followed the DP in significance as a discriminating factor. Those CAT E reservists who completed ACSC had an 84% select rate. Those with SOS as highest PME completed had a 5% select rate.

Completion of an advanced degree, satisfactory Air Force Reserve participation in the three reported years leading up to the board, the top OPR closed out within one year of the board, an MSM or higher decoration in the record were all significant discriminators. Those with an advanced degree had a 43% select rate. Those with three years of satisfactory participation immediately prior to the board had a 35% select rate. Those with an OPR closing out within one year of the board had a 34% select rate. And those with an MSM or higher had a 41% select rate.

Experience as a commander was a slight discriminating factor.

CAT E – IPZ: For those participating reservists who met the Other-than-SelRes line board for the first time, the select rate was 38%.

The major significant discriminating factor for the CAT E – IPZ was the receipt of a DP from the senior rater. Those with a DP had a 95% select rate. Those with a P had a 5% select rate.

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Not surprisingly, completion of ACSC closely followed the DP in significance. Those with ACSC completed had an 89% select rate. Those with SOS as highest PME completed had a 5% select rate.

Completion of an advanced degree, satisfactory Air Force Reserve participation, the top OPR closed out within one year of the board, an MSM or higher decoration in the record were all significant discriminators. Those with an advanced degree were selected at the rate of 57%. Those with three years of satisfactory participation immediately prior to the board had a 46% select rate. Those with an OPR closing out within one year of the board had 44% select rate. Those IPZers with an MSM or higher in the record had a 53% select rate.

Experience as a commander was again a slight factor.

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DENTAL CORPS		
	Eligibles	Selects
	6	1
Top OPR close-out within 1 Year of board	17%	100%
1 Satisfactory R/R year (1 year previous)	17%	100%
2 Satisfactory R/R years (2 years previous)	17%	100%
3 Satisfactory R/R years (3 years previous)	17%	100%
ACSC (ISS) Completed	33%	100%
No PME Completed	67%	0%
Second Professional Degree	17%	100%
First Professional Degree	50%	0%
Bachelor's Degree	17%	0%
No Degree	17%	0%
AFCM as Highest Award	67%	100%
No Decorations - AFAM or Better	33%	0%

The only officer who was selected by this board was the only one who met the board with three years of satisfactory participation in the three reported years previous to the board, had an OPR closing out within one year of the board, and who had completed a second professional degree.

JUDGE ADVOCATE		
	Eligibles	Selects
	2	0
Top OPR close-out 1 1/2-2 Years of board	50%	0%
SOS as Highest PME Completed	50%	0%
No PME Completed	50%	0%
First Professional Degree	100%	0%
MSM or Higher Awarded	50%	0%
AFCM as Highest Award	50%	0%

No officers were selected by this board.

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MEDICAL CORPS		
	Eligibles	Selects
	42	4
Top OPR close-out within 1 Year of board	2%	0%
Top OPR close-out 1-1 1/2 Years of board	10%	75%
Top OPR close-out 1 1/2-2 Years of board	14%	0%
1 Satisfactory R/R year (1 year previous)	19%	100%
2 Satisfactory R/R years (2 years previous)	19%	100%
3 Satisfactory R/R years (3 years previous)	19%	100%
ACSC (ISS) Completed	7%	50%
No PME Completed	93%	50%
Master's Degree +	2%	0%
Third Professional Degree	5%	0%
Second Professional Degree	7%	0%
First Professional Degree	71%	75%
MSM or Higher Awarded	29%	75%
AFCM as Highest Award	26%	25%
AFAM as Highest Award	10%	0%
No Decorations - AFAM or Better	36%	0%
Commander Experience	2%	0%
3-level DAFSC (Qualified)	12%	25%

The select rate for the Other-than-SELRes Medical Corps Lieutenant Colonel Board was 10%. The low numbers and low select rate make it difficult to determine differentiating factors. However, we note that all four selects had three satisfactory R/R years immediately prior to the board and all four had an Air Force Commendation Medal or higher in their records. Three other officers who were not selected also possessed these factors.

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NURSE CORPS		
	Eligibles	Selects
	6	0
P	33%	0%
Top OPR close-out within 1 Year of board	33%	0%
1 Satisfactory R/R year (1 year previous)	17%	0%
2 Satisfactory R/R years (2 years previous)	17%	0%
3 Satisfactory R/R years (3 years previous)	17%	0%
SOS as Highest PME Completed	67%	0%
No PME Completed	33%	0%
Master's Degree +	17%	0%
Bachelor's Plus	17%	0%
Bachelor's Degree	67%	0%
MSM or Higher Awarded	33%	0%
AFCM as Highest Award	33%	0%
AFAM as Highest Award	17%	0%
No Decorations - AFAM or Better	17%	0%
3-level DAFSC (Qualified)	17%	0%
0-level DAFSC (Special Duty)	17%	0%

No officers were selected by this board.

BIOMEDICAL SCIENCES CORPS		
	Eligibles	Selects
	1	0
No PME Completed	100%	0%
Master's Degree +	100%	0%
AFCM as Highest Award	100%	0%

No officers were selected by this board.

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