

Get Thee to a Selection Board

By CAPT G. Mark Hardy III, USNR, National VP for Professional Development

One of the privileges of being in the Naval Service is serving on a selection board. RADM Robert Clark, Deputy Commander U.S. Second Fleet, offers this wise advice:

"I personally think that selection boards are one of the most rewarding experiences that an officer can have, whether it is as an official voting member of the selection board if you are senior enough or as a recorder or assistant recorder if you are not. This experience works to mold your personal thought processes into focusing what is important as we select our next generation of leaders as well as teaching you personally what you should be doing better as an officer leading those junior to you as well as contributing to Big Navy's mission."

Here's what you need to know to get involved.

Types of boards

Boards are either statutory or administrative. Statutory boards, as the name implies, are convened in accordance with law, specifically Title 10 U.S.C. Officer promotion boards are statutory. E-7, E-8, and E-9 promotion boards are administrative, not statutory.

There are many administrative boards. The largest is the Command and Senior Officer Non-Command Billet Screening and Assignment Board (a.k.a. "APPLY"). The longest is the Active E-7 board, scheduled for 32 days. Other Reserve boards include FTS Transfer/Redesignation, LDO/CWO In-Service Procurement, Reserve E-7 and Reserve E-8/9. Some active duty boards include Major Command, CO/XO screen, Department Head Screen, Seaman to Admiral, Service School, and NASA Astronaut. There are about 90 boards each year. See Table 1 for a list of FY 06 Reserve boards. For a list of all FY 06 boards, see: <http://www.bupers.navy.mil/pers32/board-info06.htm>.

Board	Convene	Apply by
O-6 Line	19JAN05	15OCT04
O-4/O-5/O-6 Staff	28FEB05	TBD
E-8/9	07MAR05	TBD
O-5 Line	15MAR05	25NOV04
E-7	16MAY05	TBD
O-4 Line	23MAY05	15FEB05
Apply	13JUN05	TBD
CWO3/CWO4	14JUL05	10APR05

Table 1 – FY-06 Reserve Boards

Board "jobs"

There are four primary duties associated with a board: board president, board member, recorder, and assistant recorder. A board president, as the name implies, is the senior officer on the board, and is responsible for conducting the board in accordance with regulations and the SECNAV board precept. Statutory board presidents must be flag officers, except that flag selects may preside over a LCDR board, and a CAPT may preside over CWO boards. Board members must be senior to officers being considered for promotion, and are usually Captains. Commanders may serve as members on O-4 and CWO boards. Because O-4, O-5, and

O-6 Reserve staff boards convene concurrently, only CAPTs serve as members of these boards. See SECNAVINST 1401.3 for details of board membership.

Some may balk at applying to serve "only" an assistant recorder. Why not apply directly as a voting member? First of all, the board selection process is very competitive. Experience as a recorder provides an applicant with a "leg up." Recorders see the entire board process, listening in on all deliberations, observing all of the votes, learning all of the lessons. The biggest advantage is that one may serve as a board recorder at a sufficiently junior rank so that there is time to apply these lessons to one's own career.

You may NOT serve on a board on which you or an immediate family member (such as spouse, child, sibling) will be considered for promotion. Nor may you serve as a member on the same board two years in a row.

The PERS-480 board sponsor acts as the "Head" Recorder for all line boards. Community managers nominate their head recorder for staff boards. Line officers interested in serving as an assistant recorder apply via their Echelon V (e.g., Reserve Center) CO. Staff corps personnel apply via their community manager (e.g., BUMED).

Line officers wishing to serve as a board member of an FY 06 Statutory Board now

submit their application through their senior community leader (see Table 2). This is a new procedure; applications sent directly to BUPERS will be rejected. Officers selected for board duty are notified no later than 45 days prior to board convening date.

Designator	Senior Community Leader	Flag e-mail
11x5	RADM Robert Clark	clarkrm123@aol.com
1125	RADM Jim Beebe	jim.beebe@navy.mil
1135	RDML William Payne	paynew@socom.mil
13x5	RADM A. J. Jackson	ajjack@aol.com
1445	RDML Paul Shebalin	shebali@nps.navy.mil
15x5	RDML Richard Wallace	wallacr@socom.mil
1615	RDML William Masters	bill82543@aol.com
1605	RADM John Debbout	john.debbout@navy.mil
1635	CAPT Robert Wood	robert.wood1@navy.mil
1655	RDML Greg Slavonic	gslavonic@cox.net
16x5(MMR)	RADM John Debbout	john.debbout@navy.mil
1805	RADM John Debbout	john.debbout@navy.mil
6xxx	RADM John Debbout	john.debbout@navy.mil
lxxx	RADM John Debbout	john.debbout@navy.mil

Table 2 – Line Community Leaders

Often, there are many more qualified applicants than opportunities. Not every applicant is selected. The most important discriminator is performance, as documented by your OSR/PSR. Additionally, balance – both demographic, geographic, as well as community sub-discipline – is considered. Do not get discouraged if you don't get selected; I applied five times before I was chosen to serve.

Download an application form for any board position from: <https://reserves.navy.mil/Private/Staff/Centers/Forces+Command/AdminCmdSvc/default.htm>.

Making it happen

Boards are held at the Navy Personnel Command in Millington, TN. Members selected for duty receive a comprehensive information packet that provides details on board duty. For a more in-depth discussion, I recommend reading *Hints for New (and Returning) Selection Board Members*, at <http://www.navy-reserve.org/i4a/pages/index.cfm?pageid=1824>.

In his message to the field, RADM Debbout states that, "Serving on a selection board, as a member or recorder, ensures that we develop our future leaders." Being a part of this process can be one of the most enlightening experiences of your career. Fill out your application today. 📄