ACCESSIONS AND SECURITY BRIEFING

Mr. Don McKinley

2 March 2016
AGENDA

• Division And Functions
• Commission and Appointment
• Fellowships and Scholarships
• Accessions Cycle/Timeline
• FY16 Outcomes Metrics List (OML) Model
• Selection & Branching Process
  ➢ Component Selection
  ➢ Talent Management
  ➢ Branching & Detailing
  ➢ FY15 Results
• Educational Delay
• Reserve Component Selection Process
AGENDA (continued)

• Active duty Service Obligations
• Active Duty Accessions Programs
• BOLC-B Scheduling
  ➢ BOLC-B Wait Times
• Talent Management
ACCESSIONS AND SECURITY DIVISION
POINTS OF CONTACT

Chief ASD: Mr. Cliff Hefner: john.r.hefner4.civ@mail.mil;
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Deputy ASD: Mrs. Jill Berry: jill.m.berry2.civ@mail.mil;
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Program Analyst: Mr. Tommy Sadberry: tommy.g.sadberry.civ@mail.mil;
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Security Chief: Mrs. Dixie Terrell: dixie.d.terrell.civ@mail.mil;
(502) 624-6863
Accessions and Security Functions

- Publish Annual Accessions Guidance - USACC Circular 601-XX-1

- USACC proponent - USACC Regulation 145-9 (Appointment)

- Execute National Outcomes Metrics List (OML) Model

- Annual Accessions Board Process
  - Educational Delay Board
  - DA/ROTC Selection and Branching Board

- Represent USACC at annual Basic Officer Leader Course-B Conference (BOLC-BSC).

- Schedule BOLC Class dates for Active Duty selectees

- Selection and Assignment of CST Lieutenant Cadre

- Selection, Assignment and Monitoring of Gold Bar Recruiters (GBRs)
Accessions and Security Functions
(continued)

- Publish orders:
  - BOLC B (PCS AND TDY)
  - LDAC/LTC 2LT Cadre
  - Gold Bar Recruiters
  - Educational Delay

- Execution of the Branch/Post for Service Active Duty Service Obligations (ADSO)

- Personnel Security (Cadets, Cadre and Civilians)
  - Initiation of Investigations (Personnel Security Investigation Portal - PSIP)
  - Fingerprinting (LiveScan Device)
  - Verification of Clearance (Joint Personnel Adjudicative System – JPAS)
  - Reporting of Unfavorable Information
  - Action Letters of Intent to Deny, Suspension and Revocation of Security Clearance
Commissioning & Appointment
Commissioning and Appointment Eligibility Requirements

• Officer Nomination and Scrolling – **MANDATORY PRIOR TO COMMISSIONING**

• AR 145-1 Ch 6- Commissioning Eligibility para 6-8
  ➢ Age (18 – 30)
  ➢ Character
  ➢ Citizenship
  ➢ Education
  ➢ English Language Aptitude
  ➢ Medical Fitness
  ➢ Military Training
  ➢ Physical Fitness
  ➢ Recommendation
  ➢ Personnel Security Requirement
  ➢ Mandatory Urinalysis within 90 days of commissioning (CC Reg 600-85)
  ➢ **NO MOCK COMMISSIONING CEREMONIES**

When you discover a Cadet did not get the degree “conferred” you cannot commission.

Ensure security clearances are initiated immediately after contracting!!

If any of the above requirements are not meet or waived by appropriate Command authority the appointment must be revoked until criteria is met.
### Commissioning & Appointment Officer Nomination Scrolls

- **Active Duty – ACC Branches**
- **Reserve – USAR & ARNG**
- **Active Duty – MS, SP, Nurses**

**DO NOT** commission if the applicable block is empty!
Fellowships and Scholarships
Army Fellowship and Scholarship Program

- Army personnel may apply for permission to compete for and accept fellowships and scholarships. ROTC Contract is the Obligated Contract! Selection is not guaranteed!
  - The Commanding General, Army Human Resources Command 1600 Spearhead Division Avenue, Department 280 Fort Knox, Kentucky 40122-5208. WEBSITE: HTTPS://WWW.HRC.ARMY.MIL/BOP is responsible to process applications and is the approval authority for the acceptance of the scholarships.
  
  - References: AR 621-7, Army Fellowships and Scholarships bullets and AR 350-100, Officer Active Duty Service Obligations

- ROTC Cadets (active duty selectees) desiring to compete for fellowships/scholarships from specified graduate programs (Rhodes, Marshall, Truman, Hertz, East-West, Rotary, Gates, Mitchell, Levy, and Fulbright) must request permission to compete no later than the beginning of their MSIV year.

- Applications for approval to compete must be forwarded thru the Cadet’s ROTC chain of command, to USACC, G1, Accessions and Security Division. USACC G1 ASD will review and forward the application to (AHRC-OPF-L).

- Officers participating in graduate programs will incur an active duty service obligation IAW AR 350-100.

- ASD POC is Mrs. Jill Berry (502-624-5651)
## USACC Scholarship and Fellowship Application Process Timeline

<table>
<thead>
<tr>
<th>Key Events and Dates</th>
<th>AUG – DEC</th>
<th>JAN – MAR</th>
<th>APR – JUN</th>
<th>JUL – OCT</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Aug-Nov</strong></td>
<td></td>
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<tr>
<td>Cadet notifies PMS of intent to compete for Scholarship or Fellowship</td>
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<tr>
<td><strong>Nov – Dec</strong></td>
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<tr>
<td>Cadet completes Request to Compete Packet.</td>
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<tr>
<td><strong>Nov - Dec</strong></td>
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<tr>
<td>Immediately following announcement of Board Results and if Cadet is selected for active duty - submit packet #1 IAW para 2-7. This does not apply for Cadets going RFD.</td>
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<tr>
<td><strong>Jan – Mar</strong></td>
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<tr>
<td>Scholarship donors may notify students during this time period.</td>
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<tr>
<td><strong>Apr</strong></td>
<td></td>
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</tr>
</tbody>
</table>
| HRC releases disposition of requests in about 10 duty days.  
  ✓ If approved Packet # 2 is required.  
  ✓ If approved ASD will remove Cadet from scheduled BOLC |
| **Apr– May**         |           |           |           |           |
| Once Cadet is notified of scholarship award immediately submit packet #2 IAW para 2-8. |
| **Jul – Oct**        |           |           |           |           |
| HRC–OPL-L will complete RFOs |
| **Jul – Oct**        |           |           |           |           |
| ASD will complete orders upon receipt of RFO from HRC |

- Reference: AR 621-7 para 2-7, 2-8, 2-9.
- This program applies to active duty personnel.
Annual Accessions Cycle and Timeline
USACC Annual Accessions Cycle and Pipeline

- **July-September**: Cadets Prepare Final OML File
- **End of September**: Component Results released. Cadets Prepare Final Branching File
- **Early October**: Education Delay Board
- **OCT/NOV**: DA/ROTC RA Branching Board
- **NOVEMBER thru JULY**: Dec Accessions and Spring/Summer Surge
- **Building Cohort Year Group**: Graduation & Commission
FY17 Accessions Cohort Timeline

- **FY17 Cohort Master Roster** sent to Brigades for review and correction. 15 Aug
- FY17 Ed Delay packets due to HQs. Host OML Packet complete data in CCIMM 6 Sep
- FY17 Ed Delay packets due to HQs. Host OML Packet complete data in CCIMM 20 Sep
- Last date to adjust Branch preferences 4 Oct
- Last chance to Change Cadet & PMS comments 4-6 Oct
- 218-Rs Due for Dec Grads 4-6 Oct
- BDEs Review Accessions data
- AD selects adjust branch and ADSO selections
- Release Component Results AD, USAR, ARNG Alternates
- USACC Battalion/Cadet Actions
- USACC G1, ASD
- USACC CG
- USACC Brigades
- Department of the Army with USACC G1, ASD Staff
- As of: 1 Mar 2016

**Leaders for Life**
Accessions Lessons Learned

- Accessions GPA must be input into Branching Module
- GPA used for Accessions is CUM GPA at end of MS III year (Not end of MS IV year for completion Cadets or End of Camp Commissions)
- MS III CADET OER must be completed and in CCIMM prior to CLC
- CULP missions must be input into Training Module
- APFT scores should be reflected on PT Card and not just in CCIMM
- AMS should be printed out and validated and signed by Cadet (Maintain in Cadet file)
- If Cadets ask for AD and receive RD they did not have a qualifying OMS for AD
- FLIGHT PHYSICALS MUST BE COMPLETE AND QUALIFIED BY AEROMED NLT 20 SEPT 2016 (CADET WILL NOT BE CONSIDERED FOR AV)
FY17 Outcomes Metrics List (OML) Model
Various Data Inputs to Accession OML

Over 90 data inputs from the schools impact OML model calculations throughout Cadet’s program progression.

- DA G1 Guidance
- ROTC Program/Schools
- ROTC 1st Bde
- PMS MSIII Cadet OER
- CLC
- Cadet Accession File Completion And Establish OML

Leaders for Life

Officer Nomination Scrolling, Commission & Accession

TRAINING

ACADEMIC

APFT

CULP
FY17 OML Model

1. Academic Outcomes (50%)
   - Standardized Tests
     - CLA+ (5.0)
     - MAT (5.0)
   - Accessions GPA (cumulative through spring semester junior year) (25.0)
   - Cadet Developmental Assessment (6.0)
   - Academic Discipline (4.0) \{ ADM4 = 4 pts; ADM3 = 2 pts \}
   - Command Interest Items
     - Writing (2.0)
     - Speaking (2.0)
     - Community Awards (1.0)

2. Leadership Outcomes (35%)
   - PMS Experience Based Observations
     - MS III Cadet OER, PMS Rating of Potential (12.5)
     - MS III Cadet OER, PMS Ranking (12.5)
   - Cadet Training/Extracurricular Activities (5.0)
   - Language/Cultural Awareness (5.0)

3. Physical Outcomes (15%)
   - APFT
     - Campus (most current fall semester) (6.5)
     - Campus (most current spring semester) (6.5)
   - Athletics
     - Varsity, Intramural, or Community Team (2.0)
## OML Model Calculations

### FY16 LINEAR OML CALCULATOR

<table>
<thead>
<tr>
<th></th>
<th>Raw Score</th>
<th>Component OMS</th>
<th>Component Weight</th>
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<tr>
<td><strong>ACADEMIC OUTCOMES</strong></td>
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<tr>
<td>Grade Point Average</td>
<td>3.25</td>
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<td>25.0%</td>
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<tr>
<td>Academic Discipline Mix</td>
<td>3</td>
<td>50.00000000</td>
<td>4.0%</td>
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<tr>
<td>Cadet Developmental Assessment</td>
<td>80</td>
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<tr>
<td>CLA+</td>
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<tr>
<td>MAT</td>
<td>403</td>
<td>50.00000000</td>
<td>5.0%</td>
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<tr>
<td>Command Interest Items: Writing</td>
<td>40</td>
<td>50.00000000</td>
<td>2.0%</td>
</tr>
<tr>
<td>Command Interest Items: Speaking</td>
<td>40</td>
<td>50.00000000</td>
<td>2.0%</td>
</tr>
<tr>
<td>Command Interest Items: Awards</td>
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<td>50.00000000</td>
<td>1.0%</td>
</tr>
<tr>
<td><strong>Academic Subscore:</strong></td>
<td></td>
<td>50.0170732</td>
<td>50.0%</td>
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<tr>
<td><strong>LEADERSHIP OUTCOMES</strong></td>
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<td></td>
</tr>
<tr>
<td>MS III COER, PMS Ranking</td>
<td>51</td>
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<td>12.5%</td>
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<tr>
<td>MS III COER, PMS Rating of Potential</td>
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<td>12.5%</td>
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<tr>
<td>Cadet Training/Extracurricular Activities</td>
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<td>5.0%</td>
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<tr>
<td>Language/Cultural Awareness</td>
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<tr>
<td><strong>Leadership Subscore:</strong></td>
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<td>35.0%</td>
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<tr>
<td><strong>PHYSICAL OUTCOMES</strong></td>
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<tr>
<td>Fall APFT</td>
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<tr>
<td>Spring APFT</td>
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<td>6.5%</td>
</tr>
<tr>
<td>Athletics</td>
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<td>2.0%</td>
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<tr>
<td><strong>Physical Subscore:</strong></td>
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<td>15.0%</td>
</tr>
<tr>
<td><strong>TOTAL OUTCOME METRICS SCORE</strong></td>
<td></td>
<td>50.008537</td>
<td></td>
</tr>
</tbody>
</table>

- FY16 scores will look very different from FY15
- Ranking versus Score!
Selection & Branching Board Processes
## Component Selection

### STEP ONE

**ESTABLISH OML**

- All Cadets in the Cohort are ranked from #1 to #n
- Cadets who are later added to Cohort (e.g., Standby Board) are ".5" inserted into the ranking
- OML Ranking is **not** released below USACC HQ

### STEP TWO

**STATUTORY & POLICY SELECTIONS**

#### ACTIVE DUTY (AD) SELECTION

- **Senior Military Colleges (Title X)**
  - Cadet Requests Active Duty
  - PMS Recommends Active Duty

- **Green-to-Gold Active Duty Obligor**

#### RESERVE FORCES DUTY (RFD) SELECTION

- **Guaranteed Reserve Forces Duty (GRFD)**
  - Dedicated GRFD assigned to USAR and ARNG as applicable

- **Reserve Forces Duty requestors**

- **NURSES**
  - Separate OML for AD and RFD components
  - Nurses not selected for AD Nurse Corps may compete for ACC branches

### STEP THREE

**SELECTION BY OML**

- Active Duty mission is established by DA G-1
- After statutory/policy selections, Cadets are selected for remaining Active Duty allocations in order of OML ranking
- “Cutline” is the OMS of the last Cadet selected for Active Duty
  - Used to determine “at time of board” results for Cadets subsequently meeting a Standby Board
  - Cutline is **not** released below HQ, USACC

- **“ACTIVE DUTY ALTERNATES”**
  - A list of Active Duty alternates will be identified on the Component release
  - Eligible for Active Duty call-up to replace AD Cadets subsequently selected for Ed Delay
  - Call-up also possible during the academic year to replace disenrollments, component changes, etc.
  - **Alternates must update CCIMM data along with Active Duty selects by 23 Sep 15**

- **“ED DELAY PENDING”**
  - Education Delay candidates will be identified on the Component release

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**Leaders for Life**

**This We’ll Defend**
## Branching Steps

<table>
<thead>
<tr>
<th>STEP 1</th>
<th>STEP 2</th>
<th>STEP 3</th>
<th>STEP 4</th>
<th>STEP 5</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ACTIVE DUTY TOP 10%</strong></td>
<td><strong>40% ALLOCATION FILL</strong></td>
<td><strong>55% ALLOCATION FILL w/BrADSO</strong></td>
<td><strong>DABM</strong></td>
<td><strong>TALENT MANAGEMENT BOARD</strong></td>
</tr>
</tbody>
</table>

- **STEP 1**
  - Top 10% receive their first branch preference, subject to:
    - Qualified
    - Allocation available (100%)
    - Meets Talent Management threshold

- **STEP 2**
  - Selection by OML ranking
  - Cadet’s top three branch preferences, in order, are considered, subject to:
    - Qualified
    - Allocation (to 40%) available
    - Meets Talent Management threshold

- **STEP 3**
  - Selection by OML ranking
  - Cadets may submit a Branch for ADSO for top two branch preferences.
  - Cadets are then considered, subject to:
    - Qualified
    - Allocation (to 55%) available
    - Meets Talent Management threshold

- **STEP 4**
  - DABM: computer optimization model, executed by HRC, that considers four criteria:
    - Cadet preferences
    - Cadet talents
    - The quality balance
    - The demographic balance
  - Considers all 17 branch preferences
  - Preference is given to branches choices having BrADSOs
  - DABM is a “Needs of the Army” model!

- **STEP 5**
  - The Board convenes to validate all branching selections made by the DABM.
  - Board members, based on individual review of Cadet Talent Management files and Branch Proponent talent requirements, may reassign Branches to better meet the “needs of the Army.”

- Cadets not selected during Pre-Branching move to the Department of the Army Branching Model (DABM)
- In FY17 Cadets will be considered for all three preferences in pre-branching (No more 1 or 2 then DABM)
Branch Detailing

• Cadets assigned to one of the **five** donor branches are considered for DETAILING to one of the four recipient branches to meet Army Lieutenant requirements
  
  **DONORS:** AIR DEFENSE, ADJUTANT GENERAL, FINANCE, MILITARY INTELLIGENCE, SIGNAL CORPS  
  **RECIPIENTS:** ARMOR, CHEMICAL, FIELD ARTILLARY, INFANTRY

**DETAILING MODEL**

• A computer model, executed by ASD, selects Cadets for detailing in the following sequence. The model considers “talent fit” using the same criteria as in the Pre-Branhching model.

• **VOLUNTEERS** (by OML ranking)  
  • First, then second, detail Branch preference

• **NON-VOLUNTEERS** (AD Top 10 and Cadets with BrADSOs are exempted)  
  • Detail branch is among Cadet’s top three Basic Branch preference  
  • Detail branch preference (as a non-volunteer)  
  • “Needs of the Army” (preferences not considered)

• **NON-VOLUNTEERS** (Cadets with BrADSOs—BrADSO is removed if Cadet is detailed as non-volunteer)

• **NON-VOLUNTEERS** (AD Top 10)

**TALENT MANAGEMENT BOARD**

• The Board validates all branching selections made by the Detailing Model.

• Board members, based on individual review of Cadet Talent Management files and Branch Proponent talent requirements, may reassign Detail Branches to better meet the “needs of the Army.”

Detail mission expected to be >95% met with first two methods
FY16 Selection & Branching Board Results
## FY16 ROTC National OML Results

**As of: 10 NOV 15**

<table>
<thead>
<tr>
<th>FY16 National OML: 5580</th>
<th>(Top 20% = 1,118 DMGs)</th>
</tr>
</thead>
</table>

### Requesting Educational Delay (DL): 86/46
- **GRFD**: 797
- **Non-GRFD requesting RFD**: 832
- **GRFD-Nurse**: 25
- **Non-GRFD Nurse requesting RFD**: 32
- **Not Competing for Active Duty Total**: 1818

### Active Duty Eligible: 3762
- **Active Duty Allocation (without Nurse)**: 2870
  - (2774+86 AD slots currently pending Ed Delay)
- **Active Duty Nurse Allocation**: 146
  - (145+1 Last minute add due to admin error by sch.)
- **Total Active Duty Allocation**: 3016
  - **Total Directed to RFD**: 746

### Component Totals: 5580
- **Active Duty Selected Above Line**: 2878
  - (Includes 86 Ed Delay Pending + 121 Nurses)
- **Active Duty Below Active Duty Line**: 128
  - (86 SMC, 25 Nurse, 17 GtG)
- **Active Duty Selectees**: 3016
  - (Top 10% Active Duty Total = 306)
- **RFD Selectees**: 2564
  - (1818 not competing for AD+746 Directed RFD)
## General Information

<table>
<thead>
<tr>
<th>FY16 National OML and Active Duty Selection</th>
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<tbody>
<tr>
<td></td>
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<tr>
<td><strong>Number</strong></td>
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<tr>
<td><strong>Average GPA</strong></td>
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</table>

### Outcome Metrics Scores

<table>
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<tr>
<th>Highest</th>
<th>National OML</th>
<th>DMG</th>
<th>Ed Delay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highest</td>
<td>89.3333333</td>
<td>89.3333333</td>
<td>84.388534</td>
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<tr>
<td>Average</td>
<td>49.781795</td>
<td>70.130125</td>
<td>58.004905</td>
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<tr>
<td>Lowest</td>
<td>10.163829</td>
<td>63.314218</td>
<td>26.274482</td>
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</table>

- **Leaders for Life**
- **U.S. Army**
- **This We’ll Defend**
FY16 Cohort Statistics

- Percentage of FY16 Cohort below a 30 Outcomes Metrics score was **10.2%**
- Lowest Outcomes Metrics Score was **10.1638**
- Highest Outcomes Metrics score was **89.3333**
- Top 1000 has an Outcomes Metrics Score of **62.2002** or higher

<table>
<thead>
<tr>
<th>30 Outcomes Metrics Score (OMS)</th>
<th>COHORT AVERAGE</th>
<th>AD COHORT</th>
<th>TOP 1000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>AVERAGE GPA</strong></td>
<td>2.76</td>
<td>3.25</td>
<td>3.4</td>
</tr>
<tr>
<td><strong>AVERAGE PMS RANKING</strong></td>
<td><strong>BOTTOM 20%</strong></td>
<td><strong>50%</strong></td>
<td><strong>TOP 45%</strong></td>
</tr>
<tr>
<td><strong>AVERAGE APFT</strong></td>
<td>264</td>
<td>273</td>
<td>278</td>
</tr>
<tr>
<td><strong>AVERAGE MAT</strong></td>
<td>384</td>
<td>404</td>
<td>406</td>
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<tr>
<td><strong>AVERAGE CLA+</strong></td>
<td>1118</td>
<td>1240</td>
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## FY16 Accessions & Branching Board Branch Preferences

### Cadet Preferences

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<td>QM</td>
<td>149</td>
<td>112</td>
<td>149</td>
</tr>
<tr>
<td>SC</td>
<td>278</td>
<td>163</td>
<td>249</td>
</tr>
<tr>
<td>TC</td>
<td>164</td>
<td>45</td>
<td>102</td>
</tr>
<tr>
<td>Totals</td>
<td>2870</td>
<td>2870</td>
<td>2870</td>
</tr>
</tbody>
</table>

### Branching By Preference

<table>
<thead>
<tr>
<th>Cadet Satisfaction</th>
<th>FY14</th>
<th>Top 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>First</td>
<td>64.7%</td>
<td>91.3%</td>
</tr>
<tr>
<td>FY15</td>
<td>64.2%</td>
<td>94.0%</td>
</tr>
<tr>
<td>FY16</td>
<td>63.6%</td>
<td>92.5%</td>
</tr>
</tbody>
</table>

- 97.6% received Top 5 preferences
- 72 Cadets received #5 through #11
**FY16 Accessions & Branching Board Detailing**

<table>
<thead>
<tr>
<th>Donors</th>
<th>AR</th>
<th>CM</th>
<th>FA</th>
<th>IN</th>
<th>Totals</th>
<th>Percentage of Basic Branch Detailed</th>
</tr>
</thead>
<tbody>
<tr>
<td>AG</td>
<td>16</td>
<td>9</td>
<td>24</td>
<td>55</td>
<td>104</td>
<td>57% 56% 64%</td>
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<tr>
<td>FI</td>
<td>4</td>
<td>2</td>
<td>7</td>
<td>15</td>
<td>28</td>
<td>58% 45% 67%</td>
</tr>
<tr>
<td>MI</td>
<td>40</td>
<td>22</td>
<td>61</td>
<td>135</td>
<td>258</td>
<td>63% 57% 70%</td>
</tr>
<tr>
<td>SC</td>
<td>23</td>
<td>12</td>
<td>34</td>
<td>76</td>
<td>145</td>
<td>52% 42% 48%</td>
</tr>
<tr>
<td>Totals</td>
<td>83</td>
<td>45</td>
<td>126</td>
<td>281</td>
<td>535</td>
<td>58% 49% 59%</td>
</tr>
</tbody>
</table>

- No Air Defense Detail Mission for FY16.
Educational Delay
Application Process
Education Delay Program
Application - Key Points

- This board is NOT paperless. Cadets must have a **complete hard-copy** Educational Delay packet submitted for consideration
  - See CC Circular 601-16-1, for application requirements

- “OFFICIAL” test scores for appropriate degree program are required at time of the Educational Delay Board (MCAT, LSAT, etc)

- Board panel consist of DA appointed officers from each specialty seeking participants. This is a formal, centralized board; once adjourned, selection and/or non-selection is final.
If selected for Educational Delay:

- Accession to AD is delayed to secure advanced degree

- Officer must complete branch selection process in desired professional branch after securing degrees and/or passing exams

- Officers are controlled and monitored by Human Resources Command - OPMD

- If selected for Ed Delay but not accepted to professional program by the beginning of the Fall Semester (following undergraduate completion), Cadets must request a Stand By Board for branching and report to Active Duty or Reserve Forces Duty as directed
### FY16 Accessions & Branching Board Education Delay

<table>
<thead>
<tr>
<th>Basic Branch</th>
<th>Allocations</th>
<th>Applicants</th>
<th>Selected</th>
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<tbody>
<tr>
<td>Chaplain</td>
<td>20</td>
<td>28</td>
<td>20</td>
</tr>
<tr>
<td>Dental Corps</td>
<td>5</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Judge Advocate</td>
<td>30</td>
<td>25</td>
<td>18</td>
</tr>
<tr>
<td>Medical Corps</td>
<td>25</td>
<td>47</td>
<td>25</td>
</tr>
<tr>
<td>Medical Service</td>
<td>10</td>
<td>13</td>
<td>5</td>
</tr>
<tr>
<td>Medical Specialist</td>
<td>5</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>Veterinary Corps</td>
<td>5</td>
<td>12</td>
<td>10</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>100</strong></td>
<td><strong>135</strong></td>
<td><strong>85</strong></td>
</tr>
</tbody>
</table>
Active Duty

Accessions Programs
Once Cadets commission they may access onto Active Duty through the following programs prior to reporting to BOLC-B.

- Cadet Summer Training
  - 306 (including 14 Nurses) in FY15

- Gold Bar Recruiters (GBRs)
  - Authorized 300 per year by DA
  - Can access onto AD up to 140 days prior to departure for BOLC-B

- Most Active Duty selects access onto Active Duty the day they begin travel to BOLC-B
BOLC-B Scheduling and Wait Times
BOLC-B Scheduling Conference

- BOLC-B conference convenes first week of December every FY
- USACC obtains the BOLC-B dates for \textit{AD LTs only}
- USARC G1 obtains BOLC-B dates for ROTC USAR LTs
- Army National Guard Bureau (ROTC) obtains BOLC-B dates for ROTC ARNG LTs

- Conference Participants:
  - United States Military Academy
  - ROTC Cadet Command
  - Officer Candidate School
  - United States Army Reserves
  - Army National Guard
  - Marines
  - Foreign Military

- BOLCB-SC convenes annually
- Provides confirmed BOLC-B seats from May thru Apr
  (subject to G3 training funds availability)
Priority of BOLC-B Seat Allocation

- Green to Gold Active Duty Option (ADO)
- OML Ranking (Higher goes first)
- CST 2LT Cadre - (follow-on BOLC-B in August/September)
- Cadet desires (Marriage, Family vacation, etc..)
- Needs of the Army
USACC
Talent Management Program
MISSION

NLT 1 OCT 2015, USACC will begin a command wide Talent Management program which provides Component and Branch education, Cadre mentorship and individual assessment to all Cadets so that at time of accession all Cadets make informed decisions for their future service as officers in the U.S. Army.
USACC must seek to meet the needs of the Army through the accessions process. Our goal is to better assess, educate, inform, and mentor Cadets in order to identify their unique talents, continue to develop those critical talents the Army desires, and assist Cadets in making informed component and branching decisions.
Assessing Cadets’ Talents

The Cadet File
Consolidates relevant information about each cadet’s unique experiences and performance to feed talent assessments.

Talent Assessment Battery (TAB)
Collection of tests that assess individual talents as measured by experiences, attributes, personality traits, behaviors, and interests.

Cadet Talent Evaluation (CTE)
Staff and Faculty provide assessments of cadets’ talent strengths and weaknesses as observed over time.

DA G1 Feedback
A DA G1 team considers the Cadet Record, COMPASS and CTE to provide cadets with specific branch recommendations based on talent.
Talent Management Timeline

- **OPORD 15-08-045, Published 28 August 2015**
  - **NLT 20 November**: FY17 Cohort completes TAB
  - **NLT 11 December**: All Cohorts enter interim component and branch preferences
  - **NLT 30 April 2016**:
    - FY17 Cohort completes Cadet file and enter interim component and branch preferences
    - Cadre complete Talent Evaluations on all FY17/18/19 Cadets
    - FY17 Cadets receive TAB feedback from TM team
    - FY18/19 Cadets continue building Cadet file and enter interim component and branch preferences
    - FY19 Cadets complete all modules of the TAB
Talent Management Issues

- Almost all questions we receive can be answered from the OPORD.
- If you or your Cadets are having issues with the TAB or the TM website please send an email to branching_support@usma.edu.
- Please keep all Cadet data updated in CCIMM. We send weekly updates to the TM team from CCIMM.
Assessing Cadets’ Talents

The Cadet File
Consolidates relevant information about each cadet’s experience and performance to feed talent assessments.

Talent Assessment Battery (TAB)
Collection of tests that assess individual talents as measured by experiences, attributes, personality traits, behaviors, and interests.

DA G1 Feedback
A DA G1 team considers the Cadet Record, COMPASS and CTE to provide cadets with specific branch recommendations based on talent.

Cadet Talent Evaluation (CTE)
Cadre provide assessments of cadets’ talent strengths and weaknesses as observed over time.

** Cadets are assessed on a 3 point scale (3 = exceptional; 2 = moderate; 1 = limited)**
Talent and Branch Evaluation Methodology

Each talent demand score draws information from three or more sources to evaluate each cadet across multiple dimensions. Cadets are given branch scores based on the weighted average of their talent scores.

Example:

**Interpersonal**

- **Cadet File**
  - CMPS: 3.67
  - Cadet Mentorship Club
  - Varsity Basketball Team Captain

- **COMPASS**
  - Average score; Big Five Personality Types: Agreeableness

- **CTE**
  - TAC listed
  - "Interpersonal" as cadet’s second strongest trait

**Branch Score = 2.2**
## Talent Assessment Battery Feedback

You recently completed the Talent Assessment Battery (TAB) as part of your branching process. The TAB consists of a number of cognitive and non-cognitive evaluations that identify and measure your unique talents. The TAB plays an important role in the branching process in two ways. First, the TAB enables the Army to provide you with personalized feedback on your talent strengths and weaknesses. Second, the TAB enables the Army to understand better your talents and to align your branch assignment with your unique talents. In this effort the TAB is used in conjunction with an assessment of your cadet file and your talent evaluations. You should carefully consider your TAB results as an important indicator of your talent strengths, recognizing it is only one composite measure.

Your own personal talents are derived from the intersection of the skills you possess and develop, the knowledge you gain, and the behaviors you learn over time. As you prepare to enter the Profession of Arms, identify and reflect on these unique talents to assist you in determining the best path to follow. To succeed in this endeavor, it is not necessary for you to be exceptional in every aspect. Rather, it is more important for you to excel while using the unique talents you possess.

We highlight below your results for the 20 talents as measured by the TAB. For each talent, the TAB provides you with an assessment relative to the other members of your class. This feedback reports the percentile in which you scored, relative to your peers.

When reviewing these results, keep in mind a few items. First, talents are not fixed attributes. They may be improved over time with a commitment to continuous personal and professional development. Second, the TAB is only one measure of your demonstration of a particular talent. The cadet file and the Cadet Talent Evaluation also serve as useful measures of your talents.

We encourage you to discuss this assessment with your mentors as you continue to determine where you might best fit in your service to the Army.

### Talent Assessment Battery Feedback Table

<table>
<thead>
<tr>
<th>Talent</th>
<th>Definition</th>
<th>Percentile (n°)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BODILY KINESTHETIC</strong></td>
<td>Coordinated, dexterous, hands-on person. Keen sense of body and sensory awareness. Learns through physical activity.</td>
<td>&lt;= 26</td>
</tr>
<tr>
<td><strong>COMMUNICATOR</strong></td>
<td>Precise, efficient, and compelling in both written and spoken word.</td>
<td>69</td>
</tr>
<tr>
<td><strong>CROSS-CULTURALLY FLUENT</strong></td>
<td>Aware of and able to operate across different cultural settings (e.g., organizational, demographic, ethnographic, and generational).</td>
<td>27</td>
</tr>
<tr>
<td><strong>DETAIL-FOCUSED</strong></td>
<td>Thorough, perceptive and precise in all matters. Possesses a keen eye - notices everything.</td>
<td>73</td>
</tr>
<tr>
<td><strong>INNOVATIVE</strong></td>
<td>Creative, inquisitive and insightful. Easily identifies new solutions and catalyzes change.</td>
<td>60</td>
</tr>
<tr>
<td><strong>INSPIRATIONAL LEADER</strong></td>
<td>Motivates teams to work harmoniously and productively towards a common goal.</td>
<td>49</td>
</tr>
<tr>
<td><strong>INTERDISCIPLINARY</strong></td>
<td>Integrates and applies expert knowledge from multiple disciplines into a coherent overarching perspective.</td>
<td>25</td>
</tr>
<tr>
<td><strong>INTERPERSONAL</strong></td>
<td>Skilled in developing appropriate relationships. Able to connect with others to affect positive results.</td>
<td>40</td>
</tr>
<tr>
<td><strong>LOGICAL / ANALYTICAL</strong></td>
<td>Uses reason and thinks in terms of cause and effect. Able to decompose and solve complex problems.</td>
<td>71</td>
</tr>
<tr>
<td><strong>MENTALLY TOUGH</strong></td>
<td>Stress tolerant and emotionally mature. Performs well even under extreme psychological duress.</td>
<td>80</td>
</tr>
<tr>
<td><strong>MULTI-TASKER</strong></td>
<td>Rapidly processes and prioritizes multiple demands simultaneously. Takes appropriate action.</td>
<td>87</td>
</tr>
<tr>
<td><strong>PERCEPTIVE</strong></td>
<td>Effectively discerns the deeper meaning or significance of one's observations (e.g., events, people and communication).</td>
<td>47</td>
</tr>
<tr>
<td><strong>PHYSICALLY FIT</strong></td>
<td>Physically tough, gritty and tenacious. Performs well even under extreme physiological duress. Committed to a lifestyle of physical fitness.</td>
<td>33</td>
</tr>
<tr>
<td><strong>PROBLEM SOLVER</strong></td>
<td>Able to choose between best practices and unorthodox approaches to reach a solution. Accomplishes the task.</td>
<td>58</td>
</tr>
<tr>
<td><strong>PROCESS DISCIPLINED</strong></td>
<td>Diligently abides by procedures designed to ensure accuracy, effectiveness and safety.</td>
<td>48</td>
</tr>
<tr>
<td><strong>PROJECT MANAGER</strong></td>
<td>Able to determine requirements, develop work processes, delegate responsibilities, and lead teams to desired outcomes.</td>
<td>89</td>
</tr>
<tr>
<td><strong>PRUDENT RISK TAKER</strong></td>
<td>Acts boldly yet maintains appropriate focus upon personal, Soldier, and unit safety.</td>
<td>&lt;= 25</td>
</tr>
<tr>
<td><strong>SPATIALLY INTELLIGENT</strong></td>
<td>Easily perceives, understands and operates within the multi-dimensional world.</td>
<td>41</td>
</tr>
<tr>
<td><strong>TECHNOLOGICALLY ADEPT</strong></td>
<td>Understands and comfortably uses the latest technologies.</td>
<td>56</td>
</tr>
</tbody>
</table>
Branch Recommendations:

As you can see from our enclosed recommendations, we find a good correlation between one of your top three branch preferences and the talents demanded by that branch. We do, however, see a lower correlation between your talents and your other preferred branches. You may wish to reassess your talents and reconsider your branch preferences accordingly. The recommendations we've enclosed here should help. Remember that your mentors stand ready to help you in this process. We have one goal - to get you in the branch that's best for you and for the Army.

Best Fit Branches (in rank order)

Quartermaster Corps
Air Defense Artillery
Ordnance
Field Artillery
Medical Service Corps
Military Police
ACCESSIONS COHORT TIMELINES

- **FY17 ACCESSIONS COHORT**
  - Graduate and Commission between 1 July 2016 and 30 June 2017

- **FY18 ACCESSIONS COHORT**
  - Graduate and Commission between 1 July 2017 and 30 June 2018

- **FY19 ACCESSIONS COHORT**
  - Graduate and Commission between 1 July 2018 and 30 June 2019
FY17 Accessions: Timeline & Notes
FY17 Accessions Notes

- Completion of Branching files shifts to spring/summer from fall
- MS III CER (OER) will be final inputs from ROTC program
- Standardized tests given at CLC
- OML and Component selection completed in Mid/Late September 2016 (after test results are returned)
- Cadets will receive component selection by late September
- Educational Delay Board in early October
- Branching board remains in late October
“Rule of Thirds”

What are the chances of a given Cadet being selected for Active Duty?

- How does the Cadet compare with peers, in terms of overall OML standing at your school (PMS counseling)?
- How does your school’s OML profile compare with other schools?

**TOP THIRD**
- “Excellent Prospects”

**MIDDLE THIRD**
- “Have A Backup Plan”

**BOTTOM THIRD**
- “Focus on Civilian Job Market”
Tips, Tools & Alibis

➢ Know your Accessions Cohort!
  • Pay close attention to changes in graduation/commission dates—notify ASD via Add/Delete Report
  • Carefully scrub the review roster from ASD

➢ PMS: Cadet OER
  • Cadets are ranked against their MSIII peers
  • Campus Cadet MS III OERs must be completed prior to attendance at CLC
US Army Cadet Command

Leaders for Life

Leadership Excellence

This We’ll Defend
BACKUP SLIDES

Talent Management Screenshots
Welcome to the Branching process, your pathway into the Army Profession. This portal will help you to identify the basic branches in which you're most likely to excel. The goal is simple: align your unique talents with the unique demands of each branch. What you do here can affect your branching outcome, so give it your best effort. There are FIVE steps you must complete this fall (NLT 31 DEC):

**STEP 1**: Click the "Talent Demand" tab to review the talents being sought by each branch. You'll notice that no two are identical. Ask yourself: "Which of these branches needs what I have to offer? Where could I truly excel?" Review the talent demand primer to understand how the Army thinks about the individual dimensions of talent.

**STEP 2**: Click the "Self-Assessment" tab, which provides a confidential learning environment. No one else can see your self-assessment unless you choose to share it with them, so be honest, introspective, and thorough. What you learn will help you identify your unique talents and will shape your branch preferences. A good self-assessment answers these questions: "What do I have to offer? What are my strengths? Where do I need more development?" This self-assessment establishes a baseline from which you can customize your cadet experience to take advantage of the talents you possess and improve on those talents that may require more development. You may use your talent assessment as you reach out to mentors to seek advice on your branch preferences.

**STEP 3**: Complete your Cadet File. Click on the "File" tab to review the current information in your cadet file. After reflecting on your unique experiences both during and prior to college, update your Cadet File to reveal your unique talents. The Cadet File provides an opportunity for you to enter specific academic achievements from your college transcripts, military experiences you gained from participating in your school's ROTC program, and extracurricular and athletic endeavors you have pursued in your career to this point. Once complete, the Cadet File serves as a robust resume that helps the Army place you in a branch that maximizes your unique talents.

**STEP 4**: Take the Talent Comprehensive Assessment (COMPASS), which will be administered by your PMS this fall. The COMPASS is a 3-4 hour assessment that will provide you with specific feedback regarding your talent strengths and weaknesses. You should take the time to answer these questions honestly in order to receive meaningful feedback that may help you determine the best career path for you in the Army. COMPASS results will be available to you in the spring semester.

**STEP 5**: Submit your MS III Component and Branch Preferences. Based upon everything you've learned in steps 1 thru 4, input your interim branch preferences NLT 31 DEC. These interim preferences begin to show the impact that experience, mentorship and education have had on you, particularly in understanding the talents the branches seek and developing the talents you possess that enable you to become a better fit in particular branches. You will be asked to update these branch preferences periodically throughout your cadet career, as your experience and education better inform your preferences.
Understanding Intelligences, Skills, Knowledge and Behaviors is the first step in assessing which branch is right for you.

Each branch has identified 5-6, out of a possible 20, talent priorities which represent the intersection of skills, knowledge and behaviors that each most values in future officers. NO TWO BRANCHES ARE THE SAME.

Review the slide show below prior to visiting the branch tabs. Once you're ready to look at the Talent Demands, ask yourself "Which of these branches needs what I have to offer? Where could I truly excel?"

Use the "Previous" or "Next" links to navigate through this primer, or click here to download a pdf.

Click here to download a consolidated .pdf document containing a listing of all the Talent Demands.

---

**The Dimensions of Individual Talent**

---

**TALENT**

**SKILLS**

Are shaped by:

- Native Ability
- Intelligences
- Preferences
- Background

**KNOWLEDGE**

Is shaped by:

- Education
- Training
- Experience
- Tenure

**BEHAVIORS**

Are shaped by:

- Character
- Ethics / Values
- Goals / Beliefs
- Teamwork

---

**Talent** - The intersection of the three dimensions - skills, knowledge and behaviors – creates an optimal level of individual performance, provided the individual is employed within his/her talent set. Every person has talent that can be liberated or extended via proper employment and development.
INTELLIGENCES: Interpersonal, Logical-Mathematical, Spatial

SKILLS: Engineer officers must possess an innate ability to evaluate and assess problems, the resident knowledge to brainstorm possibilities, and then quickly implement solutions to solve problems facing our maneuver commanders. This requires a design mindset—the ability to develop tasks and work processes for teams and motivate those teams to reach harmoniously, efficiently, and effectively desired outcomes. Officers must thrive in the world of abstract concepts and data-based reasoning, be able to discriminate and filter information of importance, and be capable of rapid visualization; all while skilfully possessing the ability to communicate concepts verbally or in writing. Collectively, these skills make Engineer officers superb problem solvers and invaluable to our Army and Nation.

KNOWLEDGE: The Engineer branch strongly desires officers with academic backgrounds in the domain-specific disciplines listed below, with particular emphasis on degrees that are accredited by the Accreditation Board for Engineering and Technology (ABET). These disciplines provide officers with a foundation in the scientific method that enhances their ability to become expert problem solvers.

- **RELEVANT EDUCATION PRIORITY 1:** ABET Engineering Majors (Civil, Mechanical, Electrical, Systems, Environmental, Chemical, Nuclear, Engineering Management, Computer Science, Information Technology).
- **RELEVANT EDUCATION PRIORITY 2:** Non-ABET Engineering; Science, Technology, and Mathematics (STEM) disciplines.
- **RELEVANT EDUCATION PRIORITY 3:** All other disciplines.
- **RELEVANT TRAINING/EXPERIENCE:** Cadet Troop Leading Time / Leader Development Time (CTLT / CLDT) with Engineer Unit or Academic Enrichment Program in engineering or rotated activity (not all inclusive).

BEHAVIORS: (In addition to foundational)

- Adaptable
- Ambitious
- Charismatic
- Committed
- Dependable
- Detail Focused
- Diligent
- Expert
- Innovative
- Inspiring
- Intellectually Curious
- Perceptive
- Proactive
- Problem Solving
- Tenacious
- Visionary

TALENT PRIORITIES:
1. **DOMAIN-SPECIFIC EDUCATION:** Possessing an engineering degree (ABET-preferred), high performers in science, technology, engineering, and math (STEM) disciplines.
2. **PROJECT MANAGER:** Able to determine requirements, develop work processes, delegate responsibilities, and lead teams to desired outcomes.
3. **PROBLEM SOLVER:** Able to choose between best practices and unorthodox approaches to reach a solution. Accomplishes the task.
4. **INSPIRATIONAL LEADER:** Motivates teams to work harmoniously and productively towards a common goal.
5. **SPATIALLY INTELLIGENT:** Easily perceives, understands, and operates within the multi-dimensional world.

Approved by Branch Commandants, Certified by GAC Commander, Distributed by GCS-G1 DMPM, April 2014
<table>
<thead>
<tr>
<th>RANK</th>
<th>LAST NAME</th>
<th>FIRST NAME</th>
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<th>CITY</th>
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<tr>
<td>MAJ</td>
<td>Herr</td>
<td>Guy</td>
<td>APSU</td>
<td>Clarksville</td>
<td>TN</td>
<td>(931) 221-6144</td>
<td><a href="mailto:guy.e.herr.mil@mail.mil">guy.e.herr.mil@mail.mil</a></td>
</tr>
<tr>
<td>LTC</td>
<td>Sigloch</td>
<td>Steven</td>
<td>MEMPHIS</td>
<td>Memphis</td>
<td>TN</td>
<td>(901) 678-4025</td>
<td><a href="mailto:steven.b.sigloch.mil@mail.mil">steven.b.sigloch.mil@mail.mil</a></td>
</tr>
<tr>
<td>CPT</td>
<td>Buntin</td>
<td>Charles</td>
<td>MTSU</td>
<td>Murfreesboro</td>
<td>TN</td>
<td>(615) 898-2296</td>
<td><a href="mailto:charles.b.buntin2.mil@mail.mil">charles.b.buntin2.mil@mail.mil</a></td>
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<td>LTC</td>
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<td>Brian</td>
<td>RHIT</td>
<td>Terre haute</td>
<td>IN</td>
<td>(812) 877-8345</td>
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<td>Cookeville</td>
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<tr>
<td>CPT</td>
<td>Cordova</td>
<td>Noah</td>
<td>TTU</td>
<td>Cookeville</td>
<td>TN</td>
<td>(931) 372-3575</td>
<td><a href="mailto:noah.r.cordova.mil@mail.mil">noah.r.cordova.mil@mail.mil</a></td>
</tr>
<tr>
<td>LTC</td>
<td>Harvey</td>
<td>Bradley</td>
<td>UA</td>
<td>Akron</td>
<td>OH</td>
<td>(330) 972-7959</td>
<td><a href="mailto:bradley.p.harvey.mil@mail.mil">bradley.p.harvey.mil@mail.mil</a></td>
</tr>
<tr>
<td>CPT</td>
<td>Martin</td>
<td>Timothy</td>
<td>UC</td>
<td>Cincinnati</td>
<td>OH</td>
<td>(513) 556-3668</td>
<td><a href="mailto:timothy.s.martin7.mil@mail.mil">timothy.s.martin7.mil@mail.mil</a></td>
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<td>CPT</td>
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<td>Raymond</td>
<td>UND</td>
<td>Notre dame</td>
<td>IN</td>
<td>(574) 631-4660</td>
<td><a href="mailto:raymond.a.mockus.mil@mail.mil">raymond.a.mockus.mil@mail.mil</a></td>
</tr>
<tr>
<td>LTC</td>
<td>Hains</td>
<td>Decker</td>
<td>WMU</td>
<td>Kalamazoo</td>
<td>MI</td>
<td>(269) 387-8121</td>
<td><a href="mailto:decker.b.hains.mil@mail.mil">decker.b.hains.mil@mail.mil</a></td>
</tr>
<tr>
<td>LTC</td>
<td>Wissel</td>
<td>Kevin</td>
<td>XAVIER</td>
<td>Marion</td>
<td>OH</td>
<td>(513) 745-1060</td>
<td><a href="mailto:kevin.d.wissel.mil@mail.mil">kevin.d.wissel.mil@mail.mil</a></td>
</tr>
</tbody>
</table>
# Self-Assessment

This assessment will assist you in identifying the talents you possess and your potential best-fit branches. You are encouraged to share this self-assessment with your branch mentor(s). The branch board will NOT have access to this information.

## 1. Absolute Talent Rating
(Select how well each talent describes you. NOTE: Hovering over the icon will display the definition of each talent priority.)

<table>
<thead>
<tr>
<th>Talent Type</th>
<th>Rating</th>
<th>Talent Type</th>
<th>Rating</th>
<th>Talent Type</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bodily Kinesthetic</td>
<td>describes me well</td>
<td>Communicator</td>
<td>describes me somewhat</td>
<td>Cross-culturally fluent</td>
<td>describes me well</td>
</tr>
<tr>
<td>Detail-focused</td>
<td>describes me poorly</td>
<td>Innovative</td>
<td>describes me well</td>
<td>Inspirational Leader</td>
<td>describes me well</td>
</tr>
<tr>
<td>Interdisciplinary</td>
<td>describes me well</td>
<td>Interpersonal</td>
<td>describes me somewhat</td>
<td>Introspective</td>
<td>describes me somewhat</td>
</tr>
<tr>
<td>Logical/Analytical</td>
<td>describes me well</td>
<td>Mentally Tough</td>
<td>describes me well</td>
<td>Multi-tasker</td>
<td>describes me well</td>
</tr>
<tr>
<td>Perceptive</td>
<td>describes me poorly</td>
<td>Physically Fit</td>
<td>describes me well</td>
<td>Problem Solver</td>
<td>describes me somewhat</td>
</tr>
<tr>
<td>Process Disciplined</td>
<td>describes me somewhat</td>
<td>Project Manager</td>
<td>describes me somewhat</td>
<td>Prudent Risk Taker</td>
<td>describes me well</td>
</tr>
<tr>
<td>Spatially Intelligent</td>
<td>describes me well</td>
<td>Technologically Adept</td>
<td>describes me poorly</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## 2. Relative Talent Rating
(Select a skill from each drop down box. You can only choose a skill once.)

<table>
<thead>
<tr>
<th>Strongest:</th>
<th>2nd Strongest:</th>
<th>3rd Strongest:</th>
<th>4th Strongest:</th>
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</thead>
<tbody>
<tr>
<td>Select</td>
<td>Select</td>
<td>Select</td>
<td>Select</td>
<td>Select</td>
</tr>
<tr>
<td>Weakest:</td>
<td>2nd Weakest:</td>
<td>3rd Weakest:</td>
<td>4th Weakest:</td>
<td>5th Weakest:</td>
</tr>
<tr>
<td>Select</td>
<td>Select</td>
<td>Select</td>
<td>Select</td>
<td>Select</td>
</tr>
</tbody>
</table>
Admin

Last Name: DOE
First Name: JANE
Middle Name: H
Gender: F    Race: X    Ethnicity: S
Birth Year: 1994
Height:     Weight: 
Weigh-In:   Pass/Fail: 

AKO Email: jane.doe@us.army.mil
Alternate Email: 
Year Group: 2016
Brigade: 7th
ROTC Host School: THE OHIO STATE UNIVERSITY
Academic School: THE OHIO STATE UNIVERSITY
Enrollment Status: E

Home of Record: NY
Prior Service: NO
Prior Service MOS: 
Scholarship Level: 0
Distinguished Military Graduate: No
Senior Military College: No
Guaranteed Reserve Forces Duty: No

Please save your changes before proceeding to the next page
Cadet Candidate

High School Name: 
Start Typing....

High School Class Size: 

High School Class Rank: 

High School Percentile: 

WPS: 

SAT Verbal: 

SAT Math: 

AP Scores:

<table>
<thead>
<tr>
<th>Course</th>
<th>Score</th>
<th>Year</th>
<th>Actions</th>
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</thead>
<tbody>
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</tbody>
</table>

Physical Fitness Scores

PT Test Scores History:

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<tr>
<th>Date</th>
<th>Push-ups (points)</th>
<th>Sit-ups (points)</th>
<th>Run (points)</th>
<th>Score</th>
<th>Pass/Fail</th>
</tr>
</thead>
<tbody>
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**MAJOR 1**

<table>
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<tr>
<th>Academic Major 1:</th>
<th>Academic Minor 1:</th>
<th>ABET:</th>
<th>STEM:</th>
<th>Academic Major w/ honors:</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMPUTER SCIENCE</td>
<td>SELECT</td>
<td>1</td>
<td>1</td>
<td>SELECT</td>
</tr>
</tbody>
</table>

**Concentration/Focus:** *(150 characters remaining)*

**COURSES**

<table>
<thead>
<tr>
<th>Term</th>
<th>Year</th>
<th>Course Name</th>
<th>Course Code</th>
<th>Course Group</th>
<th>Course Level</th>
<th>Grade</th>
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[SELECT] [SELECT] [SELECT] [SEL] [SEL] [Add]
# Military Experience

## Chain of Command:

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<thead>
<tr>
<th>Position</th>
<th>Academic Year</th>
<th>Term</th>
<th>Actions</th>
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<tbody>
<tr>
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</tbody>
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## Cadet Military Training:

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<th>Branch</th>
<th>Actions</th>
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## Prior Service Military Training:

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<th>Training</th>
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</thead>
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</table>
### Enrichment Programs and Work Experiences

<table>
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<tr>
<th>Type</th>
<th>Location</th>
<th>International</th>
<th>Start Date</th>
<th>End Date</th>
<th>Actions</th>
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<td>SELECT</td>
<td>Add</td>
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</tbody>
</table>

**Description:**

### Extracurricular Activities

<table>
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<tr>
<th>Club/Activity</th>
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<th>Year</th>
<th>Actions</th>
</tr>
</thead>
<tbody>
<tr>
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</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Club/Activity</th>
<th>Position</th>
<th>Year</th>
<th>Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>SELECT</td>
<td></td>
<td></td>
<td>Add</td>
</tr>
</tbody>
</table>

### Intramural/Club/Intercollegiate Athletics

<table>
<thead>
<tr>
<th>Type</th>
<th>Sport</th>
<th>Position</th>
<th>Year</th>
<th>Actions</th>
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</thead>
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<tr>
<td>No Records Found</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Type</th>
<th>Sport</th>
<th>Position</th>
<th>Year</th>
<th>Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>SELECT</td>
<td></td>
<td>SELECT</td>
<td></td>
<td>Add</td>
</tr>
</tbody>
</table>
Explain why you would be a good fit for your top 3 branch selections: (1000 remaining)

Additional Comments: (This is an optional box for you to describe any extenuating circumstances that may have affected your performance during your undergraduate experience. 1000 remaining)
Component Selection

Please rank your selected component below. "1" represents the component where you would most like to serve and "3" represents the component where you would least like to serve.

1. Regular Army
2. National Guard

Please rank each of the regions where "1" represents the region where you would most like to serve and "5" represents the region where you would least like to serve.

Northeast: 1  Southeast: 2  Southwest: 3  Midwest: 4  West: 5

Describe the factors that are most important to you when selecting this component (500 remaining)

3. Army Reserve

Please rank each of the regions where "1" represents the region where you would most like to serve and "5" represents the region where you would least like to serve.

Northeast: 1  Southeast: 2  Southwest: 3  Midwest: 4  West: 5

Describe the factors that are most important to you when selecting this component (500 remaining)
Interim Branch Selection (NOT Your Final Choice).

Enter your branch preferences below with 1 being your most preferred branch choice. To make a branch selection, click on the "•" to access a menu of available branch choices. You must place a branch selection in any Red column. Green indicates a valid branch selection has been made. Yellow indicates a branch selection with BRADSO has been made.

You must place all 16 branches into your preference list

You MAY select 16 branches for which you are willing to BRADSO. For example:

1: IN, 2: AV/BrADSO, 3: AR, 4: FA/BrADSO

Finally, certain branches allow you the option to branch detail. If you are interested in branch detailing, check the appropriate box in the pop up window when you select a donor branch in your preferences. You must select a recipient branch in the pop-up window as well. The donor and recipient branches are listed below.

**Donor:** AD, AG, FI, MI, SC

**Recipient:** AR, CM, FA, IN

<table>
<thead>
<tr>
<th>Rank</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
<th>15</th>
<th>16</th>
</tr>
</thead>
</table>

This We’ll Defend
Notes to Cadet Command Branch Board:

Notes: (500 characters remaining)

Please make sure to save your notes before leaving this page.

Previous Notes:

Private Notes:

Notes: (500 characters remaining)

Please make sure to save your notes before leaving this page.

MENTORSHIP REPORTING

To date you have reported 0 hours mentoring this cadet. Please provide additional time here: 15 min. Submit Time
### CADET TALENT EVALUATION

1. Based on your observations and experiences with this cadet, assess the level of talent that the cadet demonstrated in the 20 talent priorities identified below.

<table>
<thead>
<tr>
<th>Talent Priority</th>
<th>Level of Talent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BODILY KINESTHETIC</strong></td>
<td></td>
</tr>
<tr>
<td>Limited talent</td>
<td></td>
</tr>
<tr>
<td>Moderate talent</td>
<td></td>
</tr>
<tr>
<td>Exceptional talent</td>
<td></td>
</tr>
<tr>
<td><strong>DETAIL-FOCUSED</strong></td>
<td></td>
</tr>
<tr>
<td>Moderate talent</td>
<td></td>
</tr>
<tr>
<td>Exceptional talent</td>
<td></td>
</tr>
<tr>
<td><strong>INTERDISCIPLINARY</strong></td>
<td></td>
</tr>
<tr>
<td>Exceptional talent</td>
<td></td>
</tr>
<tr>
<td>Logical / Analytical</td>
<td></td>
</tr>
<tr>
<td>Exceptional talent</td>
<td></td>
</tr>
<tr>
<td><strong>PERCEPTIVE</strong></td>
<td></td>
</tr>
<tr>
<td>Exceptional talent</td>
<td></td>
</tr>
<tr>
<td><strong>PROCESS DISCIPLINED</strong></td>
<td></td>
</tr>
<tr>
<td>Moderate talent</td>
<td></td>
</tr>
<tr>
<td>Spatially Intelligent</td>
<td>Limited talent</td>
</tr>
<tr>
<td>Not observed</td>
<td>Limited talent</td>
</tr>
<tr>
<td><strong>COMMUNICATOR</strong></td>
<td>Exceptional talent</td>
</tr>
<tr>
<td>Innovative</td>
<td>Moderate talent</td>
</tr>
<tr>
<td><strong>INTERPERSONAL</strong></td>
<td>Exceptional talent</td>
</tr>
<tr>
<td>MENTALLY TOUGH</td>
<td>Exceptional talent</td>
</tr>
<tr>
<td>Physically Fit</td>
<td>Exceptional talent</td>
</tr>
<tr>
<td>Project Manager</td>
<td>Not observed</td>
</tr>
<tr>
<td>Technologically Adept</td>
<td>Moderate talent</td>
</tr>
<tr>
<td>Cross-Culturally Fluent</td>
<td>Exceptional talent</td>
</tr>
<tr>
<td>Inspirational Leader</td>
<td>Exceptional talent</td>
</tr>
<tr>
<td>Introspective</td>
<td>Exceptional talent</td>
</tr>
<tr>
<td>Multi-Tasker</td>
<td>Limited talent</td>
</tr>
<tr>
<td>Problem Solver</td>
<td>Moderate talent</td>
</tr>
<tr>
<td>Prudent Risk Taker</td>
<td>Moderate talent</td>
</tr>
</tbody>
</table>
2. Based on your observations and experiences with this cadet, identify and provide feedback on the cadet’s three best talents.

**STRONGEST:**

SELECT

Comments: 1000 remaining

3. Based on your observations and experiences with this cadet, identify and provide feedback on the cadet’s three weakest talents.

**WEAKEST:**

SELECT

Comments: 1000 remaining
COMPONENT SELECTION

1. Regular Army

2. National Guard

Northeast: 1  Southeast: 2  Southwest: 3  Midwest: 4  West: 5

Describe the factors that are most important to you when selecting this component

3. Army Reserve

Northeast: 1  Southeast: 2  Southwest: 3  Midwest: 4  West: 5

Describe the factors that are most important to you when selecting this component

INTERIM BRANCH SELECTION (NOT YOUR FINAL CHOICE).

<table>
<thead>
<tr>
<th>Rank:</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
<th>15</th>
<th>16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interim</td>
<td>IN</td>
<td>AR</td>
<td>AV</td>
<td>MI</td>
<td>SC</td>
<td>EN</td>
<td>QM</td>
<td>FA</td>
<td>OD</td>
<td>AD</td>
<td>MP</td>
<td>CM</td>
<td>AG</td>
<td>TC</td>
<td>MS</td>
<td>FI</td>
</tr>
</tbody>
</table>
# Transcript

**MAJOR 1**

- Academic Major 1: **COMPUTER SCIENCE**
- * Academic Minor 1: [NOT SELECTED]
- * ABET: [NO]
- STEM: [YES]
- * Academic Major w/ honors: [NO]

**Concentration/Focus:**

**Projected Thesis/Capstone:**

---

**MAJOR 2**

- Academic Major 2: [NOT SELECTED]
- * Academic Minor 2: [NOT SELECTED]
- * ABET: [NO]
- STEM: [NO]
- * Academic Major w/ honors: [NO]

**Concentration/Focus:**

---

**COURSES**

<table>
<thead>
<tr>
<th>Term</th>
<th>Year</th>
<th>Course Name</th>
<th>Course Code</th>
<th>Course Group</th>
<th>Course Level</th>
<th>Grade</th>
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</tr>
</thead>
<tbody>
<tr>
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<td>A</td>
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<td>B+</td>
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