



DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
1600 SPEARHEAD DIVISION AVENUE, DEPARTMENT 400
FORT KNOX, KY 40122-5400

AHRC-PDZ-A (RN 600-8-29b1)

27 July 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Promotion Lists for the Fiscal Year 2023 (FY23) Active Component (AC), Captain (CPT), Army Nurse Corps (AN), Medical Service Corps (MS), and Army Medical Specialist Corps (SP), Fully Qualified Certification (FQC) Process

1. Reference:

MILPER Message 23-016, issued 11 January 2023, subject: Fiscal Year 2023 (FY23) Active Component (AC), Captain (CPT), Army Nurse Corps (AN), Medical Service Corps (MS), and Army Medical Specialist Corps (SP), All Fully Qualified Certification (FQC) Zones of Consideration

2. General:

a. The FY23 AC, CPT, AN, MS, SP convened under the Fully Qualified Certification (FQC) Process on 14 March 2023 and recessed on 24 March 2023. The Office of the Secretary of Defense approved the nominations on 20 July 2023.

b. Enclosure 1 contains the Secretary of the Army's instructions to the board.

c. Upon receipt of these lists and at your discretion, you may give the lists to your personnel officer in order to allow sufficient time to identify officers recommended and considered within your command. Officers who were not selected for promotion may be informed no earlier than one day prior to the official release date.

d. Please ensure the lists are kept "CLOSE HOLD" until you are authorized to release. Army Regulation 600-8-29 (Officer Promotions) paragraph 3-2a-c prohibits the public notification to officers not recommended for promotion until the day prior to the official release. I am sure you agree with the importance of taking positive measures to avoid premature disclosure of the lists.

3. Summary of Board Actions:

	<u>Above Zone Selection %</u>	<u>In Zone Selection %</u>	<u>Below Zone Selection %</u>
AN	100%	100%	N/A
MS	100%	100%	N/A
SP	100%	100%	N/A

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4. Promotion Lists:

a. HQDA no longer publishes the Board Membership, as Colonel and below board members are not considered public figures. General Officers are considered public figures; however, they will be afforded the same privacy as Colonels and below.

b. Enclosure 2 contains the format which consolidates the promotion list extracts into one list, displaying all officers considered from above and in the promotion zones. The format will be used to assist Commanders, Military Personnel Divisions (MPD), Director of Human Resources (DHR), Military Human Resources (MHR) Offices, S-1s, and other authorized personnel for administrative purposes only.

c. Do not publicly display the promotion lists in their entirety, as this format shows those officers who were considered and not selected for promotion. Those officers who were recommended for promotion will have a sequence number listed beside their name. Commanders may use the lists to verify promotion eligibility and selection status.

d. The promotion lists are subject to additional administrative review and are not to be construed as promotion orders. Accordingly, individuals listed herein should not assume that the structure of a list or the presence of a name on a list constitutes a firm forecast for promotion. Promotions will be announced in Human Resources Command (HRC) promotion orders.

e. Promotion sequence numbers reflect the precedence criteria outlined in AR 600-8-29 paragraph 4-2(b) using appropriate data elements listed on each officer's name line on the enclosed recommended lists. If a data element used to assign a sequence number is incorrect, the MPD/DHR/MHR/S-1s must initiate a data element correction in accordance with regulations and forward a request for re-computation of an officer's sequence number to HRC Promotions Branch (AHRC-PDV-PO). Requests must identify the affected promotion list, the erroneous data element and include supporting documentation. Send requests to usarmy.knox.hrc.mbx.tagd-ac-officer-promotions@army.mil.

f. To preclude promotion of officers who are ineligible under the provisions of AR 600-8-29, Commanders will ensure continuous review of the lists until the lists are exhausted. Commanders will advise HRC Officer Promotions by electronic means of any ineligible officers listed and not previously reported as required by cited regulations at usarmy.knox.hrc.mbx.tagd-ac-officer-promotions@army.mil.

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g. HRC will not publish the names of selectees that have retired, separated or departed prior to the official release of the PSB results.

5. Board demographics: IAW U.S.C. Title 10, §613a and §14104 the proceedings of the Selection Board, including its deliberations and criteria for selection, cannot be disclosed to any person who was not a member of the Board. To increase transparency within the Department of the Army's promotion selection process, additional board demographic information is provided in Enclosure 3.

6. Counseling: Counseling for officers not selected for promotion is available through the officer's Commander or through the officer's HQDA career manager. Officers who desire counseling, or who request that information be provided to their Commanders, should contact their career manager.

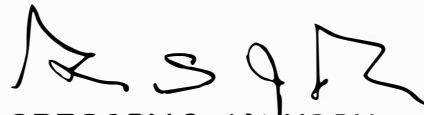
7. Declination of Promotion: HRC will remove from the promotion list the name of any officer listed herein who declines promotion under provisions of AR 600-8-29, paragraph 3-10.

8. HQDA Point of Contact: The point of contact at this headquarters is, HRC, Officer Promotion Branch, AHRC-PDV-PO, DSN 983-9009, commercial (502) 613-9009 or email: usarmy.knox.hrc.mbx.tagd-ac-officer-promotions@army.mil. The Point of Contact for G-1s is HRC, Chief, Promotions Branch, AHRC-PDV-P, Mr. Kenneth Godfrey, at DSN 983-8665 or commercial (502) 613-8665.

BY ORDER OF THE SECRETARY OF THE ARMY:

Encls
as

DISTRIBUTION:
General Officers



GREGORY S. JOHNSON
Brigadier General, USA
The Adjutant General



SECRETARY OF THE ARMY
WASHINGTON

16 FEB 2023

MEMORANDUM FOR THE SURGEON GENERAL, UNITED STATES ARMY

SUBJECT: Instructions for the Fiscal Year 2023, (FY23) Captain (CPT), Army Nurse Corps (AN), Medical Service Corps (MS), and Army Medical Specialist Corps (SP), All-Fully-Qualified (AFQ) Promotion Selection List (PSL)

1. Authority. In lieu of convening a promotion selection board for first lieutenants (1LT) in the promotion zone to captain for the Army Nurse Corps (AN), Medical Service Corps (MS), and Army Medical Specialist Corps (SP), The Surgeon General (TSG) will recommend an AFQ officer list to me using the review procedures prescribed by Army Regulation (AR) 600-8-29, paragraph 2-13, and outlined below in this memorandum.
2. Requirement. The objective of this process is to meet the leadership and management needs of the Army and the Department of Defense by promoting those officers who have demonstrated leadership, effectiveness and potential for service at higher levels. I direct you to review the Army Military Human Resource Record (AMHRR) of all eligible 1LTs to be considered for promotion to the grade of CPT. Recommendations must be made on the basis of available information. TSG will provide a recommended list of officers who are fully qualified for promotion based on the criteria established in Annex A.
 - a. Bear in mind the serious nature of this duty and your obligation to ensure these proceedings remain above reproach. You are required to ensure that all eligible officers are considered without prejudice or partiality. You will adhere to all governing laws, directives, regulations, written administrative instructions, and these instructions in recommending officers.
 - b. Additional information. The Officer Personnel Management System (OPMS) has developed a strong bench of talented officers. Your job is to select fully qualified officers to lead the Army into the future. Administrative information and screening criteria of the officers under consideration are in Annex A. Screening procedures are in Annex B.
3. Population to be Screened.
 - a. Above the Promotion Zone: A promotion eligibility category of officers whose dates of rank are senior to any officer in the promotion zone. All eligible officers with the following dates of rank will be considered.

1LT, AN, MS, SP

31 March 2021 and earlier

ENCL 1

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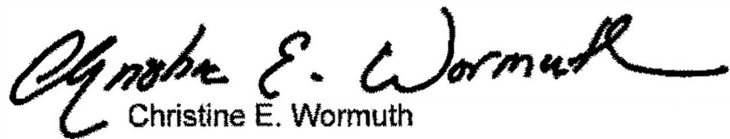
b. In the Promotion Zone: All eligible officers with the following dates of rank will be considered.

1LT, AN, MS, SP

1 April 2021 – 31 March 2022

4. Conclusion. Thank you for your service in recommending fully qualified first lieutenants for promotion to captain. Few other duties are as important as selecting the Army's future senior leaders. The recommendations you make will have a lasting effect on the Army, the Department of Defense, and the Nation. Our Soldiers, Army Civilians, and their Families deserve officer leaders who possess the character, competence, intellect, commitment, and other personal attributes to lead them well, take care of them, and treat them with dignity, fairness, and respect at all times. I have great confidence in your ability to carry out this important responsibility.

Encls


Christine E. Wormuth

FY23 AC CPT AMEDD FQC PSB Demographics

Overview of the promotion board selection % rates based on Race, Ethnicity, and Gender for the Active Component. The proceedings of the Fully Qualified Certification (FQC) process, including its deliberations and criteria for selection, cannot be disclosed to any person who was not a member of its process. Promotion Selection Board Demographics information is not seen by any party of the process. This information is compiled after the board has adjourned.

Promotion statistics for the board

<i><u>Promotion Opportunity Rates</u></i>			
<i><u>AZ+IZ+(EC/BZ) (Selects)/IZ Considered</u></i>			
Zones	Selects	IZ Considered	%
Totals	682	558	122.2%

Actual Selection Rates

<i><u>Zone Selection Rates Breakdown</u></i>			
Zones	Selects	Considered	%
AZ	124	124	100.0%
IZ	558	558	100.0%

Total Select Breakdown

<i><u>Selects/Total Selected</u></i>			
Zones	Selects	Total Selected	%
AZ	124	682	18.2%
IZ	558	682	81.8%
EC/BZ	0	682	0.0%

Merit Base Selects

<i>MB: Promotion Selects</i>	NA
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Zone selection code Index

MB: Merit Based / AZ: Above Zone/ IZ: In Zone / EC/BZ: Early Consideration/ Below Zone

Gender Selection Rates

<i><u>In- Zone Selection rates by gender</u></i>			
Gender	Selects	Considered	%
Female	261	261	100.0%
Male	297	297	100.0%

Race

<u>In-Zone Selection rates by Race</u>			
	Selects	Considered	%
American Indian/Alaska Native	3	3	100.0%
Asian	56	56	100.0%
Black or African American	60	60	100.0%
Hispanic/Latino	51	51	100.0%
Multi Race	0	0	N/A
Native Hawaiian/Pacific Islander	0	0	N/A
Other	10	10	100.0%
White	378	378	100.0%

Ethnicity

<u>In-Zone Selection rates by Ethnicity</u>			
	Selects	Considered	%
Hispanic/ Latino	51	51	100.0%
Non-Hispanic	507	507	100.0%

Accession Source

<u>In-Zone Selection Rates by accession source</u>			
	Selects	Considered	%
USMA	11	11	100.0%
DIR, PROF	213	213	100.0%
OCS	13	13	100.0%
ROTC	320	320	100.0%
OTHER	1	1	100.0%

Board Membership Demographics

<u>Rank, Race, Gender</u>
NA