



# **Leadership Excellence**

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## **FY25 Professor of Military Science (PMS) Centralized Selection Board General Information, Observations, and Frequently Asked Questions**

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Manager

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# Purpose



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- Provide general information
- Provide observations from the Professor of Military Science Manager to officers expressing interest in applying to the FY25 PMS Board scheduled to convene 6 – 10 May 2024 based on observations from the FY24 PMS board
- Provide frequently asked questions



# Integrated Personnel and Pay System – Army (IPPS – A) Impact



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- As of the date of this publication, IPPS-A will not change the opt-in procedures as outlined within the MILPER Message
- Current procedures are that Active Component officers, other than officers managed by Special Management Division (SMD), will opt-in through AIM2 Portal and Reserve Component officers will submit the MicroSoft Word preference sheet to their Talent Manager per MILPER Message
- If information changes, those updates will be posted on the Cadet Command website



# Observations from FY24 PMS Board



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- Preference Sheet/AIM Portal Preference facts
  - The preference sheet (SMD Active Component and Reserve Component only) serves as officer application for Talent Managers at HRC to prepare board packets and determine officers' eligibility per MILPER Message
  - PMS Board Members do not see the preferences
  - US Army Cadet Command PMS Manager uses the preference sheet and AIM2 Portal preferences to assist during slating
- Preference observations
  - Check the academic institution vacancy list at least 3 days before close of the opt-in window for institutions that may have been removed from the vacancy list or added to the vacancy list



# Observations from FY24 PMS Board (continued)



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- Preference Sheet observations (continued)
  - There were many officers (Active Component) who started the opt-in process within AIM2 Portal, but did not complete the preference process
  - Not providing preferences makes it difficult to determine where to slate an officer to or which academic institution to consider when activating Alternates
  - There were some Reserve Component officers who only listed Active Component institutions. Reserve Component officers will only be considered to fill Active Component institutions to support EFMP or MACP



# General Information for FY25 PMS Board



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## ➤ Incomplete status

- If an officer starts the opt-in process and decides later not to complete the process or does not desire to be considered, please notify the POC for Cadet Command listed in the MILPER Message to be removed from the eligible roster
- Officers are encouraged to utilize the remarks section of AIM2 Portal and Preference Sheet. At a minimum, Cadet Command requests officers provide preference by Brigade/Area to assist with slating if preferenced institutions are not available



# General Information for FY25 PMS Board (continued)



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- Correspondence to the President of the Board
  - A letter to the President of the Board is not a requirement
  - The MILPER Message outlines procedures to submit letters of recommendation or other correspondence to the President of the Board if an officer desires to submit
  - Correspondence submitted becomes part of the board file viewable by board members, however knowing how much value is weighed is unknown
  - Officers opting in must prepare a letter and include any letters of recommendation as enclosures



# General Information for FY25 PMS Board (continued)



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- Preference Sheet submission to Cadet Command mailbox
  - The mailbox at [USARMY.KNOX.USACC.MBX.PMSBOARD@ARMY.MIL](mailto:USARMY.KNOX.USACC.MBX.PMSBOARD@ARMY.MIL) is not monitored and not checked until after the recess date of the board
  - The preference sheet (for SMD Active Component and Reserve Component officers) is used to establish officer preferences





# Frequently Asked Questions



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- As a former PMS, can I compete?
  - If an officer performed duties as a PMS for less than 3 years, the officer is eligible to compete.
  - If an officer performed duties as a PMS for 3 years or more, the officer is ineligible to compete.
- I will not complete my Master's degree prior to the suspense date within the MILPER Message, can I submit an ETP to compete?
  - No. The cutoff date to complete the Master's degree is established to create the board file prior to the open window for the My Board File.



# Frequently Asked Questions (continued)



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- I am fully eligible, but I do not see the PMS Preference in AIM2?
  - Most likely there is something within your record that is missing, i.e., ILE completion or Master's degree is not coded correctly.
  - If an officer performed duties as a PMS for 3 years or more, the officer is ineligible to compete.
  - Contact the PMS Program Manager.
- I completed the opt-in and received confirmation, but I no longer see PMS as an option in AIM2?
  - Once the opt-in window closes, the option is no longer available until the My Board File opens.



# Frequently Asked Questions (continued)



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- Is a letter of recommendation helpful or considered?
  - Unknown because board members are not allowed to disclose.
- Can a TPU Officer compete?
  - No, only open to Active Component and Reserve Component (AGR).
- Can a Reserve Component Officer fill an Active Component institution?
  - Generally no, however Cadet Command may re-align assignment based on factors such as MACP enrollment for either Active Component or Reserve Component.



# Frequently Asked Questions (continued)



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- How can I increase my chances of being selected?
  - Unknown because board members are not allowed to disclose.
- I was selected for Command, but not PMS. Why not?
  - Unknown other than the board selects a limited number of Principals and Alternates based on the amount of available academic institutions. Officers below the OML cut line do not make the OML. This does not indicate the file was not of a high potential.

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