

## SECTION 26. PROMOTION POLICY

### 1. Selection:

a. Cadet Officers and Noncommissioned Officers are selected to command, direct, and control the Corps of Cadets as a unit. As such they exercise the authority commensurate with their grade under the guidance of the PMS with the advice of the school authorities, (Commandant, Headmaster, and Superintendent) on the basis of demonstrated ability and attention to duty. Initial appointments and reductions are made from time to time by the PMS at any time that a cadet officer or noncommissioned officer demonstrates his unfitness through inefficiency. The Commandant of Cadets handles cases of misconduct.

b. Students are considered for promotion on the basis of the number of years completed at the Academy and selected on the basis of demonstrated leadership ability, good conduct, and academic achievement.

c. Students returning to school will not normally return with a lesser rank than that held at the previous school term.

d. A cadet will not normally be promoted during his first year at the Academy. However, he may be promoted under the following conditions:

(1) Certain designated outstanding new cadets may be given temporary rank as acting non-commissioned officers in order to fill vacancies in their units created by a shortage of qualified noncommissioned officers with the necessary time in grade. Such acting NCO's have the authority and privileges of the temporary grade they hold, except that acting NCO's are not authorized to wear the insignia of that grade.

(2) New cadets who have demonstrated superior conduct, excellence in academics, and excellence in Military Schools Training may be promoted up to the rank of Sergeant after the first quarter of the school year.

(3) If a new cadet has had prior military training, he may be promoted to a higher rank.

2. The following criteria is outlined as a guide for the election and promotion of cadet officers and noncommissioned officers:

#### a. Cadet Officers:

(1) Be a senior

(2) Be enrolled in Military Schools Training 3 & 4

(3) Have completed a minimum of 2 years at the Academy

#### b. Cadet First Sergeants, Master Sergeants and Sergeant First Class:

(1) Be a Senior or Junior

(2) Be enrolled in Military Schools Training 2, 3, or 4

(3) Have completed a minimum of one year at the Academy

#### c. Cadet Staff Sergeants:

- (1) Be at least a Sophomore
- (2) Enrolled in Military Schools Training 2, 3, or 4
- (3) Have completed a minimum of  $\frac{1}{2}$  year at the Academy

d. Cadet Sergeant or Corporal:

- (1) Must have completed the first quarter of Military Schools Training 1.
- (2) Have completed a minimum of one year at the Academy (except as noted in para 1d above)

3. Recommendation procedure for promotion:

a. Recommendations for promotions are submitted by the Cadet Commander through their Tactical Officers to the PMS.

b. In May of each school year, the Cadet Brigade Commander with the advice of the Battalion Commanders will submit to the PMS recommendations for key personnel, for the following academic year. Cadet company commanders will submit to their company Tactical Officers similar recommendations for vacancies in their units. (The recommendations must be kept confidential by all concerned).

4. Announcement of Rank:

a. During the school year, promotion announcements will be made in Military Department Special Orders as the need arises.

b. The appointment of Brigade and Battalion Commanders for the next school year will normally be made during graduation week.

c. Key cadet officers and NCO's will be advised in August of their appointment in the cadet corps.

d. Other ranks will be announced when school opens.