

RECORD OF PROCEEDINGS
AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

IN THE MATTER OF:

DOCKET NUMBER: BC-2012-01108

COUNSEL: NONE

HEARING DESIRED: NO

APPLICANT REQUESTS THAT:

1. Her officer selection brief (OSB) prepared for the Calendar Year 2011C (CY11C) Major Nurse Corps (NC) Central Selection Board (CSB), reflect her board certification as a "Nurse Anesthetists" and the appropriate prefix to her Air Force Specialty Code (AFSC).

2. Her corrected record be considered by a Special Selection Board (SSB) for promotion to the grade of major by the CY11C Major NC CSB.

APPLICANT CONTENDS THAT:

Her record was not accurate at the time she was considered for promotion to the grade of major because it did not reflect her board certification as a Nurse Anesthetist and appropriate AFSC until after the board had met.

In Nov 11, she met the P0411C promotion board and her National Certification from the Council on Certification of Nurse Anesthetists was not updated on her OSB. She is a Board Certified Registered Nurse Anesthetists (CRNA).

In support of her appeal, the applicant provides copies of her OSB and Board Certification.

The applicant's complete submission, with attachments, is at Exhibit A.

STATEMENT OF FACTS:

The applicant was nonselected for promotion to the grade of major by the CY11C (7 Nov 11) Major NC CSB.

THE AIR FORCE EVALUATION:

AFPC/DPAMN recommends denial, stating in part, the corrective action the applicant's seeks is routinely done at the base level and does not require referral to the Board. She was concerned that her national certification was not available for review by the promotion board. However, in fact, her "as met" promotion selection folder proved that document was available for review/consideration at the P0411C Major NC promotion board; therefore, there is no new information to be considered.

In addition, career counseling with the applicant was conducted, on 23 Feb 12, in preparation for that counseling session, a thorough review of her records, including her promotion "as met" record was completed. During the counseling, she was advised that a copy of her national certification was in her selection folder at the time of the P0411C NC Major board. She was given instructions on how to update her personnel record at her home base.

The complete AFPC/DPAMN evaluation is at Exhibit C.

AFPC/DPPPPO recommends denial of her request for an SSB with a corrected OSB, stating, in part, that updating her CY11C OSB to include a YES instead of a NO in the Board Certified Section would not introduce any new information not already considered by the original board as evidenced by the CRNA certificate filed in her OSR. Additionally, the applicant did not exercise due diligence to ensure her OSB was complete prior to convening of the CY11C CSB.

Eligible officers meeting the CY11C CSB were provided with an Officer Preselection Brief (OPB) several months prior to the selection board. The OPB mirrors the data that will appear on the OSB at the central board. The written instructions attached to the OPB specifically instruct the officer to carefully examine the brief for completeness and accuracy. If any errors are found, the member must take corrective action prior to the selection board, not after it. The Board Certified Section on the OPB reflected a NO; as such, the contested error was discoverable and fixable had the applicant carefully reviewed her OPB prior to the board.

She has not provided any evidence that she exercised reasonable diligence to ensure her OPB and subsequently her OSB was complete. The OPB instructions state that for Nurse Corps officers whose Primary AFSC, Secondary (2AFSC) or Tertiary (3AFSC) has an "M" or "H" prefix, a "YES" will appear under the heading Board Certified on the OSB. However, the officer must submit the applicable Air Force form along with a copy of the

certification to the Military Personnel Section (MPS) that reflects an addition of the prefix to the applicable AFSC. The appropriate updates in MilPDS will be done and reflected only at base-level.

The complete AFPC/DPPPO evaluation, with attachments, is at Exhibit D.

APPLICANT'S REVIEW OF THE AIR FORCE EVALUATION:

The applicant notes that she has over 10 years of total military service; 7 years in the Air National Guard (ANG), 2.5 years in the Air Force Reserve (HPSP student) and 1.3 years on active duty (AD). She has been a CRNA (46Y3M) for 1.3 years and previously held the rank of major in the Air National Guard with a date of rank of Feb 08. Upon entry onto AD, 1 Feb 11, she was brought in as a captain with the expectation of pinning on major within one year. She completed all mandatory and non-mandatory requirements (SOS, Certification, Master's Degree) prior to the officer selection board in 2011 in order to be competitive.

Five months after entering active duty, she received notification that her name was on the CY11C NC promotion board from her group operations officer. She has attached her Duty Qualification History Brief (DQHB) and notes that she was not provided an OPB.

She noted other omissions on the DQHB and indicates that she immediately took corrective steps to ensure all updates were done. She contacted AFPC/DPAMN via phone and email on 3 Aug 11 requesting her Board Certification be placed in her record. She received email notification on 5 Aug 11 from AFPC/PBR-1 that her Meritorious Service Medal (MSM) was placed in her record. She then contacted her local MPS to have her MSM updated in MILPDS. On 11 Aug 11, she received an updated copy of her DQHB, as per her request, which included her MSM and Master's Degree, however, there was no heading for Board Certification and her PME was not listed.

The applicant's complete response, with attachments, is at Exhibit F.

THE BOARD CONCLUDES THAT:

1. The applicant has exhausted all remedies provided by existing law or regulations.

2. The application was timely filed.

3. Sufficient relevant evidence has been presented to demonstrate the existence of error or injustice warranting corrective action. The applicant believes her nonselection for promotion to the grade of major was due to her OSB not properly reflecting her certification as a Nurse Anesthetist. We note the comments of Air Force offices of primary responsibility (OPRs) indicating eligible officers are provided OPBs several months prior to CSBs and they are instructed to carefully examine the brief for completeness and accuracy. However, the applicant contends that she was not provided an OSB. While she provides no evidence other than her own statements to support this contention, we do believe she applied reasonable diligence in trying to ensure a complete and accurate record was prepared for the promotion board's review. In this respect, the applicant provides substantial evidence of her attempts to have her records corrected through proper channels prior to the promotion board, including a letter from her local MPS. Consequently, while we cannot determine with any certainty how the applicant's incomplete promotion record was perceived by the selection board members vested with discretionary authority to make the selections of eligible candidates for promotion, we do believe that it may have served to deprive her of fair and equitable consideration for promotion. Therefore, in view of the above, we recommend her record be updated and her corrected OSB be considered for promotion to the grade of major by an SSB for the (CY11C) NC Major CSB.

THE BOARD RECOMMENDS THAT:

The pertinent military records of the Department of the Air Force relating to APPLICANT, be corrected to show that her Officer Selection Brief (OSB) prepared for the Calendar Year 2011C (CY11C) Major Nurse Corps Central Selection Board, be amended in the "Board Certified" Section to reflect "YES" rather than "NO," and in the "Assignment History" Section to reflect Air Force Specialty Code "M46Y3M" effective 1 February 2011.

It is further recommended that her corrected record be considered for promotion to the grade of major by a Special Selection Board for the CY11C Major Nurse Corps Central Selection Board.

The following members of the Board considered AFBCMR Docket Number BC-2012-01108 in Executive Session on 5 September 2012, under the provisions of AFI 36-2603:

All members voted to correct the records, as recommended. The following documentary evidence was considered:

- Exhibit A. DD Form 149, dated 13 Mar 12, w/atchs.
- Exhibit B. Applicant's Master Personnel Records.
- Exhibit C. Letter, AFPC/DPAMN, dated 11 Apr 12.
- Exhibit D. Letter, AFPC/DPPPPO, dated 20 Apr 12, w/atchs.
- Exhibit E. Letter, SAF/MRBR, dated 1 May 12.
- Exhibit F. Letter, Applicant, dated 29 May 12, w/atchs.

Panel Chair