

# Region 8 Guidelines for Seeking Flag Officer Promotion Nominations from the RC

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## Section 1: Authorizing Documents

Page 12 of the STARFLEET Member Handbook defines promotion procedures. Grades of O-7 and above are Flag Ranks and promotions to these ranks are only granted by the Executive Committee (EC).

The Flag Promotion Criteria document (currently available at <http://sfi.org/Backup/download/flag-promotion-criteria/>) provides minimum requirements, including time-in-grade requirements, for each flag rank.

The EC may set their own criteria and adopt published or unpublished policies regarding the level of involvement that a member must show in order to merit a promotion.

## Section 2: Who May Provide a Nomination

Page 12 of the STARFLEET Member Handbook clearly states that, "Any member may recommend another member of the grade of O-6 or higher for promotion to Flag Rank." This document does not restrict a member's ability to seek a nomination from a person other than the Region 8 RC. The current form is available at: <http://sfi.org/Backup/promotions/>

## Section 3: Purpose of This Document

This document seeks to provide guidelines that will provide for fair treatment and prevent the appearance of favoritism. It is not a binding criterion.

## Section 4: Criteria for Promotion

Page 12 of the STARFLEET Member Handbook advises:

"First of all, you don't have to hold a high office in STARFLEET to be promoted to Captain or the Flag Ranks. There are not that many positions to go around and there are hard working and dedicated members at all levels within STARFLEET who are worthy of promotion. Just because you work hard only at the chapter level doesn't mean that you don't have a chance to get promoted to the grade of O-6 or beyond."

The Flag Promotion Criteria document establishes minimum time-in-grade for promotion at each level. It also explains when exceptions should be made due to a member holding a position of high responsibility (Service Promotion) or due to "Extraordinary Service". Neither of these exceptional circumstances are the focus of this document.

The normal time-in-grade requirements are:

O-7	Fleet Captain	Brigadier	18 months as O-6
O-8	Commodore	Brigadier General	21 months as O-7
O-9	Rear Admiral	Major General	24 months as O-8
O-10	Vice Admiral	Lieutenant General	30 months as O-9
O-11	Admiral	General	36 months as O-10

In Region 8, it is our belief that in order to merit a nomination at the minimum time-in-grade requirement, an officer should be serving as a Chapter Chairperson (CO) or performing an equivalent amount of service to their Chapter, Region, and Fleet.

Quantifying an "equivalent amount of service" is a difficult task. Consider the following examples. In the case of a meeting chapter, a CO's typical month may include the following:

Attending and leading monthly meeting	2 hours
Planning activities for monthly meeting	3 hours
Organizing and attending one other event	4 hours
Compiling and writing the MSR	2 hours
Holding a senior officer's meeting	1 hour
Deciding on promotion requests / crew issues	2 hours
Creating marketing materials or managing online accounts	2 hours
Reaching out to new members	1 hour
TOTAL	17 HOURS

A correspondence chapter CO's month might look like this:

Attending online chapter activities	6 hours
Attending in-person chapter activities	4 hours
Compiling and writing the MSR	2 hours
Emailing and messaging with senior officers	2 hours
Deciding on promotion requests / crew issues	2 hours
Creating marketing materials or managing online accounts	8 hours
Reaching out to new members	3 hours
TOTAL	27 HOURS

This document assumes that most COs spend at least 15 hours a month and, on average, closer to 22 hours a month on STARFLEET projects that include leadership, recruiting, and retention elements.

Therefore, in order to give a similar level of effort as a Chapter CO, an officer should *spend at least 20 hours a month on STARFLEET activities and be involved in at least two of the three areas of command responsibility; leadership, recruiting, and retention.*

This level of participation is clearly not realistic for every member.

However, long-term committed membership should still be awarded by ongoing promotions.

Therefore, a fractional approach can be applied to the minimum time-in-grade requirements.

- An officer who gives a CO-level effort should receive a nomination near the minimum time-in-grade requirement.
- An officer who gives approximately 10 hours of service a month OR only works in one of the three command areas (leadership, recruiting or retention) should receive a nomination at 1.5x the minimum time-in-grade requirement.
- A committed member who participates actively but does not assume leadership roles nor contribute substantially to recruiting or retention, should receive a nomination when they reach 2x the minimum time-in-grade requirement.

It is important to note that an officer’s service to STARFLEET is cumulative across ship, region, and fleet. It may not be immediately apparent how many positions an officer holds, how many hours they contribute nor in which areas. Service should be investigated and not underestimated.

Applying the fractional approach, results in the following promotion nomination guidelines:

For Promotion to the Rank of			CO-equivalent effort (20 hours + 2 of leadership / recruiting / retention)	Command-staff effort (10 hours + 1 of leadership / recruiting / retention)	Committed Member
O-7	Fleet Captain	Brigadier	18 months as O-6	27 months as O-6	36 months as O-6
O-8	Commodore	Brigadier General	21 months as O-7	31.5 months as O-7	42 months as O-7
O-9	Rear Admiral	Major General	24 months as O-8	36 months as O-8	48 months as O-8
O-10	Vice Admiral	Lieutenant General	30 months as O-9	45 months as O-9	60 months as O-9
O-11	Admiral	General	36 months as O-10	54 months as O-10	72 months as O-10

*This policy was adopted on January 9, 2020 by Vice Admiral Owen Swart, with the following commentary:*

*“Effective immediately, this is the new 8th Fleet Flag Rank Promotion Nomination Policy.*

*This is the standard the Regional Recognition Officer will be looking at before submitting nominations for flag rank promotions to the Executive Committee. It's neither binding nor definitive, but it gives us all an idea of what we should be working towards for our next promotions.”*