



**DEPARTMENT OF THE ARMY
UNITED STATES ARMY CADET COMMAND
HEADQUARTERS, 7th ROTC BRIGADE
XAVIER UNIVERSITY ARMY ROTC
3904 WINDING WAY
CINCINNATI, OHIO 45229**



REPLY TO
ATTENTION OF

ATOE-GOH-XU

15 February 2009

MEMORANDUM FOR ALL PERSONNEL OF THE XAVIER UNIVERSITY "ALL FOR ONE" BATTALION: CADRE, CADETS AND STAFF

SUBJECT: Policy Letter 2-2 Internal Order of Merit List Model

1. References: Cadet Command CIR 601-05; Cadet Command Circular 601-07-1 Appendix B; Cadet Command Circular 145-3; Cadet Command Circular 145-3-1
2. Purpose: To establish a formal, objective and consistent process that enables Cadets to empirically equate the specific performance measures utilized for Xavier University "All For One" Battalion Cadet Order of Merit List (OML).
3. Scope:
 - a. Provisions of this memorandum apply to personnel assigned or attached to Xavier University.
 - b. The Professor of Military Science (PMS) internal OML is modeled from the Reserve Officers' Training Corps (ROTC) National OML. The PMS OML will yield an Order of Merit Score (OMS) through an empirical calculation. This score will provide significant weight in determinations of: the Cadet's class ranking; the PMS Military Science three (MS III) Cadet Evaluation Report (CER) OML on the Cadet's national accessions packet; the Cadet Practical Field Training (CPFT) Program (i.e. the Basic Airborne Course, Air Assault Course, Northern Warfare Training, etc....).
 - c. The OML is separated into three categories, Academic, Leadership, and Physical Programs.
4. Academic Program. The Academic Program counts for 40% of a Cadet's OMS. This is the Cadet's University (cumulative) Grade Point Average (GPA) to include ROTC GPA.
5. Leadership Program. The Leadership Program counts for 45% of the Cadet's OMS. This is divided into three major categories: campus performance (22.5%), MS instructor based observations (15.75%) and extracurricular activities (15%).
 - a. Campus Performance. Cadet leadership performance on campus is measured by Campus Evaluations, Spring FTX Evaluations and Spring Land Navigation.

(1) The Campus Evaluation Score is a combination of the ratings (E,S,N) given for all Leadership Positions and the ratings given for Leadership Attributes/Skills/Actions for all positions completed on Campus. (E=11.25, S = 5.63, N = 0)

(2) The Spring FTX Evaluation is the rating (E,S,N) given while at the Spring Field Training Exercise. (E = 6.75, S = 3.38, N = 0)

(3) The Spring Land Navigation is the score received on the land navigation portion of the spring FTX.

b. MS Instructor Based Observations

(1) PMS Based OML: The PMS ranks the class based on personal observations. The actual value of each ranking is based on the number of cadets in the program, with the rank of one equaling 100% of the points and last ranked Cadet equaling 0 points. The rest of the cadets are given points in equal steps. See Figure 2 for an example of calculations.

(2) MS Instructor Observation based OML: Calculated like the PMS Based OML but based on the MS Instructors evaluations for the MS level Cadets that they are the primary instructor for.

(3) Attendance/Participation: This is equal to the attendance portion of the Cadet's academic grade

c. Cadet Training/ Extracurricular Activities; The Cadet is awarded points for participating in extracurricular activities based on the level of difficulty or responsibility. Points are awarded for participation while attending college but not necessarily enrolled in ROTC. See Table 1 for approved activities, descriptions, and maximum points allowed.

6. Physical Program: The Physical Program counts for 15% of the Cadet's OMS. This is divided into three major categories: Army Physical Fitness Test (which counts for 14.25%), swimming (which counts for 0.75%) and team athletics (which counts for 1.50%).

a. Army Physical Fitness Test (APFT). Scores from two record APFT's are included.

- (1) The Fall semester record APFT score
- (2) The Spring semester record APFT score

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b. Swimming. Two swimming events count toward the OMS, the Campus Swim Test and the Campus Combat Water Survival Test. A Cadet receives either a pass at 100% of the points or a fail at 0 points.

c. Varsity/Intramural/ Community Team Athletics. To earn points for a given year for these activities, a Cadet must demonstrate participation throughout the duration of time in which the activity is available for the given year. Cadets who drop out of the activity before the activity concludes for the year or are released for misconduct will not receive points. Points are distributed according to Table 2.

7. An OML will be used for all functions requiring selection of Cadets for actions that would be deemed beneficial to the Cadet (i.e. Accessions, Schools, Awards). However, the OML will not be the sole deciding factor in every case. The Whole Cadet concept will be used for making final determinations on selections.

"ALL FOR ONE"

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1. Figure 1 XU Class OML Model
2. Figure 2 PMS Point Model
3. Table 1 Extracurricular Activities Points
4. Table 2 Athletic Activities Points

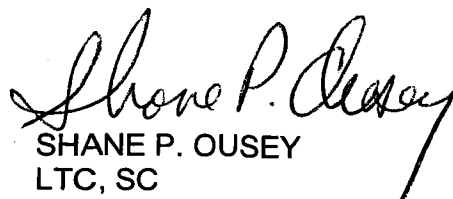

SHANE P. OUSEY
LTC, SC
Professor of Military Science

Figure 1

XU CLASS OML Model

1. Academic (40)

(40.0) Cumulative GPA (includes ROTC GPA)
(Spring Semester, most current)

2. Leadership (45)

Campus Performance (22.5)

(11.25) Campus Evaluations (E/S/N)
- Leadership positions
- Leadership attributes/skills/actions
(6.75) Spring FTX Evaluation (E/S/N)
(4.50) Spring Land Navigation

MS Instructor Based Observations (15.75)

(6.75) PMS observations based OML
(4.50) MS Instructor Observation based OML
(4.50) Attendance/participation

Extracurricular Activities (6.75)

(see Table 1)
(6.75) Cadet Training / Extracurricular Activities

3. Physical (15)

APFT (14.25)

(7.125) Campus Fall Semester Record APFT
(7.125) Campus Spring Semester Record APFT

Swimming (.75)

(0.375) Campus Swim Test
(0.375) Campus CWST Spring

Team Athletics (1.50)

See table 2

(1.50) Varsity, Intramural, or
Community Team
Athletics

*Numbers in parentheses are the maximum possible points if a Cadet receives full points in each category (they total 100 overall)

Figure 2

PMS Based OML Calculations

N = Total Number of Cadets on OML
 I = Increment of each Step down on OML = $100/(N-1)$

Example

N= 15 cadets
 $I = 100/(15-1) = 7.14\%$

Cadet Ranked #1 = 100% or 6.75 points
 Cadet Ranked #2 = $100 - 7.14 = 92.86\%$ or 6.26 points
 Cadet Ranked #3 = $92.86 - 7.14 = 85.72\%$ or 5.79 points
 Cadet Ranked # 4 = $85.72 - 7.14 = 78.58\%$ or 5.30 points
 And so on until
 Cadet Ranked #15 = 0% or 0 Points

Table 1

Extracurricular Activities	Points per year	Max points
Drill Team / Pershing Rifles	5	15
Color Guard	5	15
Ranger Challenge / Best Ranger	5	15
ROTC Recruiter	5	15
USAR/NG/SMP	5	15
Community Service	5	15
Student Government	5	15
Band Member	5	15
Debate Team	5	15
Elected Official of Organization	10	30
Leader (Club President/ Team Captain	10	30
Resident Advisor	10	30
Voluntary Peer Educator or Tutor	5	15
Part -Time Job	5	15
Full - Time Job	10	30
Total Possible	95	285

Table 2

Athletics	Points per Year	Max Points
Varsity	10	30
Intramural	5	15
Community	5	15
Total Possible	20	60