

Talent-Based Branching (TBB) Web-based Rating Application Data Elements (as of 31 August 2021)

This documents identifies the data elements contained in each column of the TBB Web-Based Rating Application. ***Based on feedback, we will likely add more data elements over the next few weeks.***

URL for the site: [REDACTED]

Data Elements:

userid: A unique ID number associated with each cadet resume. This number will be the same linked to the cadet's file on the USMA or ROTC branching website.

First Name: Cadet First Name.

Last Name: Cadet Last Name.

Gender: Cadet Gender.

REDCAT: The specific REDCAT race/ethnicity with which the cadet identifies.

School: This will be the individual school the cadet attends. For ROTC, this does not mean only the Program Battalion, but the actual school of attendance. When the main body data sheet is available for rating, West Point cadets will be included in the population and identified as West Point for the school.

Major 1: The cadet's primary academic major.

Major 2: The cadet's second academic major.

Minor 1: The cadet's primary academic minor.

Minor 2: The cadet's second academic minor.

Academic GPA: The cadet's academic GPA based on the institution's academic grading scale. Most schools use a 4.0 grade scale. USMA, among some other schools use a 4.33 scale to provide greater fidelity among the GPA of cadets and account for "+" and "-" of a grade level. For example, a 4.33 would be an A+; a 4.0 would be an A; and a 3.67 would be an A-.

Military GPA: The cadet's military GPA. Keep in mind that ROTC has no forced distribution in the military GPA scale, so the cadet military GPA will be inflated. West Point has a forced distribution for military GPA with a mean of 3.0; so half of the West Point cohort will be below 3.0, and half will be above 3.0.

Physical GPA: The cadet's overall physical GPA that incorporates PE courses, mandatory physical assessments etc. ROTC cadets do not have a physical GPA; West Point cadets will have a robust physical GPA made up of mandatory PE classes such as military movement, swimming, combatives, etc (all noted individually in the cadet transcript tab).

APFT: Army Physical Fitness Test -this will be the one common physical assessment metric across all cadets from both sources of commission that is still accepted as a valid measurement of record to assess performance and make branching decision. Talent-based branching will follow current Army guidelines by not using OPAT or ACFT results to influence decisions.

AD SCR.....Each Branch: The cadet's fit score for said branch on a scale of 1-10 (1=lowest; 10=highest). This score is normalized across the entire distribution of cadets and is a function of each branch's unique set of weighted talent priorities from the storyboard. Use this as a start point for screening to suggest a strong or weak fit for the branch and for dialogue. Based on the branch you are associated with in your credentials, you will only see your branch with this data.

AD Percentiles.....Each Branch: The cadet's percentile within the cohort based on the branch score (on a scale of 1-100% with 1%=lowest; 100%=highest). Read this similar to SAT or GRE results. The higher percentiles correspond with the higher branch scores; the lower percentiles correspond with the lower percentiles. Again, use this as a start point for screening and dialogue. Based on the branch you are associated with in your credentials, you will only see your branch with this data.

AD Preference Rank.....Each Branch: The cadet's preference for the particular branch. Preference indicators will be either "Top3" or the ordinal ranking of the branch from 4-18. Based on the branch you are associated with in your credentials, you will only see your branch with this data.

HV AD Decisions.....Each Branch: This will indicate the status of a cadet within the HireVue interview platform in terms of eligible to assess or not eligible. Based on the branch you are associated with in your credentials, you will only see your branch with this data.

HV AD Status.....Each Branch: This will indicate whether or not the cadet completed a HireVue interview with either a "Y" or "N." Based on the branch you are associated with in your credentials, you will only see your branch with this data.

Personal Statement: The cadet's personal statement narrative from their branching file indicating why they believe they are a good fit for their top branch(es).

Personal Statement Support: The cadet's personal narrative indicating their desire to branch detail.

PMS/Mentor Comments: These are the mentor comments to the board/letters of recommendation/notes to the board on behalf of a cadet and directed at specific branches. For ROTC, the PMS writes these comments. For West Point, selected mentor(s) write these comments. Cadets may have multiple entries here.

Senior Rating Comments: These are PMS senior rater comments from an ROTC cadet's OER.

ADV Camp Performance: The cadet's Advanced Camp performance rating category (relative to only the other cadets in his/her 40-cadet platoon), using a forced distribution, that falls into one of five levels: OUTSTANDING (Top 15th percentile of the platoon); EXCELLENT (Between 15th-50th percentile of the platoon); PROFICIENT (Between 50th and 85th percentile of the platoon); CAPABLE (Bottom 15th percentile of the platoon); and UNSATISFACTORY (failed to achieve camp standards). Ratings given by the Advanced Camp platoon trainer considering the 40-cadet platoon.

ADV Camp Percentile: This is the specific percentage rank that the platoon trainer gave a cadet relative his/her peers in the platoon (about 40 cadets). A cadet that is in the 98th percentile was ranked #1 in the platoon and a cadet in the 1% was ranked last in the platoon.

ADV Camp OER Comments: Narrative comments by the platoon rater reference a cadet's performance at Advanced Camp.

Domain Specific Education (DSE): This column will only appear in specific branches that have DSE as one of their talent priorities – namely CY, EN, and FC. Cadets will receive either a “Y” if they possess your branch’s DSE, and “N” if they do not possess your branch’s DSE.

email school: The cadet’s “.edu” address. This is the primary email address with which we want to identify cadets for administrative oversight and use in branching functions such as the resume, HireVue, and primary correspondence. All cadets should have the “.edu” address and have been regularly directed to use this as their primary address for branching purposes.

email mil: The cadet’s enterprise email address. If a cadet does not have one, it means the cadet is likely not contracted. Cadets most often don’t use this address even if they have a valid account.

email pers: The cadet’s personal email address. This tends to be the least reliable address for oversight.

Brigade: This identifies each ROTC cadet’s brigade affiliation. This may or may not be of significance to your branch. West Point cadets will not have a brigade.

Talent co: COMMUNICATOR talent percentile. The cadet’s percentile within the cohort based on a scale of 1-100% with 1%=lowest; 100%=highest. Read this similar to SAT or GRE results. The higher percentiles correspond with higher levels of talent in that dimension while the lower percentiles correspond with lower levels of talent in that dimension. Based on the branch you are associated with in your credentials, you will only see the talents that are your branch’s talent priorities. **All other talent percentile metrics follow this description.**

Talent cc: CROSS-CULTURAL FLUENCY talent percentile.

Talent il: INSPIRATIONAL LEADER talent percentile.

Talent df: DETAIL-FOCUSED talent percentile.

Talent pf: PHYSICALLY FIT talent percentile.

Talent mt: MULTI-TASKER talent percentile.

Talent io: INNOVATIVE talent percentile.

Talent id: INTERDISCIPLINARY talent percentile.

Talent ip: INTERPERSONAL talent percentile.

Talent bk: BODILY KINESTHETIC talent percentile.

Talent is: INTROSPECTIVE talent percentile.

Talent la: LOGICAL ANALYTICAL talent percentile.

Talent pi: PERCEPTIVE INTUITIVE talent percentile.

Talent ps: PROBLEM SOLVER talent percentile.

Talent pd: PROCESS-DISCIPLINE talent percentile.

Talent pm: PROJECT MANAGER talent percentile.

Talent pr: PRUDENT RISK TAKER talent percentile.

Talent mn: MENTALLY TOUGH talent percentile.

Talent si: SPATIALLY INTELLIGENT talent percentile.

Talent ta: TECHNOLOGICALLY ADEPT talent percentile.

CTLT: Indicates if the cadet participated in Cadet Troop Leader Training (CTLT). 1=Yes; 0=No.

CTLT Branch: Indicates the branch (if known) with which the cadet participated in CTLT.

SIFT: Aviation's Selective Instrument for Flight Training score for any cadet who took the test. Only relevant for AV branch and for MEDEVAC pilots. It is a pre-qual to go AV branch.

STEM: Indicates if the cadet is majoring in a Science, Technology, Engineering, or Math (STEM) discipline (MAJOR 1 or MAJOR 2) with either a yes or no (Y/N).

Varsity Athlete: Indicates whether or not the cadet is a member of a recognized varsity team from their school with either a yes or no (Y/N).

Competitive Sport Club Athlete: Indicates whether or not the cadet is a member of a recognized competitive club team from their school with either a yes or no (Y/N).

Significant Leadership Position: Indicates whether or not the cadet holds or has held a significant leadership identified by the sources of commission with either a yes or no (Y/N).

Detail AR from EN: Indicates the cadet's willingness to volunteer from the specified donor branch (EN) to the specified recipient branch (AR) with a yes or no (Y/N). **All other available detail combinations appear for YG2022 with the same indications of yes or no (Y/N). Only branches involved in the detail combination will see these metrics.**

Detail IN from EN: Indicates the cadet's willingness to volunteer from the specified donor branch (EN) to the specified recipient branch (IN).

Detail FA from EN: Indicates the cadet's willingness to volunteer from the specified donor branch (EN) to the specified recipient branch (FA).

Detail EO from EN: Indicates the cadet's willingness to volunteer from the specified donor branch (EN) to the specified recipient branch (EOD). '

Detail AR from FC: Indicates the cadet's willingness to volunteer from the specified donor branch (FC) to the specified recipient branch (AR).

Detail IN from FC: Indicates the cadet's willingness to volunteer from the specified donor branch (FC) to the specified recipient branch (IN).:

Detail FA from FC: Indicates the cadet's willingness to volunteer from the specified donor branch (FC) to the specified recipient branch (FA).

Detail CM from FC: Indicates the cadet's willingness to volunteer from the specified donor branch (FC) to the specified recipient branch (CM).

Detail AR from SC: Indicates the cadet's willingness to volunteer from the specified donor branch (SC) to the specified recipient branch (AR).

Detail IN from SC: Indicates the cadet's willingness to volunteer from the specified donor branch (SC) to the specified recipient branch (IN).

Detail FA from SC: Indicates the cadet's willingness to volunteer from the specified donor branch (SC) to the specified recipient branch (FA).

Detail CM from SC: Indicates the cadet's willingness to volunteer from the specified donor branch (SC) to the specified recipient branch (CM).

Detail AR from AG: Indicates the cadet's willingness to volunteer from the specified donor branch (AG) to the specified recipient branch (AR).

Detail IN from AG: Indicates the cadet's willingness to volunteer from the specified donor branch (AG) to the specified recipient branch (IN).

Detail FA from AG: Indicates the cadet's willingness to volunteer from the specified donor branch (AG) to the specified recipient branch (FA).

Detail CM from AG: Indicates the cadet's willingness to volunteer from the specified donor branch (AG) to the specified recipient branch (CM).

Detail EO from CM: Indicates the cadet's willingness to volunteer from the specified donor branch (CM) to the specified recipient branch (EOD).

Detail AR from MI: Indicates the cadet's willingness to volunteer from the specified donor branch (MI) to the specified recipient branch (AR).

Detail IN from MI: Indicates the cadet's willingness to volunteer from the specified donor branch (MI) to the specified recipient branch (IN).

Detail FA from MI: Indicates the cadet's willingness to volunteer from the specified donor branch (MI) to the specified recipient branch (FA).

Detail CM from MI: Indicates the cadet's willingness to volunteer from the specified donor branch (MI) to the specified recipient branch (CM).