



OFFICE OF INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
4800 MARK CENTER DRIVE
ALEXANDRIA, VIRGINIA 22350-1500

September 3, 2024

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Reannouncement of the Audit of the DoD's Measures to Assess Effectiveness of Actions to Address Barriers for Promotion Selection Boards
(Project No. D2024-D000RK-0032.000)

We are reannouncing the subject audit, first announced on February 5, 2024 (attached) then suspended to focus on other priorities. The objective of this audit is to determine whether the DoD has established effective measures to assess the impact of its actions to address identified structural and perceptual barriers for promotion selection boards to the active duty officer grades of O-4 through O-6.

We may revise the objective as the audit proceeds, and we will consider suggestions from management for additional or revised objectives. We plan to perform this audit in accordance with the Government Accountability Office's generally accepted government auditing standards.

We will perform the audit at the Pentagon, Arlington, Virginia; Marine Corps Base Quantico, Virginia; Naval Air Station Pensacola, Florida; and Joint Base San Antonio–Randolph, Texas. We may identify additional locations during the audit.

We request that you designate two points of contact for this audit within **5 days** of this memorandum. One point of contact should be a Government employee—a GS-15, pay band equivalent, or military equivalent—who is knowledgeable of promotion selection boards. The second point of contact should be member of the Senior Executive Service or a General/Flag Officer who is familiar with barriers for promotion selection boards and could serve as a point of engagement with DoD Office of Inspector General senior leaders, if necessary. Send each contact's name, title, grade/pay band, phone number, and email address to audrgo@dodig.mil.

The Inspector General Act of 1978, 5 U.S.C. §§ 401-424, as amended, authorizes us to have access to personnel and materials as we determine necessary to perform our oversight in a timely manner. You can obtain information about the DoD Office of Inspector General from DoD Directive 5106.01, "Inspector General of the Department of Defense (IG DoD)," April 20, 2012, as amended, and DoD Instruction 7050.03, "Office of the Inspector General of the Department of Defense Access to Records and Information," March 22, 2013, as amended. Our website is www.dodig.mil.

If you have any questions, please contact [REDACTED]

FOR THE INSPECTOR GENERAL:



Richard B. Vasquez
Assistant Inspector General for Audit
Readiness and Global Operations

Attachment:
As stated

DISTRIBUTION:

UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS
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DIRECTOR, DOD HUMAN RESOURCES ACTIVITY
EXECUTIVE DIRECTOR, FORCE RESILIENCY
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AUDITOR GENERAL, DEPARTMENT OF THE NAVY
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OFFICE OF INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
4800 MARK CENTER DRIVE
ALEXANDRIA, VIRGINIA 22350-1500

February 5, 2024

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Audit of the DoD's Measures to Assess the Effectiveness of Actions to Address Barriers for Promotion Selection Boards (Project No. D2024-D000RK-0032.000)

The purpose of this memorandum is to notify you that we plan to begin the subject audit in February 2024. The objective of this audit is to determine whether the DoD has established effective measures to assess the impact of its actions to address identified structural and perceptual barriers for promotion selection boards to the active duty officer ranks of O-4 through O-6. We may revise the objective as the audit proceeds, and we will also consider suggestions from management for additional or revised objectives. We plan to perform this audit in accordance with the Government Accountability Office's generally accepted government auditing standards.

We will perform the audit at the Pentagon, Arlington, Virginia; Marine Corps Base Quantico, Virginia; Naval Air Station Pensacola, Florida; and Joint Base San Antonio–Randolph, Texas. We may identify additional locations during the audit.

We request that you designate a staff member to serve as our point of contact for this audit within **5 days** of this memorandum. The point of contact should be a Government employee—a GS-15, pay band equivalent, or military equivalent—and knowledgeable of the officer promotion selection boards related to the objective. Send the contact's name, title, grade/pay band, phone number, and email address to audrgo@dodig.mil.

The Inspector General Act of 1978, 5 U.S.C. §§ 401-424, as amended, authorizes us to have access to personnel and materials as we determine necessary to perform our oversight in a timely manner. You can obtain information about the DoD Office of Inspector General from DoD Directive 5106.01, "Inspector General of the Department of Defense (IG DoD)," April 20, 2012, as amended, and DoD Instruction 7050.03, "Office of the Inspector General of the Department of Defense Access to Records and Information," March 22, 2013, as amended. Our website is www.dodig.mil.

If you have any questions, please contact [REDACTED]
[REDACTED]

FOR THE INSPECTOR GENERAL:



Richard B. Vasquez
Assistant Inspector General for Audit
Readiness and Global Operations

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