



# Command Sergeant Major Frederick Heard

TEXAS MILITARY DEPARTMENT  
COMMAND SENIOR ENLISTED LEADER

Command Sergeant Major Frederick M. Heard serves as the Command Senior Enlisted Leader (CSEL) for the Texas Military Department. As the Command Senior Enlisted Leader, he is the senior uniformed Texas National Guard noncommissioned officer. He serves as the principal adviser on matters pertaining to effective enlisted professional development, personnel management, training, health, morale, and welfare. CSM Heard is responsible for advising, promoting, implementing, and enforcing policies, programs, and plans affecting more than 21,000 Army, Air, and Texas State Guard personnel in over 100 locations throughout Texas.

CSM Heard enlisted in the United States Army as a Supply Specialist in 1990. He attended Basic Training and Advanced Individual Training at Fort Jackson, South Carolina. CSM Heard served more than ten years on active duty with the 8<sup>th</sup> Army, United States Forces-Korea; 7<sup>th</sup> Infantry Division (L); 25<sup>th</sup> Infantry Division (L); and the 1<sup>st</sup> Cavalry Division before joining the Texas Army National Guard in 2001. CSM Heard has served in a variety of leadership positions with the Texas Army National Guard, to include First Sergeant, A Co, 536<sup>th</sup> Brigade Support Battalion; Command Sergeant Major, 536<sup>th</sup> Brigade Support Battalion; Command Sergeant Major, 4<sup>th</sup> Battalion, 133d Field Artillery (HIMARS); and Command Sergeant Major, 71<sup>st</sup> Expeditionary Military Intelligence Brigade. CSM Heard's deployments and activations include Operation Joint Forge (SFOR-4) 1998-1999, Camp Bedrock, Bosnia; Operation Noble Eagle 2001-2002, George H.W. Bush Intercontinental Airport, Houston, Texas; Operation Iraqi Freedom 2009-2010, FOB Cropper, Iraq; and eight state and federal DSCA related activations. CSM Heard is a graduate of all Noncommissioned Officer Education System Courses, to include the US Army Nominative Leaders Course. He holds a Bachelor of Science degree in Interdisciplinary Studies from the University of Houston-Downtown and a Master of Public Policy and Administration (MPPA) degree from the University of St. Thomas in Houston. In his civilian career, CSM Heard has held multiple positions of increased responsibility and accountability within the Houston manufacturing sector, culminating as Director of Operations with the leading manufacturer of transaction and drive through window solutions. Prior to his current position, CSM Heard was the Command Sergeant Major, 71<sup>st</sup> Troop Command, Texas Army National Guard.



## EDUCATION

1991 Rappelling and Mountaineering Course, Cheju-Do, Korea  
1993 Pacific Warrior Orientation Course, Schofield Barracks, Hawaii  
1993 Primary Leadership Development Course (PLDC), Schofield Barracks, Hawaii  
1994 Air Assault Course, Schofield Barracks, Hawaii  
1996 Basic NCO (BNCOC) Course 92Y, Fort Lee, Va.  
2004 Advanced NCO Course (ANCOC) Phase I, Camp Mabry, Texas  
2004 Advanced NCO Course (ANCOC) Phase II, Fort Bliss, Texas  
2005 Bachelor of Science, Interdisciplinary Studies, University of Houston-Downtown, Houston, Texas

2013 United States Army Sergeants Major Course CL#37 Non-Residence, Fort Bliss, Texas  
2015 Master of Public Policy and Administration (MPPA), University of St. Thomas, Houston, Texas  
2015 Structured Self-Development V (SSD 5), by correspondence  
2018 Senior Enlisted Joint Professional Military Education (SEJPME) II, by correspondence  
2021 Distributed Learning Course VI (DLC 6), by correspondence  
2022 The General & Flag Officer Homeland Security Seminar, National Guard Bureau Homeland Security Institute, Harvard University, Cambridge, Mass.  
2022 US Army Nominative Leaders Course, US Army War College, Carlisle Barracks, Pa.

## **ASSIGNMENTS**

1. October 1990 – February 1991, Initial Entry Training (BCT/AIT), Fort Jackson, S.C.
2. February 1991 – February 1992, Supply Clerk, 802d Engineer Battalion, Camp Humphreys, Korea
3. February 1992 – June 1993, Supply Clerk, 3d Battalion, 9th Infantry Regiment, 7th Infantry Division (L), Fort Ord, Calif.
4. June 1993 – June 1995, Supply Sergeant, 3d Battalion, 21st Infantry Regiment, 25th Infantry Division (L), Schofield Barracks, Hawaii
5. June 1995 – July 1996, Supply Sergeant, 2d Battalion, 5th Infantry Regiment, 25th Infantry Division (L), Schofield Barracks, Hawaii
6. October 1996 – March 2001, S4 NCOIC, 2d Battalion, 8th Cavalry Regiment, 1st Cavalry Division, Fort Hood, Texas
7. March 2001 – November 2002, Supply Sergeant, Headquarters and Headquarters Detachment, 536th Forward Support Battalion, 49th Armored Division, Houston, Texas
8. November 2002 – June 2006, Property Accountability NCO, Headquarters and Headquarters Company, 49th Division Support Command, 49th Armored Division, Camp Mabry, Texas
9. June 2006 – September 2010, First Sergeant, A Company, 536th Brigade Support Battalion, 36th Infantry Division, Houston, Texas
10. September 2010 – January 2012, Senior Logistics Operations NCO/SPO Sergeant Major, 36th Sustainment Brigade, 36th Infantry Division, Temple, Texas
11. January 2012 – September 2015, Command Sergeant Major, 536th Brigade Support Battalion, 36th Infantry Division, Huntsville, Texas
11. September 2015 – May 2018, Command Sergeant Major, 4-133d Field Artillery (HIMARS) Battalion, 36th Infantry Division, San Marcos, Texas
12. May 2018 – May 2021, Command Sergeant Major, 71st Expeditionary Military Intelligence Brigade, 71st Troop Command, San Antonio, Texas
13. May 2021 – May 2022, G4 Sergeant Major, 71st Troop Command, Camp Mabry, Texas
14. May 2022 – February 2023, Command Sergeant Major (Nominative), 71st Troop Command, Camp Mabry, Texas
15. February 2023 – Present, Command Senior Enlisted Leader, Texas Military Department, Camp Mabry, Texas

## **MAJOR AWARDS AND DECORATIONS**

Legion of Merit  
Bronze Star  
Meritorious Service Medal with three oak leaf clusters  
Army Commendation Medal with six oak leaf clusters  
Army Achievement Medal with seven oak leaf clusters  
Army Good Conduct Medal, third award  
National Defense Service Medal with one bronze service star  
Armed Forces Expeditionary Medal  
Iraq Campaign Medal with campaign star  
Global War on Terrorism Service Medal

Korean Defense Service Medal  
Humanitarian Service Medal with two bronze service stars  
Military Outstanding Volunteer Service Medal  
Armed Forces Reserve Medal with M device  
NCO Professional Development Ribbon with numeral 6  
Army Service Ribbon  
Overseas Service Ribbon with numeral 3  
NATO Medal  
Air Assault Badge  
Driver and Mechanic Badge with Driver W Bar  
Honorable Order of Saint Barbara (Field Artillery)  
The LTC Thomas Knowlton Award (Military Intelligence)

### **EFFECTIVE DATES OF PROMOTION**

Sergeant September, 1994  
Staff Sergeant March, 2001  
Sergeant First Class January, 2004  
Master Sergeant/First Sergeant June, 2006  
Sergeant Major/Command Sergeant Major June, 2010

**(Current as of February 2023)**