



# 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 22,000 Army, Air, and Texas State Guard personnel in over 100 locations throughout Texas.



CSM Heard enlisted in the United States Army as a Unit 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 8th Army, United States Forces-Korea; 7th Infantry Division (L); 25th Infantry Division (L); and the 1st 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, 536th Brigade Support Battalion; Command Sergeant Major, 536<sup>th</sup> Brigade Support Battalion; Command Sergeant Major, 4th Battalion, 133d Field Artillery (HIMARS); and Command Sergeant Major, 71st 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. Additional military education includes: the General and Flag Officer Homeland Security Executive Seminar at Harvard University's Kennedy School; the National Defense University's Keystone Course for Joint Senior Enlisted Leaders; and the Air National Guard's Command Chief Training 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, 71st Troop Command, Texas Army National Guard.

## EDUCATION

- 1991 Rappelling and Mountaineering Course, Cheju-Do, Korea
- 1993 Pacific Warrior Orientation Course, Schofield Barracks, HI
- 1994 Air Assault Course, Schofield Barracks, HI
- 1993 Primary Leadership Development Course (PLDC), Schofield Barracks, HI
- 1996 Basic NCO (BNCOC) Course 92Y, Fort Lee, VA
- 2004 Advanced NCO Course (ANCOC) Phase I, Camp Mabry, TX

- 2004 Advanced NCO Course (ANCOC) Phase II, Fort Bliss, TX
- 2005 B.S. degree, Interdisciplinary Studies, University of Houston-Downtown, Houston, TX
- 2013 United States Army Sergeants Major Non-Residence Course CL#37, Fort Bliss, TX
- 2015 Master of Public Policy and Administration (MPPA) degree, University of St. Thomas, Houston, TX
- 2015 Structured Self-Development (SSD 5)
- 2018 Senior Enlisted Joint Professional Military Education (SEJPME) II
- 2021 Distributed Learning Course VI (DLC 6)
- 2022 The General & Flag Officer Homeland Security Executive Seminar, NGB's Homeland Security Institute, Harvard University, Cambridge, MA
- 2022 US Army Nominative Leaders Course, US Army War College, Carlisle Barracks, PA
- 2023 Keystone Course for Joint Senior Enlisted Leaders, National Defense University, Washington DC
- 2024 Air National Guard Command Chief Training Course, Lackland AFB, San Antonio, TX

**ASSIGNMENTS**

1. October 1990 – February 1991, Initial Entry Training (BCT/AIT), Fort Jackson, SC
2. February 1991 – February 1992, Supply Clerk, 802d EN BN, Camp Humphreys, Korea
3. February 1992 – June 1993, Supply Clerk, 3d BN 9<sup>th</sup> IN REG, 7<sup>th</sup> ID (L), Fort Ord, CA
4. June 1993 – June 1995, Supply Sergeant, 3d BN 21<sup>st</sup> IN, 25<sup>th</sup> ID (L), Schofield Barracks, HI
5. June 1995 – July 1996, 2d BN, Supply Sergeant, 5<sup>th</sup> IN, 25<sup>th</sup> ID (L), Schofield Barracks, HI
6. October 1996 – March 2001, S4 NCOIC, 2d BN, 8th CAV, 1st CD, Fort Hood, TX
7. March 2001 – November 2002, M-Day Supply Sergeant, HHD 536 FSB, 49th AD, Houston, TX
8. November 2002 – June 2006, Property Accountability NCO, HHC 49th DISCOM, 49th AD, Camp Mabry, TX
9. June 2006 – September 2010, First Sergeant, ACO 536th BSB, 36th ID, Houston, TX
10. September 2010 – January 2012, SR LOG OPS NCO/SPO Sergeant Major, HHC 36th SUS BDE, 36th ID, Temple, TX
11. January 2012 – September 2015, Command Sergeant Major, HHC 536th BSB BN, 36th ID, Huntsville, TX
12. September 2015 – May 2018, Command Sergeant Major, HHC 4-133d FA (HIMARS) BN, 36th ID, San Marcos, TX
13. May 2018 – May 2021, Command Sergeant Major, HHC 71st EMIB, 71st Troop Command, San Antonio, TX
14. May 2021 – May 2022, G4 Sergeant Major HHC 71st Troop Command, Camp Mabry, TX
15. May 2022 – February 2023, Command Sergeant Major (Nominative), HHC 71st Troop Command, Camp Mabry. TX
16. February 2023 – Present, Command Senior Enlisted Leader, Texas Military Department, Camp Mabry, TX

**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 Medal, second award
- Armed Forces Expeditionary Medal
- Iraq Campaign Medal with Campaign Star
- Global War on Terrorism Service Medal
- Korean Defense Service Medal
- Humanitarian Service Medal, third award
- 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) 2017  
The LTC Thomas Knowlton Award (Military Intelligence) 2020  
Distinguished Member of the Quartermaster Corps 2023

**EFFECTIVE DATES OF PROMOTION**

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

**(Current as of 20240407)**