



**DEPARTMENT OF THE ARMY**  
OFFICE OF THE DEPUTY CHIEF OF STAFF G-1  
300 ARMY PENTAGON  
WASHINGTON DC 20310-0300

**INFORMATION PAPER**

DAPE-MPO-S  
10 February 2023

**SUBJECT: Information Paper on Fiscal Year 2022 (FY22) Army Opt Outs**

1. Purpose: Provide a written response to the Defense Advisory Committee on Women in Service (DACOWITS) March 2023 Request For Information (RFI) Number #14 on Number of "opt outs" (e.g., requests for withdrawal from promotion consideration).
2. Background: In December 2022, via RFI 9, the Committee asked the Military Services to provide varied sets of information regarding promotion trends and rates, broken down by gender. As the Committee continues to examine institutional policies and procedures to identify potential gaps that may unintentionally enable gender discrimination to occur, it will be useful to identify and analyze the reasons why servicewomen opt not to compete for promotion.
3. Discussion: The Committee requests a written response from the Army, Navy, Marine Corps, Air Force, Space Force, and Coast Guard on the following:
  - a. Question 1a: Provide the number of "opt outs" (e.g., requests for withdrawal from promotion consideration), submitted by Service members for promotion to the grades of O-4 through O-6 and to the grades of E-7 through E-9, broken out by gender and the percentage of the total number of men and women being considered in their peer group.
  - b. Response 1a: The FY22 Army O-4 through O-6 Active Component (AC) Army Competitive Category (ACC), Colonel (COL), Lieutenant Colonel (LTC), Major (MAJ), MAJ Army Medical Department (AMEDD) and the Reserve Component (RC) LTC and MAJ AMEDD Promotion Selection Boards (PSB) employed Opt Out provisions pursuant to Section 619 and 14301, Title 10, USC. The AC had 4,954 officers in the considered population, of which 110 officers (99 males, 11 females) submitted request to opt out of promotion. The RC had 1,096 officers in the considered population, of which 3 officers (1 male, 2 females) submitted request to opt out of promotion. Enlisted personnel are not authorized to Opt Out of promotion, therefore there is no E-7 through E-9 data. The chart below reflects the AC and RC Opt Out data broken down by reason and gender.
  - c. Question 1b: Provide the top 5 reasons Army officers requested to opt out of promotion, broken down by gender, if available.
  - d. Response 1b: The Army has three primary reasons officers opt out of promotions. They include career progression, completion of an educational program, or assignment to a position of significant value to the Army. The FY22 COL population trended high towards position of significant value. The position of significant value

included battalion command and attaché duties, which both support key development requirements necessary for career progression. The FY22 LTC population trended toward career progression with opportunities to hone skills to increase competitiveness. The FY22 MAJ population also trended high towards career progression with opportunities to participate in broadening assignments to enable portfolio diversification. Of the 11 AC female officers that opted out of promotion, 7 opted out due to position and 4 due to career. Of the 3 RC officers that opted out of promotion, 1 female officer opted out due to position.

FY22 Promotion and Selection Board by Opt_Out Reason	# Female 'In Zone (IZ)' Eligible population	# Female Opt Out	% of Females Opt Out of Female Eligible Population	# Male (IZ) Eligible Population	# Male of Opt Out	% of Males Opt Out of Male Eligible Population	Total (IZ) Eligible Population	Total Officers Opt_Out Total Eligible Population	Total % Opt_Out
<b>FY22 Active Component (AC)</b>									
<b>FY22 AC COL ACC PSB</b>	<b>121</b>	<b>3</b>	<b>2.48%</b>	<b>802</b>	<b>38</b>	<b>4.74%</b>	<b>923</b>	<b>41</b>	<b>4.44%</b>
Career	-	0	N/A	-	13	1.62%	-	13	1.41%
Education	-	0	N/A	-	1	0.12%	-	1	0.11%
Position	-	3	2.48%	-	24	2.99%	-	27	2.93%
<b>FY22 AC LTC ACC PSB</b>	<b>180</b>	<b>1</b>	<b>0.56%</b>	<b>1169</b>	<b>14</b>	<b>1.20%</b>	<b>1349</b>	<b>15</b>	<b>1.11%</b>
Career	-	1	0.56%	-	9	0.77%	-	10	0.74%
Education	-	0	N/A	-	2	0.17%	-	2	0.15%
Position	-	0	N/A	-	3	0.26%	-	3	0.22%
<b>FY22 AC MAJ AMEDD PSB</b>	<b>181</b>	<b>2</b>	<b>1.10%</b>	<b>225</b>	<b>1</b>	<b>0.44%</b>	<b>406</b>	<b>3</b>	<b>0.74%</b>
Career	-	1	0.55%	-	1	0.44%	-	2	0.49%
Education	-	0	N/A	-	0	N/A	-	0	N/A
Position	-	1	0.55%	-	0	N/A	-	1	0.25%
<b>FY22 AC MAJ ACC PSB</b>	<b>328</b>	<b>5</b>	<b>1.52%</b>	<b>1948</b>	<b>46</b>	<b>2.36%</b>	<b>2276</b>	<b>51</b>	<b>2.24%</b>
Career	-	2	0.61%	-	26	1.33%	-	28	1.23%
Education	-	0	N/A	-	7	0.36%	-	7	0.31%
Position	-	3	0.91%	-	13	0.67%	-	16	0.70%
<b>AC Grand Total</b>	<b>810</b>	<b>11</b>	<b>1.36%</b>	<b>4144</b>	<b>99</b>	<b>2.39%</b>	<b>4954</b>	<b>110</b>	<b>2.22%</b>
<b>FY22 Reserve Component (RC)</b>									
<b>FY22 RC LTC AMEDD PSB</b>	<b>172</b>	<b>0</b>	<b>0.00%</b>	<b>261</b>	<b>1</b>	<b>0.38%</b>	<b>433</b>	<b>1</b>	<b>0.23%</b>
Career	-	0	N/A	-	1	0.38%	-	1	0.23%
Education	-	0	N/A	-	0	N/A	-	0	N/A
Position	-	0	N/A	-	0	N/A	-	0	N/A
<b>FY22 RC MAJ AMEDD PSB</b>	<b>290</b>	<b>1</b>	<b>0.34%</b>	<b>373</b>	<b>1</b>	<b>0.27%</b>	<b>663</b>	<b>2</b>	<b>0.30%</b>
Career	-	0	N/A	-	0	N/A	-	0	N/A
Education	-	0	N/A	-	0	N/A	-	0	N/A
Position	-	1	0.30%	-	1	0.05%	-	2	0.30%
<b>Grand Total</b>	<b>462</b>	<b>1</b>	<b>0.22%</b>	<b>634</b>	<b>2</b>	<b>0.32%</b>	<b>1096</b>	<b>3</b>	<b>0.27%</b>

DAPE-MPO-S; DCS G1  
Approved by: DMPM