

28 August 2018

COL Toya Davis, USA
Military Director of Defense Advisory Committee on Women in the Services
4800 Mark Center Drive, Suite 04J25-01
Alexandria, VA 22350-9000

Dear COL Davis,

Recommend DACOWITS study strategies to mitigate the potential negative impact of the new Army Combat Fitness Test (ACFT) on the promotion potential of female Soldiers and on gender diversity within the Army.

It is our understanding the purposed ACFT may not take into account either the gender or age of the Soldier in its scoring. This may result in negatively impacting the promotion potential of female Soldiers, especially women serving in the Chaplain Corps since chaplains tend to be older as a whole. Therefore, the ACFT may result in Army males being promoted faster and to higher ranks than Army females, especially over the course of time. This is given the assumptions that (1) male Soldiers will score higher, generally speaking, than females, and (2) raters will continue to consider physical fitness test scores when writing evaluation reports.

Currently, Army physical fitness scores are listed as "Pass/Fail" on Soldier Evaluation Reports. However, Raters and Sr. Raters often factor the physical fitness score into their overall evaluation, even if the actual score is not mentioned on the OER/NCOER specifically. This practice is part of the Army culture and may prove difficult to change.

The percentage of female officers in the Chaplain Corps is small in comparison with other corps: approximately 4.5% on Active Duty, 9.7% in the US Army Reserve, and 5.7% in the Army National Guard. The recruitment and retention of women Army Chaplains has been a longstanding concern for our leaders. The lack of Senior Leader female chaplains within the Corps is remarkable. The proposed ACFT may further exacerbate these concerns.

We offer this letter in the hope you may be able to voice this matter with Senior Leaders as appropriate in order to proactively mitigate potential negative impacts on the promotion and retention of female Soldiers within the Chaplain Corps, and across the Army as a whole. Point of contact is CH (LTC) Renee R. Kiel, renee.r.kiel.mil@mail.mil or 910-570-8200.

Very respectfully,

Renee R. Kiel
Chaplain (LTC), US Army Reserve
Chief, Soldier and Family Ministry
U.S. Army Reserve Command

Sharon D. Browne
Chaplain (MAJ), US Army
US Army Chaplain Recruiter

Signature Continuation Page
Letter to COL Toya Davis, Military Director of DACOWITS
RE: Impact of ACFT on Army Women

Print Name, Rank, Position

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