



Defense Advisory Committee on Women in the Services Articles of Interest for the Week of 20 November 2015

RECRUITMENT & RETENTION

1. [Military reports slight uptick in women joining officer corps](#)

(16 Nov) *Military Times*, By Andrew Tilghman

The Pentagon is seeing a small rise in the percentage of women entering the officer corps, according to a report released.

2. [Force of the Future Looks to Maintain U.S. Advantages](#)

(18 Nov) *DoD News, Defense Media Activity*, By Jim Garamone

“Permeability” is a word that will be heard a lot in relation to Defense Secretary Ash Carter’s new Force of the Future program.

3. [Carter Details Force of the Future Initiatives](#)

(18 Nov) *DoD News, Defense Media Activity*, By Jim Garamone

Defense Secretary Ash Carter said his Force of the Future program is necessary to ensure the Defense Department continues to attract the best people America has to offer.

4. [Pentagon to Escalate War for Talent](#)

(18 Nov) *National Defense*, By Sandra I. Erwin

A wide-ranging personnel reform proposal unveiled by Defense Secretary Ashton Carter could put the Pentagon in a better position to compete with the private sector for talent.

EMPLOYMENT & INTEGRATION

5. [Grosso pins on 3rd star to become first female USAF personnel chief](#)

(16 Nov) *Air Force Times*, By Stephen Losey

Lt. Gen. Gina Grosso, the Air Force’s new personnel chief, formally pinned on her third star during a ceremony at the Pentagon Monday.

6. [The Army is looking for hundreds of NCOs for drill sergeant duty](#)

(16 Nov) *Army Times*, By Michelle Tan

The search is two-pronged: the Army needs more female drill sergeants as it prepares to open more jobs to women and tries to recruit more women into the service, while the Army Reserve only has 60 percent of the drill sergeants it needs.

7. [Sources Say Obama Could Name First Female Combatant Commander](#)

(17 Nov) *NPR*, By Tom Bowman

President Barack Obama could be close to nominating the first-ever woman to become the head of a military combatant command, Pentagon sources tell NPR.

8. [Submarines: On women and China](#)

(18 Nov) *The San Diego Union Tribune*, By Jeanette Steele

...the U.S. submarine force has slowly integrated women since 2010, when the Navy announced it would begin opening the formerly all-male bastion.

9. Carter's 'Force of the Future' Tallies Only Modest Changes

(19 Nov) Military.com, By Tom Philpott

Defense Secretary Ash Carter unveiled the “first tranche” of his Force of the Future initiatives Wednesday. They included none of the costly or controversial ideas that his personnel chief, Brad Carson, had brainstormed with Pentagon and private sector personnel experts since last April.

WELL-BEING & TREATMENT

10. The 'working mother effect' is a good thing, study says

(17 Nov) HLN, By Aubree Schaefer

According to a new Gender Initiative study performed by Harvard Business School, mothers who choose a career over the gender stereotyped role of staying home are making the better choice towards improving rather than harming the outcome of their children.

11. Army releases results of October courts-martial

(18 Nov) Army Times, Staff Report

The Army on Tuesday released summarized results of courts-martial that concluded in October. Names of soldiers who were acquitted of all charges were not provided.

WOMEN VETERANS

12. Unique UTSA Collection Puts Spotlight on Women at War

(11 Nov) Rivard Report, By Lily Casura

If you stop by UTSA's Downtown Campus on Wednesday, you'll get an in-depth look at the world of women veterans in America, a history that few people know exists.

13. Women veterans learn about benefits at first-ever conference

(14 Nov) KHON 2, By Alex Cerball

Women veterans in Hawaii gathered at Tripler Army Medical Center's Kyser Auditorium Saturday for the first Hawaii Women Veteran's Conference.

14. Wish comes true for female WWII vet to attend ball

(16 Nov) The San Diego Union Tribune, By Linda McIntosh

A 95-year old female World War II Navy veteran was a special guest at Camp Pendleton's Combat Logistics Regiment 15's Marine Corps Birthday Ball celebration Nov. 10.

1. Military reports slight uptick in women joining officer corps

(16 Nov) Military Times, By Andrew Tilghman

The Pentagon is seeing a small rise in the percentage of women entering the officer corps, according to a report released Friday.

The percentage of women among incoming officers was 22.7 percent in 2014, up from 21.7 percent in 2010, the Government Accountability Office found.

Female retention is a concern among top Pentagon officials who say women typically leave the service at higher rates than men.

Military leaders are pushing policies designed to appeal to midcareer women and improve retention. For example, the Navy and Marine Corps recently expanded maternity leave to 18 weeks, and the Air Force recently adopted a rule assuring new mothers they will not have to deploy for one year after having a child.

All four service branches have recruitment efforts that target women, the GAO noted.

Congress ordered the GAO to examine the rate of women entering the military and the individual services' recruitment and outreach efforts for women.

In the military population at large, the percentage of women in the officer corps is rising more slowly. Women make up about 17 percent of military officers of all ranks, up from 15.3 percent in 2005, according to Defense Department data.

The four military services vary significantly in their demographics and the shifts seen during the past several years.

The Marine Corps reported the largest increase in women entering the officer corps; in 2014, that figure was 11.8 percent, up from 7.6 percent in 2010.

For the Army, the percentage of women entering the officer corps rose to 21.4 percent, up slightly from 20.6 percent four years earlier.

For the Navy, the percentage of women ticked up marginally to 22.7 percent, from 22.5 percent in 2010.

The Air Force's figure rose to 27.4 percent in 2014, up from 27 percent in 2010.

<http://www.militarytimes.com/story/military/pentagon/2015/11/16/military-reports-slight-uptick-women-joining-officer-corps/75727514/>

2. Force of the Future Looks to Maintain U.S. Advantages

(18 Nov) DoD News, By Defense Media Activity

“Permeability” is a word that will be heard a lot in relation to Defense Secretary Ash Carter’s new Force of the Future program.

Brad Carson, one of the architects of the program and the acting undersecretary of defense for personnel and readiness, spoke about the concept and the program during a recent interview.

DoD officials are looking for permeability between the private and public sector, between the active-duty force and the reserve components and between military and civilian life.

U.S. Military is Superb

The baseline for the Force of the Future is today’s military: it is superb, Carson said. In the past 14 years, DoD has fought two wars, maintained alliances around the globe and responded to humanitarian disasters in Japan, Indonesia, Pakistan, Haiti, Liberia and the United States.

While, technology and systems play a part in American military dominance, it is the people of the department that are the real advantage. “There is no guarantee that will continue in the future,” Carson said. The Force of the Future is designed to ensure DoD maintains its most precious resource: its people, he said.

The program covers a number of different initiatives to ensure the military remains attractive to those who wish to serve. This runs

from putting in place a blended military retirement system to attracting the best and brightest civilian employees. It also seeks to incorporate the best practices from the private sector.

Defense Digital Service

Carson called one of the initiatives, the Defense Digital Service, potentially transformative. The department will bring in technology entrepreneurs for a few months or years to share their product development or project management skills.

“I envision that Defense Digital Services will be mostly made up of tech people who come in from the outside for a very short time,” he said. “It’s quite possible that defense employees will work alongside them, but the core of the DDS will be tech workers, tech entrepreneurs -- skilled IT professionals working at America’s leading companies.”

The key is small groups working discrete problems, he said, noting tech companies today use “agile development” as their mantra, employing small teams that get products designed and in use quickly.

Effecting Change

“The only way change ever happens is when small groups are committed to it,” the undersecretary said. “In Silicon Valley they say any group that can eat more than two pizzas at a time is too large to get anything done.”

The world-shattering products that Americans use in daily life began with a few men and women working on them. “Then the power of the idea, the beauty of the product sells itself,” he said. “And that’s what we envision here. There are great products that we can get DDS to work on. The power of the skills they bring in will help change the culture and have a direct impact on some of the knottiest problems that we have.”

Almost everything the department does now is embedded with information technology, from digitizing and sharing health records to forming databases for documenting sexual assault.

How these teams approach problems will rub off on DoD employees, Carson said. “There are alternative ways to think about problems, there are alternative ways to go about procurement. They will bring in the best practices that they see every day [and] that they take for granted at their companies,” he said.

An example is at Google and Facebook. On their first day, new employees are expected to write code and apply it to products. In DoD, that might not happen for a year. “They are doing things in smaller batches, iteratively, if it fails they recalibrate,” he said. “It’s just a different way to do business -- a better way to do business, I think.”

Coming Initiatives

The blended military retirement system kicks in Jan. 1, 2018. Those on duty before then will continue to be covered by the current retirement system.

“I think the force will find this to be a great benefit to them and it’s a change all for the better,” Carson said. “While those currently serving will not be affected by the current retirement changes, ... if you served less than 12 years, you will have the opportunity to change over into the blended retirement system, [but] no one will be compelled to do so.”

Another initiative is the entrepreneur-in-residence program. This is a pilot program that will embed entrepreneurs inside DoD to examine some chronic problems within the department, Carson said. “I expect they will be working at the intersection of defense policy and business,” he said. “I really envision it that we bring people in who are very creative, who are extraordinarily energetic. And we say, ‘We’re setting you loose. Go find interesting projects you think you might add value to.’ We want people who are divergent thinkers, who can energize the building.”

The Force of the Future will expand the career intermission program. This program allows personnel to take sabbaticals from the military to raise a family, get a new degree or explore other career opportunities. “I don’t envision there will ever be a world where a large portion of the force will take a sabbatical, but I do think you will see some of the most important people who will rise over time to the senior leadership of the services will take sabbaticals,” he said.

Participants would transfer to the individual ready reserve and wouldn’t count against active-duty end strength. They would still be covered under TRICARE, and they would shift year group so promotion potential is not thwarted, he said. Carson added that he would like to see the services experiment with eliminating the “pay back” obligation under the program.

Shifting Between Active-Duty, Reserve Service

The Force of the Future also wants to make it easier for the services and service members to shift back and forth seamlessly between the active-duty force and the reserve components and vice versa. “Right now, it’s a very hard thing to do,” he said. “We’d like to make it a world where any service can say, ‘Hey, there are people in the RC that we need to bring them back into the AC.’”

The department wants a two-way street between the private sector and the department. “It’s not a world where you have to come to

DoD and spend the next 40 years -- if you want to do that you can," Carson said. "But you can come in for a year or two and make a big impact, and then go back to the private sector. And then maybe come back again in five or 10 years. That's the kind of permeability that benefits both the private sector and DoD."

<http://www.defense.gov/News-Article-View/Article/630304/force-of-the-future-looks-to-maintain-us-advantages?source=GovDelivery>

3. Carter Details Force of the Future Initiatives

(18 Nov) DoD News, Defense Media Activity, By Jim Garamone

Defense Secretary Ash Carter said his Force of the Future program is necessary to ensure the Defense Department continues to attract the best people America has to offer.

The secretary told students at George Washington University's Elliot School of International Affairs today that one of his core commitments "is to help more of our fellow citizens make that difference in the world and in as many ways as possible."

Carter emphasized his starting point is today's force.

"George Washington, launched what has arguably become the most successful startup in world history: the United States military," he said. "It secured freedom from an empire and sustained our union. It vanquished fascism, fought for freedom around the globe, won the Cold War, and went after the terrorists who attacked us on 9/11."

But it was more than a fighting machine. American Army engineers harnessed rivers; explored the West; built canals; and eradicated disease. More recently, the military helped create the Internet and the global-positioning system.

Mastering Change With Excellence

"Throughout all this, the one constant has been that our military's people have always mastered change with excellence -- continuing to defend our country and help make a better world," he said.

"But that excellence is not a birthright," the secretary said. "It's not guaranteed, and we can't take it for granted in the 21st century."

America's advantage is tied to its people, Carter said.

"In the face of generational, technological and labor market changes, we in the Pentagon must think outside our five-sided box and try to make ourselves even better at attracting talent from new generations of Americans," he said.

Spreading the word that DoD is hiring is part of that. Carter wants to build bridges with every sector in America from corporations to academia to families.

Learning From Corporations, Academia

Carter announced the idea of the Force of the Future in one of his first speeches after taking office in February. The secretary visited many corporations and learned from leaders in academia and elsewhere.

"Throughout this process, we've always been mindful that the military is a profession of arms," he said. "It's not a business. The key to doing this successfully is to leverage both tradition and change."

DoD must be able to attract people who will be successful in the future, Carter said. He wants to build new "on-ramps" for people wishing to contribute to the department. He announced an expansion of the intern program.

"This is imperative for attracting future civilian talent," he said. "That's why we're making our internship programs better managed, and also more effective at transitioning promising and successful interns into permanent employees -- so that if you intern with us and do great work, we do better at connecting you with job openings."

Many of these job openings will be published on the DoD's LinkedIn page at www.defense.gov/LinkedIn.

Defense Digital Service

Carter said the department is also creating the Defense Digital Service, which will bring in talent from America's technology community to work for a specific period of time, or for a specific project, to apply a more innovative and agile approach to solving DoD's complex information technology problems.

"Also, to make sure we benefit from innovative entrepreneurs who aren't technologists but have advanced skills we need, we're going to bring in resident entrepreneurs, who will work with senior leaders on some of our most challenging projects for two years at a time," he said.

Carter also wants to enable DoD personnel to leave for a time, learn new skills, connect with new ideas, meet innovators and then bring that back to the department.

Carter announced the doubling of the Secretary of Defense Corporate Fellowship program, and said the program will open to noncommissioned officers. The program has been in place a number of years. It allows highly qualified candidates to work in private industry for a year. Some of the companies included are Accenture, Google, SpaceX, Intel, Amazon, EMC and more. He mentioned that one alumni of the program has risen to the highest ranks of the military: Air Force Gen. Darren McDew, the commander of U.S. Transportation Command. McDew worked at Sun Microsystems.

Broadening Opportunities

"I want more people to have these kinds of broadening opportunities -- to be able to get off the escalator for a time, and get back on -- without hurting their career, but instead helping it, which after all makes sense," Carter said.

Another off-ramp program is the Career Intermission Program. This allows service members to take a sabbatical from their military service for a few years to get a degree, learn a new skill or start a family.

"There's a young Navy couple that did this a few years ago," the secretary said. "They were both aviators, flying F-18 fighter jets off aircraft carriers, but they found it difficult to reconcile their desire to start a family and go to grad school with their desire to keep serving in the fleet.

"They both considered leaving active duty and finding other ways to serve -- effectively turning in their wings, which was a hard decision for each of them," he continued. "But then they heard about this program. And they both not only used it, but their gain became our benefit. He got an MBA from Dartmouth, and after another flying tour, he's now a top aide to the Secretary of the Navy. She got a Master's in Public Administration from Harvard's Kennedy School, and will soon be working in the Navy's public affairs office. And they were able to have two children, too."

Carter said he'll ask Congress to make this program permanent.

The Force of the Future also includes updating and modernizing military retirement, he said.

"Right now our troops have to serve 20 years before getting any retirement benefits, but 80 percent don't serve that long, which means they leave with no retirement benefits at all," Carter said. "But we've changed that, and starting in the next few years, we'll be able to offer a portable 401k-like plan, which all who serve can take with them whenever they move on to whatever's next in life."

New Initiatives

Carter also announced a series of initiatives using data to make military life more attractive. The department will expand a pilot program using a LinkedIn-style application to match service members to assignments.

"We're also going to improve our data-crunching and how we leverage big data to inform our personnel policies," he said.

Carter said he wants the department to recruit from the broadest possible pool of talent.

“If we don’t, we risk becoming isolated and insular, and that’s not the path to success in today’s security environment,” he said. “That’s why I want everyone who’s willing and able to serve their country to have the full and equal opportunity to do so. I want everyone in this audience to view the Defense Department as a place where you could see yourselves making a contribution in the course of your careers, and also being treated with the dignity and respect you deserve.”

These are just a few of the initiatives that will be part of the Force of the Future, Carter said. He said he’ll make more announcements in the coming months. Among them are changes to the officer promotion systems and ways to improve the department manages the civilian workforce. The department is already working with the Office of Personnel Management and federal employee unions.

<http://www.defense.gov/News-Article-View/Article/630400/carter-details-force-of-the-future-initiatives?source=GovDelivery>

4. Pentagon to Escalate War for Talent

(18 Nov) National Defense, By Sandra I. Erwin

A wide-ranging personnel reform proposal unveiled by Defense Secretary Ashton Carter could put the Pentagon in a better position to compete with the private sector for talent.

The proposals that Carter announced Nov. 18 would be the most far reaching personnel reforms the Pentagon has seen since the United States eliminated the draft and moved to an all-volunteer force more than 40 years ago.

Under a project that Carter dubbed “[Force of the Future](#),” the Defense Department will seek to “harness the best talent America has to offer,” he said in a speech at George Washington University’s Elliot School of International Affairs.

Carter launched the effort in April out of concern that the military is struggling to recruit and retain top talent at a time when commanders need people with specialized skills in areas that also are in high demand in the private sector — international affairs, foreign languages, cyber security and all manner of information technology.

The reforms appear to be particularly motivated by recent struggles in the Army to recruit qualified soldiers and to retain its most skilled officers. These challenges are seen as a bellwether for potentially long-term recruiting and retention troubles.

The “Force of the Future” review is being led by Undersecretary of Defense for Personnel and Readiness Brad Carson, who enlisted more than 150 subject matter experts from the military services and academia. The group reviewed over 100 studies and commission reports on civilian and military personnel issues, talent management, and private sector human resources practices.

According to a senior defense official, Carter was insistent that the Pentagon move away from an industrial-age personnel system where human resources is about “soul annihilating box checking,” in favor of “best practices” that are followed in the private sector but haven’t made their way to the Defense Department.

A key goal is to increase the flow of personnel and ideas between the public and private sector. There should be “on ramps” for private sector talent to come into the Defense Department to help tackle tough technical projects, Carter said.

“That’s why we’re creating the Defense Digital Service, which will bring in talent from America’s technology community to work for a specific period of time, or for a specific project, to apply a more innovative and agile approach to solving DoD’s complex IT problems.” This approach was used by the White House to fix the healthcare.gov website.

Carter also wants to offer “off ramps” for military service members to “connect with ideas and innovators outside the Pentagon.” This means having the option to take sabbaticals. DoD will ask Congress to lift the pilot restrictions on the existing “career intermission program” that lets service members take a sabbatical for a few years while they are starting a family, exploring different career opportunities or pursuing a degree without having to leave the military. The current programs are not widely used because officers fear they will not be promoted. Carter will push the services to encourage these sabbaticals.

“We’ve always been mindful that the military is a profession of arms. It’s not a business,” Carter said. “The key to doing this successfully is leveraging tradition and change. While the military cannot and should not replicate all aspects of the private sector, we can and should borrow best practices, technologies, and personnel management techniques in commonsense ways.”

With only a year left in the Obama administration, it is unclear what, if any, of these reforms will have a chance to take hold before Carter leaves office. The senior defense official said time is of the essence. “We’re all in a hurry,” he said. “Progress will be measured in weeks, not months.”

In a Nov. 18 memo, Carter set a Dec. 15 deadline for the military services to submit their plans for how they will implement these reforms. "The secretary wants to do things he can put his stamp on," the official said. "This is really his vision."

One of the proposals includes creating an online job matching system for service members to "shop around" as they would on LinkedIn. They would be able to search for jobs using data that has not typically been captured by the department.

Carter also will launch a comprehensive compensation study. Today, everyone is paid the same based on rank, time and grade, the defense official said. "That's not how leading companies do that."

Benefits also will be reviewed. Some of the most controversial proposals involve maternity and paternity leave policies. According to the official, these recommendations are still being debated.

Carter said the Pentagon is updating and modernizing retirement benefits. He believes this is essential to attract young people to join the military. Today, troops have to serve 20 years before getting any retirement benefits, but 80 percent don't serve that long, which means they leave with no retirement benefits at all. "Starting in the next few years, we'll be able to offer a portable 401k-like plan, which all who serve can take with them whenever they move on — whatever's next in life," Carter said.

These reforms are only the beginning, said Carter. "So stay tuned in the coming months. We're taking a serious look at making some commonsense reforms to our officer promotion system. We're also looking at ways to improve how we manage our civilian personnel."

Other initiatives proposed under "Force of the Future" include:

- College internship programs that would increase the likelihood of participants receiving full-time jobs in the Department of Defense.
- Entrepreneur-in-residence program to embed up to three entrepreneurs in different parts of the department to work on special projects sponsored by senior leaders.
- The designation of a "chief recruiting officer" within the office of the secretary of defense to lead executive recruitment throughout the department and to function as an executive headhunter.
- Expansion of the secretary of defense "corporate fellows" program that assigns service members to work at top U.S. corporations and bring back what they learn.

<http://www.nationaldefensemagazine.org/blog/Lists/Posts/Post.aspx?List=7c996cd7%2Dcbb4%2D4018%2Dbaf8%2D8825eada7aa2&ID=2020>

5. Grosso pins on 3rd star to become first female USAF personnel chief

(16 Nov) Air Force Times, By Stephen Losey

Lt. Gen. Gina Grosso, the Air Force's new personnel chief, formally pinned on her third star during a ceremony at the Pentagon Monday.

The first female personnel chief in Air Force history, Grosso said that one of her first tasks will be to get updated on where the Air Force's personnel initiatives and requirements are, and to flesh out the human capital portion of the strategic master plan the service released earlier this year.

"A huge part of our future tasks are going to be putting some meat on the bones" of that plan, Grosso said. "How are we going to further develop these plans to make sure that we have an Air Force that is not only capable today, but in the mid term and the far term?"

Vice Chief of Staff Gen. David Goldfein delivered remarks at Grosso's ceremony and administered the reaffirmation of her oath. Pinning on her new rank were her father, retired World War II C-47 pilot Lt. Col. Gerry Grosso, who flew troops into battle on D-Day; her mother, Camille Grosso, a nurse; and her husband, retired Col. Brian O'Connor, who was a C-17 pilot.

Goldfein lauded Grosso for her dedication, especially in her previous role as director of the Air Force's Sexual Assault Prevention and Response Office, and said she provided a voice for victims of sexual assault and those who advocate for them.

"To watch how our Air Force leaned forward and led the department when it came to this terrible crime, and to watch, Gina, how you personalized this to make things better for our Air Force, was just an inspiration to all of us," Goldfein said. "I've always appreciated

how you take care of your airmen."

Grosso became the deputy chief of staff for manpower, personnel and services last month, taking over for Lt. Gen. Samuel Cox. As the Air Force's A1, Grosso oversees all plans and policies regarding military and civilian personnel management, including end strength management, education and training, compensation, resource allocation and Air Force services worldwide.

Her effective date of promotion was Oct. 15.

A top priority, Grosso said, is to make sure the Air Force has a human capital plan that sustains the force — not just active duty, but also the Air National Guard, Air Force Reserve and civilian components.

"What we're really trying to do, not just on the enlisted side, is to modernize our personnel programs," Grosso said of programs such as the overhaul of the enlisted performance and promotion system and the Pentagon's Force of the Future plans. "All of those are attempts to take what was very much a Cold War model, with very few updates, and modernize it for the current force. We have to understand the Millennial generation and the generations that we have, and have personnel policies -- promotion, development, recruiting and retention — that ensures we maintain the force that we need to to protect and defend the nation."

Grosso said the lessons she learned from running the Sexual Assault Prevention and Response Office will help her as she takes over A1.

"What I learned from SAPR is that leaders matter, and nothing gets fixed unless leaders understand the problem, and leaders address the problem," Grosso said when asked what she learned from her previous assignment that she will take into her new job. "But also, I believe there's no task an airman can't achieve. I think that's true in the SAPR arena, and I think that's true in the Air Force at large."

Grosso got her bachelor's degree in applied mathematics and industrial management from Carnegie Mellon University in Pittsburgh in 1986, the same year she joined the Air Force. She started out as an operations analyst at the 554th Range Group at Nellis Air Force Base in Nevada.

She later got her master's degree in business administration from the College of William and Mary in Williamsburg, Virginia, and attended Squadron Officer School at Maxwell Air Force Base in Alabama.

Grosso also previously served as the Air Force's director of force management policy, director of manpower, organization and resources, and commander of the joint base and 87th Air Base Wing at Joint Base McGuire-Dix-Lakehurst in New Jersey.

<http://www.airforcetimes.com/story/military/careers/air-force/officer/2015/11/16/new-personnel-chief-grosso-pins-on-third-star/75881100/>

6. The Army is looking for hundreds of NCOs for drill sergeant duty

(16 Nov) Army Times, By Michelle Tan

The Army is looking for hundreds of drill sergeants to serve on active duty and in the Army Reserve.

The search is two-pronged: the Army needs more female drill sergeants as it prepares to open more jobs to women and tries to recruit more women into the service, while the Army Reserve only has 60 percent of the drill sergeants it needs.

As many as 1,274 authorized positions — active and Reserve — are unfilled.

"The Army is looking for a few good trainers," said Command Sgt. Maj. Lamont Christian, commandant of the [U.S. Army Drill Sergeant Academy](#). "We don't have the requisite number of female drill sergeants in the formation to represent the population."

As of October, the Army had filled 96 percent of its male drill sergeant positions but just 83 percent of its authorized female drill sergeant positions, said Sgt. Maj. Edward Roderiques, the deputy commandant of the academy. That's 1,996 male drill sergeants assigned out of 2,088 authorized positions, and 437 female drill sergeants assigned out of 524 positions at the Army's four basic training sites, he said.

"We're pulling [qualified candidates] from the same pool everyone else is," Christian said. "It's a challenge competing with the other

[commands] that are selecting the same quality NCOs without issues in their background that prevent them from being in positions of trust and authority."

The Army Reserve currently has 1,665 drill sergeants assigned. It is authorized as many as 2,760.

The component is "always looking" for solid noncommissioned officers, whether they're separating from the active Army or already in the Reserve, who want a new challenge, Roderiques said.

Serving as a drill sergeant was "the most rewarding job" of her entire career, said Sgt. 1st Class Danielle Brooks, who is now a drill sergeant leader at the academy, tasked with training future drill sergeants.

"It is also the most humbling job," she said. "You have 60 warriors in your platoon, and they come to you, and all their eyes are looking at you for guidance, looking at you to teach them something."

Drill sergeant duty isn't for everyone, Christian and Roderiques acknowledge..

For those who can make the cut, the assignment offers gratification, special duty pay worth \$300 a month, and extra consideration when you're up for that next promotion.

The numbers vary by grade and MOS, but this fiscal year, former drill sergeant E-6s were 33 percent more likely to be selected for promotion to E-7, while former drill sergeant E-7s were 15 percent more likely to be selected for promotion to master sergeant, as compared with their peers without drill sergeant experience, Christian said.

It's fairly typical for the Army to have just 83 percent of its required female drill sergeants, whether it be because of natural attrition, injuries or discipline issues, Christian said.

But as the Army opens more military occupational specialties to women — it just this year opened [combat engineer](#) and certain [field artillery](#) jobs — the demand for female trainers will increase, Christian and Roderiques said.

A Defense Department decision is expected by the end of the year about whether the Army will open its infantry, armor and special operations positions to women.

"The more female soldiers get integrated into different MOSs and job fields, the more the demand is going to be for female noncommissioned officers as trainers," Roderiques said.

First Sgt. Heidi Miranda is the chief instructor at the Drill Sergeant Academy. A combat medic by trade, she was a drill sergeant from 2007 to 2010. She returned to the academy about 18 months ago.

"The main reason I wanted to be a drill sergeant, coming up in the military, the units I was in didn't have a lot of strong female leaders or female soldiers, period," Miranda said. "I didn't have a lot of females to look up to."

It's important for strong, female role models to set the example for younger soldiers, Miranda said.

In basic training, a typical company will have about 240 soldiers split into four platoons of 60 trainees, Roderiques said. Each platoon should have three drill sergeants.

"Ideally, you want at least one female drill sergeant per platoon, because you're going to have females integrated in all of the platoons, but the numbers don't bear that out," Roderiques said.

Female drill sergeants serve as mentors for female trainees, Christian said.

"When a soldier arrives as a civilian and can place eyes on a noncommissioned officer who happens to be a female, who's there as a trainer, immediately they can try to aspire and be like that person," he said.

Brooks, who served on the trail for two years before moving to the academy, fondly remembers her own drill sergeants — one male,

one female.

"They were always there, they were there when we woke up, they trained us, they mentored us, they chewed us when we needed it, they took care of us," she said. "They were someone that made you want to follow them, someone you want to emulate."

Her female drill sergeant was a "very strong" woman, Brooks said.

"When she spoke, you listened. When she asked you to do something, you moved with a purpose," she said. "For me as a young soldier, it motivated me to do better. She was out there leading. Anything they wanted us to do, she always demonstrated it for us and expected us to execute."

Army Reserve drill sergeants are vetted, selected and trained the same way as active-duty drill sergeants. After they're certified, they serve as regular drilling soldiers, so they serve one weekend a month, two weeks a year. They must re-certify as drill sergeants every 36 months, Christian said.

Reserve drill sergeants are authorized to receive special duty assignment pay, like their active-duty counterparts, during their monthly battle assemblies and annual training. The special pay is prorated over the pay period, Christian said. For a monthly drill period, the prorated extra pay is \$40, Roderiques said.

During a typical drill weekend, Army Reserve drill sergeants might go train other Reserve or National Guard units or work with ROTC cadets.

"The best units typically get out of their reserve center and find opportunities to go train somebody else at something, wherever the leadership and staff of those units can creatively put together in order for those drill sergeants to keep their skills sharp," Roderiques said.

During their summer annual training, these drill sergeants will mostly spend it at Army training sites. They will serve alongside their active-duty counterparts to bolster the training capacity as summer is when the Army sees its largest number of trainees.

Reserve drill sergeants also are called upon if the Army needs to expand its training centers, just as it did during the height of the wars in Iraq and Afghanistan, Roderiques said.

"During the Iraq surge, we were in a period of growing the Army, and it couldn't have been done without Army Reserve drill sergeants being there," he said. "Their true wartime mission is to be there and ready to mobilize and expand the training base."

In addition to regular reservists, there also are opportunities for Army Reserve Active Guard and Reserve soldiers who want to be drill sergeants, Roderiques said.

Those billets are "particularly challenging to fill" because the only AGR positions are at the Drill Sergeant Academy, and drill sergeant leaders, who are tasked with training new drill sergeants, must have previously served as drill sergeants themselves.

Part-time Reserve drill sergeants can always endeavor to become an AGR soldier and fill one of those positions, Roderiques said. But the academy also is encouraging strong-performing AGR noncommissioned officers to apply.

"The right NCO who successfully passes the vetting process, we will train them, [move] them to Fort Jackson, allow them the requisite amount of time on the trail, and return them to the Drill Sergeant Academy as a drill sergeant leader," Roderiques said. "It's an opportunity to make a strategic contribution."

To attract more volunteers, the Drill Sergeant Academy conducted a video campaign through Training and Doctrine Command, and is actively reaching out to the force and talking to commanders about the opportunities available to qualified soldiers, Christian said.

"In the past, it was considered taboo to take on a TRADOC assignment because the message was you needed to deploy, that was how you demonstrated promotability," he said. "That has changed. The message is that drill sergeant assignment, male or female, is an assignment of choice during this period of training the Army for war."

The Drill Sergeant Academy at Fort Jackson, South Carolina, trains 1,300 to 1,400 drill sergeants a year. Each drill sergeant candidate

undergoes strict screening before they are able to move on to the nine-week training.

Drill sergeant duty is for two years, and NCOs have the option to extend for a third year.

Soldiers who want to volunteer to serve on the trail can call their career manager or use the [Assignment Satisfaction Key](#), an online Human Resources Command program that allows soldiers to view and update assignment preferences and personal information.

The information in the ASK is used by assignment managers and professional development NCOs to match a soldier's preferences against Army requirements.

To qualify to be a drill sergeant, candidates must have completed the Basic Leader Course, formerly known as the Warrior Leader Course, and infantry NCOs must have 18 to 24 months of rated squad leader or section leader time. Soldiers must be able to pass a background check, and those who are on profile can only have restrictions for hearing or vision.

The requirements also call for candidates to have a General Technical score of 100, or they can apply for a waiver down to a score of 90. However, Christian and Roderiques said soldiers who don't have those scores but are otherwise qualified should still apply.

"We're encouraging NCOs, regardless of their GT scores, to volunteer to be a drill sergeant," Roderiques said.

Christian agreed, adding that the soldier's branch will determine whether he or she is suited for the job.

"The branches will not be using [GT scores] as a screening device," Christian said.

In addition to the requirements on paper, drill sergeant candidates should be adaptive and flexible, willing to work as a member of a team, able to speak in public, and resilient, Christian said.

"This is a work environment that will try your patience as an NCO," Roderiques said. "The hours are very long, family separation is constant, these young warriors will try your patience at times, and your frustration level can rise very quickly. You can't overstate the necessity for a noncommissioned officer to just be a resilient person in that position."

Soldiers who serve on the trail will return to their units as better and more capable NCOs, Christian said. Drill sergeants master training, personnel and time management skills that will serve them well into their careers, he said.

The drill sergeant experience is "absolutely what you make of it," Miranda said.

"If you focus on those young soldiers, it's going to be amazing," she said. "It's going to elevate your ability as a noncommissioned officer. You're just going to be a better coach, a better trainer, a better NCO. For any NCO that hasn't considered it, take it into consideration. No matter how much experience you have in the Army, you can grow from it."

<http://www.armytimes.com/story/military/careers/army/2015/11/16/army-looking-hundreds-ncos-drill-sergeant-duty/75529586/>

7. Sources Say Obama Could Name First Female Combatant Commander

(17 Nov) NPR, By Tom Bowman

President Barack Obama could be close to nominating the first-ever woman to become the head of a military combatant command, Pentagon sources tell NPR.

The U.S. military divides the world into areas of responsibility run by four-star generals and admirals, but none has ever been female. Obama wants to change that before the end of his term, Pentagon sources say, by naming a woman to take command of U.S. Northern Command, which also runs the well-known North American Aerospace Defense Command, or NORAD.

NORAD and NorthCom are charged with defending the U.S., including scrambling Air Force fighters to respond to the recent intrusions by Russian bombers near American airspace. There's talk that its current commander, Navy Adm. Bill Gortney, could be retiring before his term is up at the end of next year, which would create the opportunity to make history with a female commander.

Two names on the shortlist are Air Force Gen. Lori Robinson, who now commands U.S. Air Forces in the Pacific, and Adm. Michelle

Howard, who today serves as the vice chief of the Navy.

Robinson was the first woman to lead a major Air Force component command, and served as a senior air battle manager aboard an E-3 Sentry airborne early warning aircraft and the E-8 JSTARS — essentially responsible for command and control of combat missions, as well as surveillance.

Howard, meanwhile, is the number two officer in charge of running the day-to-day operations of the Navy. She made her way into popular culture when she ran the Navy's anti-pirate task force off East Africa back in 2009 and was portrayed (at least over the radio) in the movie "Captain Phillips," ordering a Navy destroyer to respond to a hijacking by Somali pirates.

Howard is also the Navy's first female four-star admiral; NPR [profiled her last year](#).

Meanwhile, other combatant commands are coming open, including Central Command, responsible for running operations in Syria, Iraq and Afghanistan.

There's an expectation that the current commander in Afghanistan, Gen. John Campbell, will take that spot next spring when Gen. Lloyd Austin steps down. But some sources point to the current commander of U.S. Special Operations Command, Gen. Joe Votel. That would be an unusual move: An officer switching from one combatant command to another.

Special Operations Command's top job could go to Lt. Gen. Tony Thomas, who now runs the Joint Special Operations Command at Fort Bragg, N.C., or Lt. Gen. Kenneth Tovo, who runs the U.S. Army Special Operations Command at Fort Bragg.

Then there's Africa Command. Its current boss, Gen. David Rodriguez, steps down in the spring. Marine Lt. Gen. Thomas Waldhauser has been talked about for that job, although it could go to General Campbell if he doesn't get Central Command.

European Command could also go to Campbell, or Gen. Curtis Scaparrotti, who now commands U.S. forces in South Korea.

http://www.npr.org/sections/thetwo-way/2015/11/17/456384222/sources-say-obama-could-name-first-female-combatant-commander?utm_campaign=storyshare&utm_source=twitter.com&utm_medium=social

8. Submarines: On women and China

(18 Nov) The San Diego Union Tribune, By Jeanette Steele

It's an interesting time to be in the submarine business.

China's expansion of its submarine fleet poses a credible threat to U.S. warships if tensions over Taiwan or the South China Sea turn hot.

That's according to a RAND Corp report this year that estimates China's modern submarine force stands at 41 vessels, up from two in the mid 1990s.

Meanwhile, roughly 60 percent of the United States' 72 submarines — or about 43 — operate in the Pacific. However, the American Navy is also on a building spree. Sixteen new Virginia-class fast-attack submarines are in the works.

Also, the U.S. submarine force has slowly integrated women since 2010, when the Navy announced it would begin opening the formerly all-male bastion.

The transition has not been perfectly smooth.

Enlisted sailors on the Georgia-based submarine Wyoming secretly recorded shower-room videos of female submarine officers. Ten sailors were punished for involvement earlier this year.

These are some of the issues facing Rear Adm. Fritz Roegge, named commander of the Navy's Pacific submarine fleet in September.

Roegge visited San Diego's Submarine Squadron 11 this month and spoke to The San Diego Union-Tribune.

In part because of China's rise, he said, "I think our Navy looks to the submarine force — being able to stay hidden underwater, taking advantage of our stealth. Our Navy expects our submarine force to lead the way."

Q: A Navy submarine test fired a Trident II D5 missile on Nov. 7 off the Southern California coast. The unannounced

evening test was highly visible and spurred widespread public speculation about meteor showers and UFOs. Can you give the larger context of what that was about?

A: It wasn't unusual. We shoot ballistic missiles for a number of reasons. Sometimes it's testing of improvements to missile systems, or it's to validate the effectiveness of missiles we have in inventory.

Q: Why was it so visible, and was the Navy surprised by the public reaction?

A: With a nighttime shot, that fiery plume from the booster is highly visible. We had great atmospheric conditions as well that allowed it to be seen for a long way. If it had been cloudy, you might have seen it for five seconds.

I would expect there to be some attention. We don't publicize in advance what we intend to do operationally. We'll notify mariners of areas to stay out of. But beyond that, we're not looking to inform our competitors of what we're doing ahead of time.

Q: What does the growth of China's submarine force mean for American subs in the Pacific?

A: It means there's a lot of very interesting activity going on out there. Part of what combatant commanders might task us to do is to go and understand what's going on in the undersea environment.

The better prepared we are to fight and win, the less likely we will ever have to. That goes back to the importance of testing, like with the missile launch. We are satisfying ourselves that our systems work, but we are also clearly signaling our capabilities to those who might otherwise want to try to challenge us.

Q: Was the Trident test a show of force?

A: It was a test. But if there are other messages that people want to (see,) I understand they will draw their own conclusions.

Q: Female officers started serving on submarines in late 2011, but the Navy only this summer named the first enlisted women who will train for submarine work. What's taken this long?

A: I don't think it's because of an obstacle or any particular challenge. It's because we in the submarine force, we are all engineers and nukes (nuclear technicians) at heart. We are very methodical in how we do things. This was a phased approach.

In many cases, it requires modifications to the ships in order to ensure basic privacy. On the officer side, it required no modifications. But on the enlisted side, it required modification to the hull.

On an Ohio-class submarine, the crew is berthed in nine-person bunk rooms. They took a bunk room adjacent to a (bathroom), and they provided direct access.

Q: What about on the majority of U.S. submarines, which are the smaller, fast-attack variety? The Navy has announced enlisted women won't serve on the older Los Angeles-class fast-attack submarines, which are the backbone of the current fleet. (Five Los Angeles-class submarines are assigned to San Diego.)

A: What we determined we could execute quickly but cost effectively is, beginning with the next Virginia-class submarines to be built, to build them from the ground up with male and female spaces.

Q: The Navy won't retrofit the 12 existing Virginia-class fast-attack submarines?

A: We might. But currently the plan is to try to get this right from the ground up.

Q: Was it a cost-savings decision to not retrofit?

A: Not necessarily. We already have more than enough work to do when we get submarines into (shipyards).

Q: What's your assessment of how integration of women is going?

A: We are now at the point where the first female officers have completed their initial tours at sea and rotated to shore duties. Now they are approaching decisions on what to do with their remaining naval service. Ultimately, the best metric of our mutual success is to what extent those women decide they want to continue to serve as submariners.

Q: Regarding the videotaping of women in showers, what's your comment? Is there something about the isolated nature of the submarine service at play here?

A: It was simply sailors who did not understand what it means to treat a fellow shipmate with dignity and respect. The submarine force has tried to communicate very clearly our expectations of professional conduct. It's not professional conduct of men to women. It's conduct of shipmates to shipmates.

9. Carter's 'Force of the Future' Tallies Only Modest Changes

(19 Nov) Military.com, By Tom Philpott

Defense Secretary Ash Carter unveiled the “first tranche” of his Force of the Future initiatives Wednesday. They included none of the costly or controversial ideas that his personnel chief, Brad Carson, had brainstormed with Pentagon and private sector personnel experts since last April.

No end to the up-or-out promotion system.

No dramatic “on-ramps” to military service at mid grade.

No structural changes to the military pay chart.

No expansion of parental leave for military or civilian employees.

No new “technical career” path for high-demand skills.

No new diversity tools like requiring that 25 percent of service members on selection and promotion boards be women or minorities.

No two-year test of a race-and-gender-blind promotion process, removing names, photos and pronouns from promotion packets.

No “mother” rooms on every base to ensure comfort while nursing.

No changes aimed broadly at enhancing quality of life for families.

The initiatives instead are no-cost or low-cost commitments that the Defense Department will work smarter and try more modern ideas for attracting, nurturing and assigning its military and civilian work forces. The theme is more aggressive talent management.

It will use social media, data analytics and exit surveys to better identify talent or to learn why good people leave. It will encourage more frequent interactions with industry, softening the perception of a bureaucracy resistant to change. It will double the number of internships with industry and allow more sabbaticals from service life – what Navy calls its career intermission program – so members can start families, seek degrees or care for an ill parent as civilians – before resuming long-term career goals.

“While the military cannot and should not replicate all aspects of the private sector, we can and should borrow best practices, technologies and personnel management techniques in commonsense ways that work for us,” Carter said.

His package of initiatives, at least so far, falls far short of being “the most far-reaching personnel reforms...since the all-volunteer force,” as one senior defense official tried to spin it Wednesday. After all, only one new initiative – more career sabbaticals — would require legislation.

The Force-of-the-Future actions are but a ripple of change compared to the Goldwater-Nichols Department of Defense Reorganization Act of 1986 or the Defense Officer Management Act of 1980. Indeed Congress and federal courts continue to drive the most critical personnel policy changes.

Two years ago Congress created the Military Compensation and Retirement Modernization Commission and used its findings this year to reform military retirement for future generations. Defense officials only must implement the sweeping changes therein by January 2018. And next year congressional leaders promise to reform the military health system.

Against such shifts, Carter's plans appear pale and scattershot.

“I was disappointed that there weren't more things related to the current military, especially families,” said Joyce Wessel Raezer, executive director of the National Military Family Association, after key advocacy groups were briefed on the plans. “The only thing mentioned really family related was [more members] choosing their own reason to take a sabbatical. In terms of the currently-serving force, there wasn't a whole lot.”

Carson, acting under secretary of defense for personnel and readiness, did propose more sweeping or cutting-edge changes but failed to win service support for them. Also the projected costs were deemed worrisome.

By the time Carter unveiled Force of the Future details in speech at George Washington University, he decided to add some heft by including the new retirement plan with government matching and early vesting in a portable 401(k)-like Thrift Saving Plan. That's old news to the current force.

Carter perhaps discovered over recent months that it's easier to talk of modernizing military and federal civilian personnel systems

than to make substantive changes. That's particularly true in an era of tight budgets, when service branches are satisfied with their own personnel initiatives and when the administration pressing for change is entering its final year.

In a Nov. 18 memorandum to service secretaries, the chairman of the Joint Chiefs and defense agency directors, Carter recounted his Force of the Future journey so far, explaining that Carson "led an ambitious and trenchant effort over the past five months" and "exceeded my expectations, providing a package of bold proposals that could change departmental personnel policies and procedures in unprecedented ways. Several [would] expand on what the services are already doing to modernize their personnel practices."

Others, however, "are new and complex," Carter wrote, "and require additional study to ensure they are implemented in a deliberate and durable manner." So he tasked his deputy secretary and the vice chairman of the joint chiefs to lead a Force of the Future Implementation Group. Meeting twice weekly it has been assessing Carson's proposals against wartime readiness needs and cost. Carter wants the work completed by Dec. 15.

Working with the services, the implementation group recommended the so far unremarkable ideas that Carter approved and unveiled this week. The highlights include:

— Expanding the department's corporate fellows program to increase the number of service members gaining private sector work experience.

— Establishing a Defense Digital Services office to increase digital innovation by inviting entrepreneurs to work for the department for short periods or on special projects to leverage their expertise.

— Creating a task force to streamline the transition process between active duty and service in reserve components.

— Piloting department-wide a talent-based assignment matching system that would allow service members to billboard skills and talents into a database where commands also would post military job openings and requirements. Commands and individuals then could match individual talent with open jobs. The Army already successfully has tested such a concept.

<http://militaryadvantage.military.com/2015/11/carters-force-of-the-future-tallies-only-modest-changes/>

10. The 'working mother effect' is a good thing, study says

(17 Nov) HLN, By Aubree Schaefer

Maybe Mom actually does know best.

According to a new Gender Initiative study performed by [Harvard Business School](#), mothers who choose a career over the gender stereotyped role of staying home are making the better choice towards improving rather than harming the outcome of their children.

"There is no single policy or practice that can eliminate gender gaps at work and at home. But being raised by a working mother appears to come very close to that. Women raised by a working mother do better in the workplace, and men raised by a working mother contribute more at home," said Kathleen McGinn, the working mother study's main author.

The result of surveys compiled from both traditionally raised and non-traditionally raised women from 25 developed countries showed that daughters who had working mothers earned 6% more than those raised by mothers who did not. Additionally, according to surveyed U.S. men, sons raised in non-traditional households with working mothers dedicated twice as many hours to caring for their families in comparison to sons raised by stay-at-home mothers.

"I think working mums do naturally feel they are neglecting their kids growing up and there is definitely a feeling of guilt, but working hard is a means to an end and ultimately gives benefit to the family environment," said Catherine Williams, the UK's biggest single Yankee Shop retailer in the UK.

<http://www.hlnv.com/shows/dr-drew/articles/2015/11/16/the-working-mother-effect-is-a-good-thing-study-says>

11. Army releases results of October courts-martial

(18 Nov) *Army Times*, Staff Report

The Army on Tuesday released summarized results of courts-martial that concluded in October. Names of soldiers who were acquitted of all charges were not provided. Verdicts and details from the 47 reported cases, grouped by judicial circuit:

First Judicial Circuit (Northeast and mid-Atlantic states)

Fort Drum, New York, Oct. 2:

Name: Staff Sgt. Pedro Castillo

Conviction: By a military panel composed of officer and enlisted members, contrary to his plea, of one specification of sexual abuse of a child.

Acquittal: An additional specification of sexual abuse of a child.

Sentence: Reduced to the grade of E-1, confined for six months.

Fort Campbell, Kentucky, Oct. 7:

Name: Not provided (private)

Acquittal: By a military panel composed of officer and enlisted members of one specification of rape and one specification of abusive sexual contact.

Aberdeen Proving Ground, Maryland, Oct. 13:

Name: Sgt. Gregory R. Gootee

Conviction: By a military judge, pursuant to his pleas, of two specifications of assault consummated by battery.

Sentence: Reduced to the grade of E-4, confined for 30 days, reprimanded. As part of an offer to plead guilty, a pre-trial agreement disapproved the confinement.

Fort Campbell, Oct. 21:

Name: Pvt. Cole S. Covey

Conviction: By a military panel composed of officer and enlisted members, contrary to his pleas, of one specification of sexual assault.

Acquittal: Four additional specifications of sexual assault.

Sentence: Reduced to the grade of E-1, forfeit \$500 pay per month for 18 months, confined for 18 months, bad-conduct discharge.

Fort Campbell, Oct. 28:

Name: Cpl. Lucas C. Haun

Conviction: By a military panel composed of officer members, contrary to his plea, of one specification of maltreatment.

Acquittal: Two additional specifications of maltreatment, two specifications of assault with an unloaded firearm, one specification of assault with a loaded firearm and one specification of wrongfully communicating a threat.

Sentence: Reduced to the grade of E-3, restricted for 30 days, perform hard labor without confinement for 30 days.

Second Judicial Circuit (Southeast)

Fort Bragg, North Carolina, Oct. 5:

Name: Sgt. William S. Walker

Conviction: One specification of attempted wrongful use of cocaine and one specification of attempted distribution of cocaine.

Sentence: Reduced to the grade of E-1, hard labor without confinement for three months.

Fort Benning, Georgia, Oct. 6:

Name: Sgt. 1st Class Fred W. Saunders

Conviction: By a military judge, contrary to his pleas, of one specification of maltreatment and one specification of assault consummated by battery.

Acquittal: One specification of dereliction of duty, two specifications of maltreatment, and one specification of abusive sexual contact.

Sentence: Reduced to the grade of E-6, reprimanded.

Fort Bragg, Oct. 20:

Name: Sgt. Patrick T. Podobnik

Conviction: By a military judge, pursuant to his pleas, of five specifications of sexual assault of a child and one specification of larceny of military property.

Sentence: Reduced to the grade of E-1, forfeit all pay and allowances, confined for 20 years, dishonorable discharge. As part of an

offer to plead guilty, a pre-trial agreement limited confinement to 15 years.

Fort Gordon, Georgia, Oct. 21:

Name: Not given (specialist)

Acquittal: By a military panel composed of officer and enlisted members of one specification of rape.

Fort Benning, Oct. 22:

Name: Spc. Dorianita J. Beauford

Conviction: By a military panel composed of officers and enlisted members, contrary to his pleas, of one specification of aggravated assault.

Sentence: Reduced to the grade of E-1, forfeit all pay and allowances, confined for two years, bad-conduct discharge.

Fort Bragg, Oct. 29:

Name: Pvt. Michael B. Blassingame

Conviction: By a military judge, pursuant to his pleas, of one specification of false official statement and two specifications of abusive sexual contact.

Sentence: Reduced to the grade of E-1, confined for 16 months, bad-conduct discharge.

Fort Bragg, Oct. 29:

Name: Sgt. Jose F. Parra

Conviction: By a military judge, pursuant to his pleas, of two specifications of sexual abuse of a child.

Sentence: Reduced to the grade of E-1, confined for 30 months, dishonorable discharge.

Fort Stewart, Georgia, Oct. 30:

Name: Pfc. Christopher T. Hood

Conviction: By a military judge, pursuant to his pleas, of two specifications of false official statement and one specification of abusive sexual contact.

Acquittal: By a military panel composed of officer and enlisted members of two specifications of sexual assault.

Sentence: Reduced to the grade of E-1, forfeit \$773 pay per month for three months, confined for 90 days.

Third Judicial Circuit (Southwest and Midwest)

Fort Hood, Texas, Oct. 1:

Name: Spc. Brett E. Ezzell

Conviction: By a military judge, pursuant to his pleas, of one specification of conspiracy to wrongfully distribute cocaine, three specifications of wrongful distribution of cocaine and one specification of wrongful use of cocaine.

Sentence: Confined for seven months, bad-conduct discharge. As part of an offer to plead guilty, a pre-trial agreement limited confinement to six months.

Fort Carson, Colorado, Oct. 6:

Name: Spc. Nicholas D. Thames

Conviction: By a military judge, pursuant to his pleas, of two specifications of possession of child pornography.

Sentence: Confined for 10 months, bad-conduct discharge.

Fort Hood, Oct. 7:

Name: Spc. Brandon L. Deason

Conviction: By a military panel composed of officer members, contrary to his pleas, of one specification of absence without leave, two specifications of violating a lawful general regulation, one specification of false official statement and one specification of sexual assault.

Acquittal: One specification of wrongfully recording the private area of another, one specification of indecent exposure, one specification of production of child pornography, one specification of distribution of child pornography and one specification of obstruction of justice.

Sentence: Reduced to the grade of E-1, forfeit all pay and allowances, confined for 210 days, dishonorable discharge.

Fort Riley, Kansas, Oct. 16:

Name: Spc. Dustin L. Clay

Conviction: By a military judge, pursuant to his plea, of one specification of drunken operation of a vehicle.

Acquittal: One specification of driving with an open alcoholic container.

Sentence: Confined for five months, bad-conduct discharge. As part of an offer to plead guilty, a pre-trial agreement limited

confinement to three months.

Fort Riley, Oct. 19:

Name: Staff Sgt. Phillip A. Elder

Conviction: By a military judge, pursuant to his pleas, of one specification of failure to obey a lawful general regulation and one specification of maltreatment.

Sentence: Reduced to the grade of E-1, confined for 90 days.

Fort Leavenworth, Kansas, Oct. 20:

Name: Chief Warrant Officer 4 Elmer F. Hoffmann

Conviction: By military judge, pursuant to his pleas, of one specification of absence without leave and one specification of conduct unbecoming an officer and gentleman.

Acquittal: One specification of false official statement.

Sentence: Confined for three months, reprimanded.

Fort Hood, Oct. 20:

Name: Pvt. Cassandra M. Riley

Conviction: By a military judge, contrary to her plea, of one specification of larceny of military property.

Acquittal: One specification of attempted larceny and two specifications of false official statement.

Sentence: Bad-conduct discharge.

Fort Hood, Oct. 23:

Name: Pvt. Thomas Rodgers

Conviction: By a military judge, pursuant to his pleas, of one specification of conspiracy to wrongfully distribute controlled substances, four specifications of violating a lawful command of a superior commissioned officer, one specification of false official statement, four specifications of wrongful use of a controlled substance, two specifications of wrongful distribution of a controlled substance and one specification of wrongful possession of a controlled substance.

Sentence: Forfeit all pay and allowances, confined for 18 months, dishonorable discharge.

Fourth Judicial Circuit (Far East and Far West)

Fort Bliss, Texas, Oct. 5:

Name: Sgt. Terrance D. Hewitt

Conviction: By a military judge, pursuant to his pleas, of one specification of false official statement and one specification of sexual assault.

Sentence: Reduced to the grade of E-1, confined for nine months, bad-conduct discharge. As part of an offer to plead guilty, a pre-trial agreement limited confinement to eight months.

Wheeler Army Airfield, Hawaii, Oct. 6:

Name: Spc. Mathew S. DeJesus

Conviction: By a military judge, contrary to his pleas, of one specification of false official statement, one specification of possession of child pornography and one specification of wrongfully impeding an investigation.

Acquittal: One specification of possession of obscene visual depictions of minors.

Sentence: Reduced to the grade of E-1, confined for two years, dishonorable discharge.

Joint Base Lewis-McChord, Washington, Oct. 6:

Name: Sgt. William L. Knight Jr.

Conviction: By a military judge, pursuant to his pleas, of three specifications of possession of child pornography.

Sentence: Reduced to the grade of E-1, confined for 20 months, bad-conduct discharge. As part of an offer to plead guilty, a pre-trial agreement limited confinement to 12 months.

Joint Base Lewis-McChord, Oct. 7:

Name: Sgt. 1st Class Adam L. Beadle

Conviction: By a military judge, pursuant to his pleas, of one specification of willfully disobeying a superior commissioned officer, six specifications of false official statement and one specification of larceny of military property.

Sentence: Reprimanded.

Fort Bliss, Oct. 8:

Name: Capt. Quintin A. Gilbert

Conviction: By a military judge, contrary to his pleas, of nine specifications of wrongfully recording the private area of another and one specification of conduct unbecoming an officer and gentleman.

Acquittal: One specification of wrongfully viewing the private area of another.

Sentence: Confined for three years, dismissed from the service.

Camp Casey, South Korea, Oct. 8:

Name: Not provided (specialist)

Acquittal: By a military judge of one specification of sexual assault.

Army Garrison Yongsan, South Korea, Oct. 9:

Name: Pvt. Marques D. Entzinger

Conviction: By a military judge, pursuant to his pleas, of one specification of indecent exposure, two specifications of wrongfully communicating indecent language and two specifications of wrongfully communicating a threat.

Sentence: Confined for 16 months, bad-conduct discharge. As part of an offer to plead guilty, a pre-trial agreement limited confinement to 13 months.

Camp Humphreys, Oct. 14:

Name: Sgt. Anthony J. Patton

Conviction: By a military panel composed of officer and enlisted members, contrary to his pleas, of one specification of maltreatment and one specification of wrongfully accessing the barracks CCTV system.

Acquittal: One specification of disobeying a lawful order, one specification of maltreatment, one specification of aggravated sexual contact, one specification of abusive sexual contact and one specification of assault consummated by battery.

Sentence: Reduced to the grade of E-1, forfeit \$1,596 pay per month for one month, reprimanded, bad-conduct discharge.

Fort Wainwright, Alaska, Oct. 14:

Name: Pvt. Emilio J. Schelmetty

Conviction: By a military judge, contrary to his pleas, of two specifications of obstruction of justice.

Acquittal: Two additional specifications of obstruction of justice.

Sentence: Confined for four months.

Fort Bliss, Oct. 15:

Name: Spc. Dangelo R. Sullivan

Conviction: By a military judge, pursuant to his pleas, of two specifications of failure to obey a lawful general order, one specification of false official statement, one specification of wrongful possession of marijuana and one specification of aggravated assault with a loaded firearm.

Sentence: Reduced to the grade of E-1, confined for five years, bad-conduct discharge.

Camp Humphreys, Oct. 15:

Name: Sgt. Rinard A. Orage

Conviction: By a military judge, contrary to his pleas, of one specification of false official statement and one specification of larceny.

Acquittal: Two specifications of false official statement.

Sentence: Reduced to the grade of E-3, confined for seven months, bad-conduct discharge.

Camp Foster, Japan, Oct. 20:

Name: Pfc. Austin L. Girau

Conviction: By a military judge, pursuant to his pleas, of one specification of aggravated assault, two specifications of assault consummated by battery, one specification of disorderly conduct, two specifications of communicating a threat and two specifications of communicating indecent language.

Sentence: Confined for 40 months, bad-conduct discharge. As part of an offer to plead guilty, a pre-trial agreement limited confinement to 24 months.

Joint Base Lewis-McChord, Oct. 20:

Name: Pfc. Jhon R. Heath

Conviction: By a military judge, contrary to his plea, of one specification of sexual assault.

Acquittal: One specification of false official statement.

Sentence: Reduced to the grade of E-1, confined for 45 days, dishonorable discharge.

Camp Foster, Oct. 20:

Name: Staff Sgt. Daniel P. Stapleton

Conviction: By a military judge, pursuant to his pleas, of three specifications of false official statement, one specification of larceny of government property and one specification of larceny of military property.

Sentence: Reduced to the grade of E-1, confined for 10 months, bad-conduct discharge. As part of an offer to plead guilty, a pre-trial agreement limited confinement to nine months.

Wheeler Army Airfield, Oct. 22:

Name: Sgt. Anthony Soto

Conviction: By a military panel composed of officer and enlisted members, contrary to his plea, of one specification of sexual abuse of a child.

Acquittal: An additional specification of sexual abuse of a child.

Sentence: Reduced to the grade of E-1, confined for six months, bad-conduct discharge.

Joint Base Lewis-McChord, Oct. 26:

Name: Staff Sgt. Carl V. Anderson

Conviction: By a military judge, pursuant to his pleas, of one specification of absence without leave and one specification of wrongful use of cocaine.

Sentence: Reduced to the grade of E-1, confined for three months, bad-conduct discharge.

Wheeler Army Airfield, Oct. 26:

Name: Not provided (specialist)

Acquittal: By a military panel composed of officers and enlisted members of two specifications of sexual assault and two specifications of abusive sexual contact.

Camp Casey, Oct. 28:

Name: Pvt. Hayden B. Shepard

Conviction: By a military judge, pursuant to his plea, of one specification of disobeying a lawful general regulation. By a military panel composed of officer and enlisted members, contrary to his pleas, of one specification of abusive sexual contact, four specifications of sexual assault and one specification of wrongfully viewing the private area of another.

Sentence: Reduced to the grade of E-1, forfeit all pay and allowances, confined for six years, dishonorable discharge.

Fort Wainwright, Oct. 28:

Name: Not provided (sergeant first class)

Acquittal: By a military judge of two specifications of sexual abuse of a child.

Fort Shafter, Hawaii, Oct. 29:

Name: Staff Sgt. Mario A. Rivas

Conviction: By a military judge, contrary to his pleas, of two specifications of false official statement.

Acquittal: One specification of rape, one specification of aggravated sexual assault, one specification of forcible sodomy and one specification of aggravated assault.

Sentence: Forfeit \$500 pay per month for two months, hard labor without confinement for 14 days, reprimanded.

Fifth Judicial Circuit (Europe and Southwest Asia):

Vilseck, Germany, Oct. 2:

Name: Pfc. Rick A. Martinez

Conviction: By a military judge, pursuant to his pleas, of one specification of aggravated assault, one specification of communicating a threat and one specification of drunk and disorderly conduct.

Sentence: Reduced to the grade of E-1, confined for 14 months, bad-conduct discharge. As part of an offer to plead guilty, a pre-trial agreement limited confinement to 12 months.

Kaiserslautern, Germany, Oct. 2:

Name: Sgt. Alistair T. Roberts

Conviction: By a military panel composed of officer and enlisted members, contrary to his pleas, of one specification of rape, one specification of abusive sexual contact, two specifications of aggravated assault, one specification of aggravated assault with a dangerous weapon, two specifications of assault consummated by battery upon a child, one specification of assault consummated by battery, two specifications of communicating a threat, one specification of adultery and one specification of breaking restriction.

Acquittal: One specification of rape, one specification of aggravated assault and one specification of patronizing a prostitute.

Sentence: Reduced to the grade of E-1, forfeit all pay and allowances, confined for two years, bad-conduct discharge.

Vilseck, Oct. 20:

Name: Spc. Eric Adjei

Conviction: By a military judge, pursuant to his plea, of one specification of larceny.

Sentence: Reduced to the grade of E-1, confined for four months. As part of an offer to plead guilty, a pre-trial agreement limited confinement to 90 days.

Stuttgart, Germany, Oct. 23:

Name: Not provided (sergeant)

Acquittal: By a military panel composed of officer and enlisted members of one specification of abusive sexual contact and two specifications of sexual assault.

Camp Arifjan, Kuwait, Oct. 28:

Name: Sgt. 1st Class David R. Dilivan

Conviction: By a military judge, pursuant to his pleas, of six specifications of attempting to view and possess child pornography, one specification of violating a lawful general order and one specification of wrongfully viewing and possessing child pornography.

Sentence: Reduced to the grade of E-6, forfeit \$2,000 pay per month for five months, confined for five months, reprimanded.

Wiesbaden, Germany, Oct. 29:

Name: Staff Sgt. Michael Horton

Conviction: By a military judge, pursuant to his pleas, of four specifications of false official statement and two specifications of larceny of military property. Contrary to his pleas, the accused was convicted of one specification of wrongfully photographing the private area of another and one specification of forcible sodomy.

Acquittal: One specification of abusive sexual contact.

Sentence: Reduced the grade of E-1, confined for 30 months, dishonorable discharge. As part of an offer to plead guilty, a pre-trial agreement limited confinement to 24 months.

<http://www.armytimes.com/story/military/crime/2015/11/18/army-releases-results-october-courts-martial/75988974/>

12. Unique UTSA Collection Puts Spotlight on Women at War

(11 Nov) Rivard Report, By Lily Casura

If you stop by UTSA's [Downtown Campus](#) on Wednesday, you'll get an in-depth look at the world of women veterans in America, a history that few people know exists.

Many people assume that women began serving the U.S. military during World War II in the Women's Army Corps (WAC), but UTSA Libraries' Special Collections department shows their services began during World War I. UTSA's Special Collections is the sole repository of archives from the [Women's Overseas Service League](#) (WOSL), an organization founded in 1921 by women who had served during World War I. The archives feature select organizational records, scrapbooks made by servicewomen and their oral histories, plus much more. While the UTSA library includes over 20 [military collections](#), this collection is unique in its exclusive emphasis on women veterans, and the nearly 250 boxes of archived materials that document their history from 1910 through 2014.

Both the UTSA main and downtown campuses will host "Celebrate America's Military" resource fairs on Wednesday. The downtown event is 11 a.m.-1 p.m, in room BV 1.338 in the Buena Vista building. The main campus event starts at 10 a.m. in The Sombrilla. The events are free and open to the public. Refreshments will be served, and guest parking for the downtown event will be available in lot D-3. Click [here](#) for a map of the main campus.

The downtown fair will include elements from the WOSL collection as part of a larger, special Veterans Day display. Several hours worth of festivities and panel discussions are planned, including a panel discussion about veterans transitioning back to campus hosted by UTSA's [Department of Social Work](#). For more information about UTSA's celebration on both campuses, click [here](#).

The display will be featured in the downtown library until mid-December.

WOSL began as local units before coming together to form a national organization in 1921, and publishing "Carry On," a quarterly magazine. WOSL is notable as one of the first organizations to be an accredited observer at the United Nations, and served as the first women's organization to contribute to UNICEF. The organization has held an annual convention since 1921, except during the World

War II years of 1942-1945.

“The collection is a treasure trove for anyone interested in the firsthand experiences of women in the military from World War I to the present day, as well as the operations of the Women’s overseas Service League,” said [Amy Rushing](#), head of special collections for UTSA’s library system. “The stories that can be uncovered in this collection illustrate the many roles women have played in the military. The personal accounts and documents convey the personal sacrifices and courage from the early volunteers who were almost never recognized for their contributions and accomplishments — to the WOSL’s advocacy efforts for federal recognition of women in military service.”

“In keeping the history of women in the military alive, Texas has several gems – and this collection is one of them,” said [Edith Disler](#), a retired Air Force lieutenant colonel and the director of external relations for the Texas Veterans Commission. “UTSA’s collection gives texture and visage to the strangely opaque history of women in the military. Women have served well, but served quietly.

“Even today, women in the military don’t really know their own history. Yet in 2016, 100 years after these WWI women served, women will only finally have a measure of equality in the U.S. military with the new default: Women can serve anywhere in the military, unless the service branch has gotten an exception from the Secretary of Defense. That is huge. This history of women serving in WWI is huge. I would urge people to view this collection and take a moment to imagine the stories behind the faces, and learn more about an organization for women veterans that came directly out of ‘the war to end all wars.’ It’s a great opportunity to give a new voice to the legacy of patriotic American women in uniform.”

The Women’s Overseas Service League website gives a little more history on the organization, as well as the pressing need for it at a time when soldiers’ benefits were accorded only to men, leaving out women who served in supportive roles at the front.

During World War I, women volunteered for overseas service with the U.S. Army Expeditionary Forces. More than 11,000 served as Red Cross nurses with the Army and the Navy Nurse Corps. Others worked in various military support capacities, including for the Ordnance, Quartermaster and Signal Corps. The women served in Europe (France, Belgium and Italy) and also in the Balkans. By the time that Armistice was declared, almost 100,000 women had served, and 348 had given their lives.

When the women veterans came home they were scattered throughout the country in their various communities, and lacked an organization to support their quest for benefits or assistance, or to continue the camaraderie they had experienced abroad. So the League was formed, calling itself on its website “a women’s self-help group” for military women.

One of its major achievements was to help ex-servicewomen gain admittance to veterans’ hospitals by working with Congress. Later, it lobbied Congress to grant veteran status to the civilians who served as Women’s Air Force Service Pilots (WASPs).

Although the WOSL was initially created by and for World War I-era women, but by 1946, membership extended to World War II women veterans as well. WOSL membership has since expanded to include several eras women who have served overseas with the United States Armed Forces. Membership was later extended to include women who had served in Korea and Vietnam, and then to those who service eras included Grenada, Panama, Lebanon and the Persian Gulf.

Last week, I scheduled a visit to view a few select boxes from the Women’s Overseas Service League archives in UTSA Libraries’ Special Collections, and the materials were captivating. Sturdy green hard-backed files, legal sized, frequently opened to reveal a description of the woman veteran’s service, as well as a selection of photos in uniform and more contemporaneously in retirement. The women veterans in the files I viewed served in World War II, the Korean War and Vietnam. Their files also frequently contained audio cassette tapes capturing the oral histories of their service years. Some of the tapes have been transcribed or digitized, forming part of the [Veterans History Project](#) at the [American Folklife Center](#) at the Library of Congress.

A National Archives grant, in conjunction with Michigan State University, which also holds some of the collection of WOSL oral histories, should help finish digitizing the collection of women veterans’ histories. This project was started during Women’s History Week in 1983, Rushing said, and over the next five years nearly 200 women from across the U.S. were interviewed.

“(These interviews) provide insights into the recollections, reflections, and ruminations on the dangers and hardships of serving overseas as well as the pride and patriotism that prompted women to join or volunteer for service,” Rushing said.

Separately, oral histories — mostly of male veterans but some women — were collected by students in UTSA’s history department as part of a [Veterans History Project](#) from 2004 through 2008.

San Antonio played a large part in the organization's history, with at least one of its national conventions held here in 1992, and a number of women veterans who were members of the group interviewed as part of a large-scale oral history project. There are 36 women veterans from the WOSL's San Antonio unit whose oral histories were taken, and the Library of Congress includes a number of them in their digital collection, [here](#).

Mary Tener Davidson Hall is one such veteran. She served in the Air Force in the Korean War, as part of the 6101st Supply Squadron, and was stationed for a time at Lackland Air Force Base, as well as bases in Pennsylvania, Japan, Florida and Alabama. There are links to her [biographical information](#); her [audio interview](#) along with a [transcript](#); and a set of captivating [photos](#) from her service and travels abroad.

Other organizations participating in the resource fair include the American GI Forum/National Vet Outreach; Family Endeavors Inc., which provides support services for veteran families; PTSD Foundation of America – San Antonio; Soldiers' Angels; Spurs Sports & Entertainment's military liaison; Student Veterans Association at UTSA; UTHSC's Strong Star PTSD Research team; UTSA Center for Civic Engagement; UTSA Small Business Development Center/Veteran Business Development; UTSA Vet Success; and the Wounded Warrior Project.

Note: Anyone wanting to conduct research within the military archives should contact UTSA Special Collections [here](#).

<http://therivardreport.com/unique-utsa-collection-puts-spotlight-on-women-at-war/>

13. Women veterans learn about benefits at first-ever conference

(14 Nov) KHON 2, By Alex Cerball

Women veterans in Hawaii gathered at Tripler Army Medical Center's Kyser Auditorium Saturday for the first Hawaii Women Veteran's Conference.

Organizers said they wanted to make sure that Hawaii's women veterans know about the benefits they have earned and where they can go if they have questions about assistance.

According to statistics from October 2015, the Department of Veterans Affairs says there are 12,810 women veterans in the state of Hawaii.

Program manager Denise Koutrouba explained what issues they wanted to cover — “how do I get enrolled in the VA, what services are available to me, how can I belong, and we took that further to identify the needs of all women veterans.”

KHON2 spoke with some of the women veterans who are homeless or were recently homeless and they said they were looking for help getting services. They hoped attending Saturday's conference could set them on the right path to getting what they need.

Salena Gillard is an Army veteran who was struggling with homelessness for the last two years. “Luckily, two weeks ago, I got a place in Wahiawa through the HUD-VASH program, and I'm very fortunate.”

She came to the conference to network with other veterans and learn more about the services available to her. “Now that I do have a place, the issue with female veterans is getting the services you need as far as getting household goods.”

In 2014, there were 6,918 homeless people living in Hawaii, and of those, 593 are veterans, according to data from the U.S. Interagency Council on Homelessness.

“It's really hard to get your life back in order when you just need basic needs like a toilet and a shower,” said homeless veteran Tina Quizon.

U.S. Vets outreach coordinator Macy Sevaetasi said the biggest challenge is affordable housing.

“How do we get homeless veterans off the streets? It's a collaborative effort, and all the agencies, service providers and everyone working together. I think this event is a testament to that,” she said.

<http://khon2.com/2015/11/14/women-veterans-learn-about-benefits-at-first-ever-conference/>

14. Wish comes true for female WWII vet to attend ball

(16 Nov) The San Diego Union Tribune, By Linda McIntosh

A 95-year old female World War II Navy veteran was a special guest at Camp Pendleton's Combat Logistics Regiment 15's Marine Corps Birthday Ball celebration Nov. 10.

Orilla Lindsey "Lindy" Tabbutt, the wife of the late Harold Tabbutt, a 27 year Marine veteran, was invited to the ball as part of a nonprofit program called Second Wind Dreams.

It was a dream come true for Tabbutt who said the evening brought back a flood of memories of her husband's Marine Corps days.

While her husband served as master sergeant in the 2nd Infantry Training Regiment at Camp Pendleton from 1954 to 1957, Tabbutt organized the first Girls Scout troop on base. She also volunteered with Navy Relief for many years and knitted hundreds of baby sweaters to be given to military wives.

Tabbutt answered her call of duty Feb. 23, 1944 joining the Navy WAVES program aka Women Accepted for Volunteer Emergency Service. She attended boot camp at Hunter College in Bronx, New York and served as a yeoman. She was assigned to Navy V-112 unit, Chapel Hill, North Carolina and later worked with other women working on farms.

A number of Marines came up to her at the ball and thanked her for her service and for being there. One Marine gave her flowers and several asked her to dance.

"She kept asking what she did to deserve all these handsome men coming up to her," said Jillyan Leighton, who attended the event with her and serves as healthy lifestyles director at Las Villas de Carlsbad, where Tabbutt lives.

<http://www.sandiegouniontribune.com/news/2015/nov/16/pendleton-marine-ball-tabbutt-female-wwii-veteran/>