



Defense Advisory Committee on Women in the Services

Articles of Interest

1-15 March 2023



RECRUITMENT & RETENTION

1. [**'It's a huge concern': Senior-level women are calling it quits after decades climbing the career ladder**](#)
(21 Feb) CNBC, By Jennifer Liu
Some of the world's most powerful women are calling it quits.
2. [**Troops discharged after refusing COVID vaccine can now rejoin**](#)
(28 Feb) Military Times, By Karen Jowers
Service members who were forced out of the military because they refused the COVID-19 vaccination now have a path for rejoining, according to the senior enlisted advisers who testified before Congress today.
3. [**Lawmakers propose tax credit to encourage more military spouse employment**](#)
(1 Mar) Stars & Stripes, By Svetlana Shkolnikova
Congressional lawmakers want to amend the federal tax code to encourage employers to hire military spouses, arguing the revision would help address one of the top issues affecting active-duty families.
4. [**Navy Reserve struggling to recruit new sailors, emphasizing benefits**](#)
(1 Mar) USNI News, By John Grady
The Navy Reserve is emphasizing benefits from medical care to transferability of education benefits to commissary and exchange privileges to attract exiting active-duty sailors to sign up, Vice Adm. John Mustin said Wednesday.
5. [**Better housing, health care, pay and a call for national service needed to buoy recruitment, enlisted chiefs say**](#)
(1 Mar) Military.com, By Patricia Kime
Access to quality housing, health care and child care remain top concerns of military members and their families, the services' top enlisted leaders told Congress on Tuesday.
6. [**Adopt a talent recruitment solution to spark a movement at the DoD**](#)
(1 Mar) Defense News, By Karen DaPonte Thornton
Former congressman and House Armed Services Committee Chairman Mac Thornberry observed in a recent Defense News op-ed that the Pentagon needs a culture change to pursue creative initiatives and gain advantage over our adversaries.
7. [**All-Volunteer Force Proves Successful for U.S. Military**](#)
(2 Mar) DoD News, By C. Todd Lopez
"After 50 years, the all-volunteer force remains the best model for the U.S. military," said Kathleen H. Hicks. While the all-volunteer force has proven successful, Hicks said, in recent years the military services have faced ever increasing challenges in recruiting volunteers to serve. She said there's a variety of reasons for this.
8. [**Army secretary wants to persuade schools to welcome recruiters**](#)
(5 Mar) The Associated Press, By Lolita C. Baldor
Army recruiters struggling to meet enlistment goals say one of their biggest hurdles is getting back into high schools.



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9. [**It takes a community to recruit and retain service members**](#)
(5 Mar) Military Times, By Karen Holt
America's defense communities have long been one of the largest sources for military recruiting.
 10. [**First lateral entrants could join the Marine Corps within months**](#)
(6 Mar) Marine Corps Times, By Irene Loewenson
Marine officials underscored that lateral entry will not be a way for people to bypass Officer Candidates School or boot camp.
 11. [**Marines see early successes in retention push—and ways to do better**](#)
(6 Mar) Defense One, By Caitlin M. Kenney
Meanwhile, the commandant wants to bring skilled people into the Corps at advanced ranks.
 12. [**The U.S. Army Has a Recruitment Problem. Here's How to Solve It**](#)
(7 Mar) Time, By Col. Carmelia Scott-Skillern and P.W. Singer
The difficulty of recruiting the U.S. Army's next generation has become not only one of the biggest challenges for the future of the force, but also perhaps its biggest political football.
 13. [**Air Force will likely miss recruiting goals, service secretary says**](#)
(7 Mar) Military.com, By Thomas Novelty
Air Force Secretary Frank Kendall said the service is struggling to add new airmen to its ranks and will likely miss its active-duty, reserve and Air National Guard recruiting goals this year.
 14. [**Pentagon reviews whether 38 medical conditions should remain disqualifiers for military service**](#)
(7 Mar) Stars & Stripes, By Rose L. Thayer
A recruiting pilot program that uses medical data collected on service members through the Pentagon's new health information system could change enlistment policies on up to 38 health conditions that now disqualify people from military service.
 15. [**Army At 250: Beyond A Slogan, The Army Needs A New Narrative Strategy**](#)
(7 Mar) War on the Rocks, By Dan Vallone
The Army should make a serious effort to retake the communications initiative before the situation grows even worse. With a new narrative strategy, the Army could begin to overcome political polarization and bring coherence to the myriad of communications it sends out. It could focus its storytelling on what researchers call the transactional and the transcendent, or in the case of the Army, pragmatism and patriotism. And it could build a sense of belonging and purpose across all the audiences it needs to reach.
 16. [**How embracing 'Be all you can be' resurrected Army marketing**](#)
(8 Mar) Army Times, By Davis Winkie
The slogan proved so successful that the Army used it from 1981 through 2001.
 17. [**Mobilize the nation: Leaders issue passionate call to military service**](#)
(8 Mar) Air & Space Forces Magazine, By Greg Hadley
In the face of polls showing fewer and fewer young Americans interested in serving in the military and headlines highlighting issues within the services, senior Air Force and Space Force leaders gave impassioned pleas for Airmen and Guardians to challenge existing narratives about military service at the AFA Warfare Symposium on March 6.



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18. [**New Air Force recruits could get \\$65K in student loan repayments**](#)
(9 Mar) Military.com, By Amanda Miller
The Air Force plans to begin repaying up to \$65,000 in student loan debt to attract more enlisted members once it finalizes the details of the program in the coming days.
 19. [**Are frequent moves the root of military families' struggles?**](#)
(9 Mar) Military Times, By Staff
On this episode of The Spouse Angle podcast, three military spouses discuss their personal struggles with the military lifestyle.
 20. [**Military Mentors, American Youth Return to Nation's Capital for 61st Senate Youth Program**](#)
(10 Mar) DoD News, By C. Todd Lopez
In March, 104 high school students from around the nation will gather in Washington, D.C., to participate in the U.S. Senate Youth Program, now in its 61st year. Joining them in the nation's capital are 17 U.S. military officers who will act as advisors and mentors for the students as they travel throughout the capital learning about the inner workings of government and meeting with the leaders who make it happen.
 21. [**Addressing The U.S. Military Recruiting Crisis**](#)
(10 Mar) War on the Rocks, By David Barno and Nora Bensahel
The all-volunteer force may finally have reached its breaking point.
 22. [**Military services grappling with filling their ranks in budget request**](#)
(13 Mar) Military Times, By Meghann Myers
The White House budget is calling for more troops with next year's budget, but that hoped-for result, as administration budgets are, is tempered by the reality that low national unemployment and a shrinking pool of young people interested in serving means it's harder and harder to recruit.
 23. [**Corps plans to spend more money on retaining, training Marines**](#)
(13 Mar) Marine Corps Times, By Irene Loewenson
The Marine Corps hopes to spend more in fiscal year 2024 on retaining and training its Marines, while pressing ahead with efforts to modernize the force.
 24. [**Navy seeks to increase end strength amid recruitment challenges**](#)
(13 Mar) Navy Times, By Diana Stancy Correll
The Navy aims to bolster its active-duty end strength by more than 5,000 sailors next fiscal year, despite the difficulties all the services are having with recruiting and retaining service members.
 25. [**125% increase to Space Force bonuses part of 2024 budget request that would grow ranks**](#)
(13 Mar) Military.com, By Thomas Novelly
The Space Force wants to grow the number of Guardians in service by nearly 10% and hopes to offer almost \$5 million in new bonuses to recruit and keep them in the ranks under its 2024 budget request.
 26. [**Junior ROTC has 'mixed' impact on student outcomes, new study shows**](#)
(14 Mar) Army Times, By Davis Winkie
The Army's embattled youth development program at high schools throughout the country has a "mixed" impact on participants' educational outcomes, according to a report released Friday.



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27. [First all Space Force flight graduates Officer Training School](#)
(14 Mar) *Montgomery Advertiser*, By Airman Tyrique Barquet
The first all-Space Force flight from Officer Training School graduated March 10. [Read More](#)

EMPLOYMENT & INTEGRATION

28. [Perennial pilot shortage puts Air Force in precarious position](#)
(3 Mar) *Air Force Times*, By Rachel S. Cohen
The Air Force's pilot corps is shrinking.
29. [Special Operations Boss Vows to Stamp Out 'Corrosive' Misconduct After String of Problems](#)
(7 Mar) *Military.com*, By Rebecca Kheel
Gen. Bryan Fenton, head of Special Operations Command, said that misconduct is "not behavior that is welcome" in Special Operations Command, or SOCOM.
30. [Space Force hopes to roll out fitness pilot program as soon as next month](#)
(8 Mar) *Military.com*, By Thomas Novelly
Guardians can expect the Space Force to roll out a pilot initiative for its health and wellness program as soon as next month, as senior leaders look to wearable technology as a potential alternative to traditional physical fitness tests.
31. [Army reviewing proposed changes to tape test, body composition](#)
(9 Mar) *Army Times*, By Todd South
Army senior leaders must decide whether to adopt recommended changes to how soldiers are measured for body fat levels.
32. [Space Force to debut new fitness tracking pilot program within weeks](#)
(9 Mar) *Air Force Times*, By Rachel S. Cohen
The Space Force plans to roll out a pilot program for year-round physical fitness within the next two months, the service's top enlisted official said Tuesday. [Read More](#)

WELL-BEING & TREATMENT

33. [Army approach to sexual assault prevention may overlook hazing and male victims, study finds](#)
(28 Feb) *Stars & Stripes*, By John Vandiver
Sexual assault prevention programs in the military rely too heavily on college date-rape scenarios that differ from the way many troops experience such attacks, according to a new study that suggests the Army must adapt prevention efforts to its own social reality.
34. [Cadets at the service academies can now have children while attending school](#)
(1 Mar) *Stars & Stripes*, By Rose L. Thayer
Four cadets at the Air Force Academy were allowed to continue their studies during the last year after having children due to a policy change enacted by Congress, according to academy officials.



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35. [Navy lays out new policy for 21-day administrative leave for abortion and reproductive care](#)
(2 Mar) *USNI News, By Heather Mongilio*
Sailors and Marines who need to go out of state for an abortion will have 21 days to travel and undergo the procedure, according to new Navy guidance published this week.
 36. [The Pentagon is behind on issuing policy to allow cadets who have kids to remain at service academies](#)
(3 Mar) *Military.com, By Thomas Novelty*
The Pentagon has yet to issue a formal policy that would allow cadets at America's service academies to continue their education if they have kids while enrolled, reversing existing rules that could lead them to get kicked out of school for doing so.
 37. [Policy allowing parent cadets, mids to stay in school coming soon](#)
(6 Mar) *Military Times, By Meghann Myers*
When military cadets go back to school this fall, they'll have one less worry: they should no longer face expulsion or worse if they unexpectedly become parents.
 38. [Navy reduces child care waitlist but needs workers to keep up momentum](#)
(6 Mar) *Stars & Stripes, By Rose L. Thayer*
The Navy waitlist for child care has been reduced by more than 3,200 kids across the service in the last two years, but officials said they need more workers to keep making progress in providing adequate facilities and services for all families.
 39. [Coast Guard will let new moms defer assignments for up to a year following childbirth](#)
(6 Mar) *Military.com, By Patricia Kime*
The Coast Guard is extending a policy instituted last year that lets service members who have a baby defer orders overseas or assignments to deployable ships. [Read More](#)
 40. [Actions to Address and Prevent Sexual Assault at the Military Service Academies](#)
(10 Mar) *SecDef Memorandum*
As I have emphasized since taking office, I expect every member of our Total Force to be part of the solution to countering sexual assault and harassment. During Academic Program Year 2021-2022 the Military Service Academies (MSA) observed an alarming increase in the estimated prevalence of sexual assault, sexual harassment, and other concerning behaviors. These corrosive behaviors require your immediate attention. The reforms that I have directed, including the implementation of the approved recommendations of the Independent Review Commission on Sexual Assault in the Military, must also take hold at our MSAs.
 41. [Department of Defense Releases Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2021-2022](#)
(10 Mar) *DoD Immediate Release*
Today, the Department of Defense (DOD) released the Annual Report on Sexual Harassment and Violence at the Military Service Academies, Academic Program Year 2021-2022.
 42. [Sexual assault reports increased to record levels at US military academies in 2022](#)
(10 Mar) *The Hill, By Brad Dress*
Reported sexual assaults at three of the nation's military service academies in the last school year reached the highest level on record since the Defense Department began tracking the issue in 2006, according to a Pentagon report released Friday.



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43. [Navy unveils new leave policy for abortions, IVF treatments](#)
(10 Mar) Navy Times, By Diana Stancy Correll
The Navy is authorizing up to 21 days of administrative leave for sailors seeking abortions and other reproductive health care that Department of Defense health care providers typically don't — or cannot — provide.
44. [Military academies see unprecedented rise in sexual assaults](#)
(10 Mar) Military Times, By Meghann Myers
By all metrics, the military's sexual assault problem has only grown worse even with more resources committed to fight it – especially at military service academies, which recorded the highest rate of sexual assault since 2006, when the Defense Department started measuring the problem.
45. [Today's Episode: Increase in sexual assault reported at military academies](#)
(13 Mar) Early Bird Brief
Today, a report from the Pentagon showed the highest rate of sexual assault at military academies since 2006.

SERVICEWOMEN IN THE NEWS

46. [Real-Life 'Top Gun' Pilots Are Married and Pregnant — and the Baby-to-Be Has Flown at Supersonic Speed!](#)
(1 Mar) People, By Johnny Dodd
Flying B-1 bombers is a family affair for Air Force Majors Lauren and Mark Olme and their child on the way.
47. [Face of Defense: Passion for Service, Rodeo](#)
(1 Mar) DoD News, By Airman 1st Class Sarah Post
Have you ever been so passionate about something that you continue to make time for it and pursue it, no matter what else is going on in life? That is what rodeo is for Master Sgt. Jenniffer Teets, senior enlisted leader, 90th Comptroller Squadron. Jenniffer's passion for horses and the sport of rodeo started when she was young. She grew up with nine horses in Chugiak, Alaska, where she was involved in 4-H and competed in halter shows, and barrel racing from age four to nine. However, her parents were both in the Air Force, and her family had to sell their horses during a move, causing her rodeo hobby to be put on pause.
48. [Baby on-board? Pregnant Air Force B-1 pilot soars to new heights](#)
(1 Mar) Air Force Times, By Zamora Perez
Olme is one of the first airmen to benefit from new service guidance on flying while pregnant.
49. [General Officer Announcements](#)
(6 Mar) Immediate Release
Secretary of Defense Lloyd J. Austin III announced today that the president has made the following nominations: Air Force Brig. Gen. Jeanine M. Ryder for appointment to the grade of major general. Ryder is currently serving as commander, 59th Medical Wing, Air Education and Training Command, Joint Base San Antonio-Lackland, Texas
50. [Meet the 1st Black woman behind the world's largest naval base](#)
(8 Mar) Today Show <Video>
Janet Days is the first Black woman named commanding officer of Naval Station Norfolk, the largest naval base in the world. TODAY's Sheinelle Jones sits down with the trailblazer about leading the 24/7 operation.



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51. [Admiral Linda Fagan delivers first state of the Coast Guard address](#)
(8 Mar) *NBC News*, By Michael LeCompte
Admiral Linda Fagan, Commandant of the Coast Guard delivered her first State of the Coast Guard Address, thanking Congress and the American people for their support and infrastructure.
 52. [Marine expeditionary force gets female top enlisted leader for 1st time](#)
(9 Mar) *Marine Corps Times*, By Irene Loewenson
For the first time, a woman is the senior enlisted leader of a Marine expeditionary force.
 53. [Adm. Linda Fagan calls for continued Coast Guard investment to meet homeland, global demands](#)
(9 Mar) *USNI News*, By Gidget Fuentes
With demands for its presence overseas and home and its missions on the rise, the Coast Guard continues to transform itself to meet missions at home and overseas and adapt to recruit and manage a high-tech workforce, the service's top officer said this week.
 54. [Airman Trains Next Generation of Pilots to Make Quick Decisions](#)
(10 Mar) *DOD News*
Air Force Maj. Abby Gromowsky, 535th Airlift Squadron pilot, trains airmen to become efficient and effective co-pilots who can make decisions on their own.

WOMEN VETERANS

55. [100-year-old WWII WAVES veteran carries military values throughout life](#)
(4 Mar) *The Capital*, By Dana Munro
As a young woman in 1940s Seattle, Merlaine "Mikki" Carpenter longed for an adventure.
56. [World War II Army veteran honored at Women Who Shape the State](#)
(8 Mar) *Al.com*, By Sarah Swetlik
Pvt. Romay Davis, a 103-year-old World War II veteran from Montgomery, received the first Lifetime Achievement Award at the 10th annual Women Who Shape The State event Wednesday.
57. [A Black Union spy in the Confederate White House almost burned it down in her escape](#)
(n.d.) *Military.com*, By Blake Stilwell
Mary Jane Richards was born into slavery as a young girl, but by the time she started working at the White House of the Confederacy in Richmond, Virginia, she was just posing as one. With a photographic memory and the ability to remember long conversations in passing, she made an excellent spy.
58. [Woman who faked being sick Marine, Purple Heart gets 6 years in prison](#)
(15 Mar) *Military Times*, By Jonathan Lehrfeld
Sarah Jane Cavanaugh, a former social worker at a Rhode Island veterans' hospital received a nearly six-year federal prison sentence for using stolen patient information to pose as a cancer-riddled Marine as part of a "massive fraud scheme," according to officials.



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WOMEN'S HISTORY MONTH

59. [Women in the military: Moving beyond 'firsts'](#)
(4 Mar) *Military Times*, By Gen. Jacqueline Van Ovost
This year marks the 75th anniversary of the Women's Armed Services Integration Act, which allowed women to serve in the U.S. Armed Forces.
60. [Women Leaders Discuss Benefits of Military Service](#)
(6 Mar) *DoD News*, By David Vergun
In celebration of Women's History Month, top women military leaders discussed the importance of recruiting and retaining the best and most competent personnel in the military.
61. [Female 4-stars discuss sexism in the service, say the military is 'much better' for women now](#)
(6 Mar) *Stars & Stripes*, By Doug G. Ware
All four of the U.S. military's four-star female officers gathered in public Monday for the first time to talk about the sexism that they have experienced in the service and how far women still must go before they're fully integrated members of the armed forces.
62. [Beyond Firsts: Powering The Future Force](#)
(7 Mar) *DVIDS*, By Staff
In celebration of Women's History Month, the Defense Department, in collaboration with the Military Women's Memorial, is hosting a historic Women, Peace, & Security discussion. This event featured, for the first time, all four of the DoD's 4-star female officers.
63. [The 4 highest-ranking women in the U.S. military speak about the obstacles they overcame](#)
(7 Mar) *CBS Evening News*, By Norah O'Donnell
Hundreds in U.S. history have held the rank of four-star general or admiral, only 10 are women.
64. [Beyond firsts: Female 4-stars discuss changes for women in service](#)
(7 Mar) *Military Times*, By Jonathan Lehrfeld
The panel of four-star female officers — including Coast Guard Commandant Adm. Linda Fagan, Air Force Gen. Jacqueline Van Ovost, Army Gen. Laura Richardson and Navy Adm. Lisa Franchetti — gathered at the Military Women's Memorial in Arlington, Virginia, for the conversation.
65. [Statement by Secretary of Defense Lloyd J. Austin III on International Women's Day](#)
(8 Mar) *Immediate Release*
Today, on International Women's Day, the Department of Defense recognizes the tremendous, enduring contributions that women Soldiers, Sailors, Marines, Airmen, Guardians, and civilian employees have made in service to our country.
66. [New painting depicting women in Minnesota's National Guard unveiled](#)
(8 Mar) *CBS News* <Video>
Minnesota's National Guard unveiled a permanent honor for five of its members on Wednesday.
67. [9 badass women in the military who have made history — and why you should know them](#)
(8 Mar) *Today*, By Kait Hanson
These female military trailblazers deserve to be celebrated on International Women's Day — and everyday.



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68. [US air base in Japan marks International Women's Day with student aviation event](#)
(9 Mar) *Stars & Stripes*, By Kelly Agee
Female pilots and aircrew marked International Women's Day on this base in western Tokyo by greeting students for their second annual Fly Girls event.
69. [Military Celebrates Women's History Month](#)
(10 Mar) *DoD News*, By David Vergun
March is Women's History Month. This year's theme, "Celebrating Women Who Tell Our Stories," acknowledges the pioneering women, past and present, as important contributors to the achievements of the military services and civilian workforce, stated Gilbert R. Cisneros Jr., Under Secretary of Defense for Personnel and Readiness in a Feb. 27 memorandum.

UPCOMING EVENTS

Event: [Military Women's Symposium](#) (*Streaming Available*)
Dates: 18 March 2023
Location: Military Women's Memorial located at the Arlington National Cemetery, Arlington, Virginia

Event: [DACOWITS Quarterly Business Meeting](#) (*Streaming Available*)
Dates: 21-22 March 2023
Location: Association of the United States Army (AUSA) Conference Center, Arlington, Virginia

Event: [Officer Women Leadership Symposium](#)
Dates: 13-14 April 2023
Location: George Mason University, Mason Square Campus in Arlington, Virginia

Event: [Joint Women's Leadership Symposium](#)
Dates: 29 June – 1 July 2023
Location: San Diego Convention Center, San Diego, California