



# Defense Advisory Committee on Women in the Services

## Articles of Interest

May 2023



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### RECRUITMENT & RETENTION

- [First-term airmen will have an easier time finding a new Air Force job](#)**  
*(1 May) Air Force Times, By Rachel S. Cohen*  
The Air Force is dangling a new carrot for early career airmen who might be tempted to leave: almost any job they want.
- [Army expects to miss its recruiting goal again this year](#)**  
*(2 May) Military.com, By Steve Beynon*  
The Army does not expect to hit its ambitious recruiting goal of 65,000 new soldiers this year as the pool of young Americans eligible to serve continues to shrink.
- [Army 'night court' returns amid recruiting crisis, looking to trim excess soldier positions](#)**  
*(2 May) Breaking Defense, By Ashley Roque*  
Army force structure changes are afoot at a time when the service is grappling with another dour recruiting year and will not hit its targets, Secretary Christine Wormuth told lawmakers today.
- [Short-handed Army to miss recruiting goal for second year in a row](#)**  
*(3 May) Army Times, By Davis Winkie*  
The Army's top officials told lawmakers Tuesday morning that the service's recruiting slump won't end this year, making fiscal 2023 the second year in a row that the branch won't meet its recruiting targets.
- [Lawmakers want to protect teen trainees from "predatory" instructors](#)**  
*(3 May) Military Times, By Leo Shane III*  
Democratic lawmakers are demanding an outside investigation into multiple allegations of sexual abuse in the Junior Reserve Officers Training Corps, to protect high schoolers from "exploitative practices and predatory instructors."
- [Drag queen sailor used by Navy to recruit draws Republican ire](#)**  
*(4 May) Stars & Stripes, By Svetlana Shkolnikova*  
The Navy's appointment of an active-duty drag queen to boost recruitment is drawing backlash from some Republican senators who contend the sailor promoted the use of Chinese-owned social media and inappropriately represented the service.
- [ACMC Smith: USMC Weighing Changes How it Recruits Marines in the Future](#)**  
*(8 May) USNI, By Heather Mongilio*  
The Marine Corps is on track to meet its recruiting and retention goals in Fiscal Year 2023. For the rest of the year, leaders are spending the year thinking about how they can keep it up for the next 50 years as the pool of recruits becomes smaller.
- [Part-Time service could be the future of the Coast Guard, commandant says](#)**  
*(10 May) Military.com, By Patricia Kime*  
A part-time Coastie? The service's top officer has a novel idea for solving the Coast Guard's recruiting woes.



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9. [Army starts no-penalty purge of 'ineffective' recruiters](#)  
*(11 May) Military Times, By Davis Winkie*  
As the military struggles to meet its recruiting targets, which the Army will miss again this year, the service's recruiting chief issued a directive Friday standardizing recent changes to how it removes underperformers.
10. [Soldiers under 'enormous strain,' warns Army's top enlisted leader](#)  
*(12 May) Army Times, By James Clark*  
Even though America's longest war has drawn to an end, soldiers continue to face a breakneck operational tempo, and for the time being, there seems to be little chance of respite as the Army is left short-handed amid a recruiting crisis.
11. [US Coast Guard missed recruiting targets for four straight years](#)  
*(15 May) Federal Times, By Molly Weisner*  
The U.S. Coast Guard, the military arm of the Department of Homeland Security tasked with guarding 100,000 miles of coastline, said it has fallen short of its recruiting targets in the last four years.
12. [Military spouses struggle to transfer professional licenses](#)  
*(15 May) CBS News, By Norah O'Donnell*  
The spouses of active duty military members can find themselves unable to secure work while trying to transfer their professional licenses from state to state when they are forced to move. A new law was designed to make these transfers easier, but many say nothing has changed.
13. [Deploy AI to solve the military's recruiting crisis](#)  
*(15 May) Fox News, By Bill Gray , Raul Lianez*  
American military recruiting is in dire straits. The Government Accountability Office (GAO) recently determined the Defense Department confronts its most challenging recruitment environment in 50 years, reporting the department "does not have sufficient plans, goals, and strategies to guide its recruitment and retention efforts."
14. [100 soldiers awarded recruiting ribbon as Army struggles to find new recruits](#)  
*(17 May) Military.com, By Steve Beynon*  
More than 100 soldiers have earned the Army's new recruiting award as the service leans on existing troops to bring enlistees into the ranks and help fill gaps amid a historic recruiting slump.
15. [As Army launches recruiting drive in cities, one recruiter lays out the challenges](#)  
*(17 May) Defense One, By Sam Skove*  
Potential recruits aren't worried about Army emphasis on diversity, despite Republican concerns.
16. [Nearly 1 in 3 female recruits were injured in Army basic training last year](#)  
*(18 May) Military.com, By Steve Beynon*  
Women are at least twice as likely as men to be injured in Army basic training, according to data collected over six years by the service. Most of those injuries were musculoskeletal -- meaning they affect the bones, muscles, joints and tendons of female recruits. The South has the highest prevalence of obesity, something researchers have associated with a cluster of risk factors. Overall, the Army, like the other services, is struggling to find recruits who can make the cut and pass the physically grueling basic training.



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17. [100 soldiers awarded recruiting ribbon for getting others to enlist](#)  
*(18 May) Army Times, By Zamone Perez*  
The Army has awarded more than 100 soldiers its new recruiting ribbon as the service leans on its rank and file to encourage new enlistees to join the service.
  18. [Air Force offers recruiting medals for airmen and guardians, promotions for new troops](#)  
*(18 May) Stars & Stripes, By Doug G. Ware*  
The Air Force is now offering promotions and multiple decorations to airmen and Space Force guardians when they help sign up new recruits as a way to expand enlistment efforts and overcome struggles attracting enough troops, the service announced Thursday.
  19. [Air Force cadets help fifth graders build model rockets](#)  
*(18 May) KOAA, By James Gavato*  
Members of the Air Force Academy's Blue Horizon Rocketry team showed local students just how fun science can be on Thursday.
  20. [The next Army recruiting tool amid a slump? It could be the metaverse.](#)  
*(22 May) Army Times, By Colin Demarest*  
The U.S. Army must embrace online tactics and virtual worlds to attract younger generations and retain them as soldiers, the deputy commanding general of Training and Doctrine Command said, as the service is again expected to miss its recruitment goals.
  21. [Airmen can nab awards, faster promotions for referring new recruits](#)  
*(22 May) Air Force Times, By Rachel S. Cohen*  
Want to be on the fast track to airman 1st class? Bring some friends to boot camp.
  22. [Services need to track recruits' medical waiver decisions, DoD IG says](#)  
*(23 May) Military Times, By Geoff Ziezulewicz*  
Tracking why an applicant does not request a medical waiver could help improve the ongoing military recruiting crisis, according to the watchdog.
  23. [Data dive could help Army understand how to boost reenlistments](#)  
*(23 May) Military Times, By Leo Shane III*  
Army leaders may already have the answers for how to solve a host of retention, morale and readiness problems across the service.
  24. [Minnesota National Guard meets its annual recruitment goal after three-year slump](#)  
*(24 May) CBS News, By Jonah Kaplan*  
The Minnesota National Guard hasn't met its recruitment goals in at least three years.
  25. [Air National Guard expects staffing deficit of up to 4,000 this year, general says](#)  
*(30 May) Stars & Stripes, By Doug G. Ware*  
A combination of problems is making recruiting more difficult for the Air National Guard and the reserve component of the Air Force expects to be up to 4,000 recruits short of its staffing requirements for 2023, its commanding general said Tuesday.



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### EMPLOYMENT & INTEGRATION

26. [White men in similar military tech jobs earning more than women and minorities, study finds](#)  
(1 May) *Stars & Stripes*, By John Vandiver  
White men in high-tech Defense Department jobs earn more than their counterparts with similar skill sets, raising concerns about bias in career fields that are a Pentagon recruiting priority, a new study found.
27. [A historic female unit will be deactivated as the Marine Corps continues integrating the force](#)  
(3 May) *Military.com*, By Konstantin Toropin  
The Marine Corps has announced that it is deactivating a historic training battalion at Parris Island as a sign that it is making serious progress toward integrating men and women into a single training pipeline at its iconic training base.
28. [Like our military branches, we should glory in diversity and inclusion](#)  
(3 May) *Washington Post*, By Art Kellermann  
The assertion by Virginia’s chief diversity officer, Martin D. Brown, to Virginia Military Institute cadets that “DEI is dead” was not only wrong; it disregards America’s military history [“Va. diversity chief talks down ‘equity’ in VMI visit,” front page, April 28].
29. [At least 190 pilots left the Army years early due to admin error](#)  
(4 May) *Army Times*, By Davis Winkie  
Amid an uproar over aviation officer service obligations, Army personnel officials admitted Thursday afternoon that in recent years, at least 190 active duty pilots voluntarily resigned years ahead of schedule due to an error in how Human Resources Command tracked and applied their commitments.
30. [Today's Episode: Updates on all things Army fitness](#)  
(5 May) *Early Bird Brief* <Podcast>  
Today, reporter Todd South updates listeners about what Army leaders said about fitness at the service's annual Holistic Health and Fitness Symposium.
31. [Michigan National Guard receives funding to update women facilities](#)  
(8 May) *WNEM*, By Hannah Mose  
The Michigan National Guard (MING) has received \$26 million in federal funding to modernize and address inequities in facilities provided to Michigan’s women service members.
32. [VP Harris to be first woman to deliver West Point graduation speech](#)  
(10 May) *Army Times*, By Jonathan Lehrfeld  
Vice President Kamala Harris will deliver the commencement speech at the United States Military Academy at West Point, New York, later this month, becoming the first woman to do so.
33. [How special operations forces must meet the challenges of a new era](#)  
(11 May) *Defense One*, By Gen. Bryan P. Fenton, Commander, USSOCOM  
While recognizing the strengths SOF has always displayed in combat, what truly made SOF “special” historically has been our ability to generate disproportionate strategic effects in highly complex and contested environments via small and uniquely skilled teams.



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34. [Naval aviation breaks out the tape measure to size up a new generation of pilots](#)  
*(17 May) USNI News, By Heather Mongilio*  
What aircraft a Navy pilot could fly might come down to pure genetics – the range of motion of their thumb or how high their eye-line is when they sit.
  35. [Navy SEAL training plagued by pervasive problems, investigation shows](#)  
*(25 May) The Associated Press, By Lolita C. Baldor*  
A nearly 200-page Navy report identified widespread failures in medical care, poor oversight and some candidates' use of performance-enhancing drugs.
  36. [The Space Force's new fitness regime has landed](#)  
*(25 May) Air Force Times, By Rachel S. Cohen*  
Through June 30, the U.S. military's newest branch is asking members to volunteer for a study that monitors their cardiac, respiratory and musculoskeletal health using Garmin watches and Oura rings. If the initiative goes well, it could pave the way for the Pentagon's first large-scale system for tracking readiness using wearable tech instead of annual fitness tests.

## WELL-BEING & TREATMENT

37. [The Army doesn't wait for you: Child care a challenge for military couples who deploy](#)  
*(4 May) Stars & Stripes, By Rose L. Thayer*  
When Army Capt. Pam Donais learned the unit that she commands at Fort Campbell, Ky., would be part of an upcoming deployment to Europe, she faced an added layer of uncertainty — her husband Staff Sgt. Dan Donais also received orders to deploy to the Continent.
38. [Allegations of child abuse at Hill Air Force Base day-care centers trigger investigation](#)  
*(4 May) Military.com, By Thomas Novelty*  
Air Force officials are investigating staff at day-care centers at Hill Air Force Base in Utah after allegations of child abuse surfaced.
39. [Brandon Act Aims to Improve Mental Health Support](#)  
*(5 May) DOD News, By David Vergun*  
Gilbert R. Cisneros Jr., undersecretary of defense for personnel and readiness, signed a policy today to initiate implementation of the Brandon Act and improve the process for service members seeking mental health support.
40. [DOD Announces Implementation of the Brandon Act](#)  
*(5 May) IMMEDIATE RELEASE*  
The Brandon Act is a law that creates a self-initiated referral process for service members seeking a mental health evaluation and aims to reduce stigma by allowing them to seek help confidentially.
41. [Child care debate at Camp Bull Simon continues as families struggle](#)  
*(11 May) Military Times, By Karen Jowers*  
A child development center will be built somewhere, sometime, to meet the needs of Army, Navy, Air Force and other service personnel working at or living near Camp Bull Simons, Florida, who have long struggled to find child care.



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42. [\*\*Austin Says Taking Care of Troops, Families a High Priority\*\*](#)  
*(12 May) DoD News, By David Vergun*  
The official said that the Defense Department has been in talks with installations that lack child care workers and is looking at ways to increase their numbers. Bumping up salaries for those workers is one option.
  43. [\*\*The Marines are hiring specialists to root out workplace gender bias\*\*](#)  
*(12 May) Marine Corps Times, By Hope Hodge Seck*  
In the active duty Marine Corps, 13.4% of women surveyed reported unwanted sexual contact, as did 1.5% of men ? the highest rate of any service branch.
  44. [\*\*Austin meets with soldiers, families at Fort Bragg, listens to concerns about child care, spouse employment\*\*](#)  
*(13 May) Stars & Stripes, By Doug G. Ware*  
Defense Secretary Lloyd Austin traveled to the Army's largest base in the United States to meet with some military families and listen to them talk about their concerns about quality-of-life problems, in particular finding and paying for child care.
  45. [\*\*Biden administration may halt plans to move Space Command to Alabama over state's abortion law, officials say\*\*](#)  
*(15 May) NBC News, By Courtney Kube and Carol E. Lee*  
Administration officials have signaled to the Pentagon and lawmakers that they want to reverse the decision to move the headquarters from Colorado to Alabama.
  46. [\*\*Telemedicine reform could remove barriers to mental health care\*\*](#)  
*(17 May) Military Times, By Courtney Herdt and Ian Porter*  
Removing telemedicine barriers can improve the mental health care of service members — potentially nationwide.
  47. [\*\*Marine leaders to get subordinate reviews, but it won't affect promotion\*\*](#)  
*(24 May) Marine Corps Times, By Irene Loewenson*  
The Marine Corps initially touted 360-degree reviews as an evaluative tool that could help identify toxic leaders and prevent them from getting promoted.
  48. [\*\*Academy cadets with kids could still be kicked out as Pentagon lags on rule changes\*\*](#)  
*(24 May) Military.com, By Thomas Novelty*  
Military students remain in limbo as final Pentagon guidance for a new policy allowing cadets at America's service academies who have a child to continue their education has been past due for months. Historically, cadets giving birth to children would be in violation of their service academy's rules, could be kicked out, and might be on the hook to pay back the cost of their education.
  49. [\*\*Army secretary to remind commanders they can't deny soldiers' parental leave\*\*](#)  
*(26 May) Military.com, By Steve Beynon*  
Army Secretary Christine Wormuth plans to issue a servicewide reminder that soldiers are broadly entitled to parental leave and that the time off can be denied only by a general, according to an unsigned draft copy of the memo reviewed by Military.com.



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### SERVICEWOMEN IN THE NEWS

50. [Army Special Ops Command welcomes first female command sergeant major](#)  
(1 May) *Fayetteville Observer*, By Rachel Riley  
Command Sgt. Maj. JoAnn Naumann is the first female senior enlisted advisor for U.S. Army Special Operations Command.
51. [General Officer Announcement](#)  
(4 May) *IMMEDIATE RELEASE*  
Secretary of Defense Lloyd J. Austin III announced today that the president has made the following nomination: Air Force Maj. Gen. Linda S. Hurry for appointment to the grade of lieutenant general, with assignment as deputy commander, Air Force Materiel Command, Wright-Patterson Air Force Base, Ohio. Hurry is currently serving as director of logistics, Deputy Chief of Staff for Logistics, Engineering and Force Protection, Headquarters U.S. Air Force, Washington, D.C.
52. [Yellowstone creator Taylor Sheridan's next project takes on the military's lioness program](#)  
(5 May) *Military.com*, By Blake Stilwell  
During the wars in Iraq and Afghanistan, insurgents began exploiting the cultural sensitivities around male U.S. troops searching local women. Women became a loophole for smuggling and other terrorist activities. To mitigate this threat, the Marine Corps created Task Force Lioness, teams of female Marines who did what men could not.
53. [Military Mom Surprises Her Two Kids at Stafford School](#)  
(6 May) *NBC Washington* < Video >  
Two kids in Stafford got a sweet surprise when mom Christian Johnson showed up from school after a four-month tour in Baghdad.
54. [Navy to Commission Guided-Missile Destroyer Lenah Sutcliffe Higbee](#)  
(12 May) *IMMEDIATE RELEASE*  
The ship's namesake, Lenah Sutcliffe Higbee, served as the second Superintendent of the Navy Nurse Corps in 1911, and was also the first woman recipient of the Navy Cross. When she entered naval service in 1908, she was one of the first 20 women, known as the "Sacred Twenty," to join the newly established Navy Nurse Corps and contributed her nursing skills to the Navy during the First World War. This is the second ship named after Lenah Sutcliffe Higbee. The first ship, USS Higbee (DD 806), was the first combat warship named after a female member of the U.S. Navy.
55. [Food delivery driver dashes into Army ranks after chance encounter](#)  
(12 May) *Army Times*, By Jonathan Lehrfeld  
Pfc. Patricia Limbaga, an immigrant from the Philippines, was working for the food delivery company DoorDash when she crossed paths with Brig. Gen. Richard A. Harrison, the deputy chief of staff at Army Training and Doctrine Command, after the officer put in an order for two Subway sandwiches.
56. [Raising naval officers: Mom's military service paved the way for her children to follow in her footsteps](#)  
(13 May) *Virginian-Pilot*, By Caitlynn Burchett  
A first-generation immigrant from Taiwan, Jensin decided early she would attend the Naval Academy. She graduated in 1991 and pursued a 21-year Navy career, serving as a public affairs officer while raising two children with her husband, also a career Navy officer. Now, those two children are following in her footsteps.



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57. [2 Air Force leaders on breaking barriers and inspiring positive change](#)  
(17 May) CBS News, By Norah O'Donnell  
Air Force Chief of Staff Gen. Charles Q. Brown Jr. and Chief Master Sergeant of the Air Force JoAnne Bass are both firsts in their roles. Norah O'Donnell sat down with them to learn about the challenges that they face.
58. [Investigation: Four sailor suicides from same command not connected](#)  
(18 May) Navy Times, By Geoff Ziezulewicz  
On Nov. 26, Fire Controlman 2nd Class Janelle Holder, 39, ended her life. The Sailors were all in a limited-duty, or LIMDU, status at the Mid-Atlantic Regional Maintenance Center in Virginia.
59. [General Officer Assignments](#)  
(23 May) Immediate Release  
The chief of staff of the Army announces the following officer assignments:
- Brig. Gen. Michelle K. Donahue, deputy director, Readiness, Strategy, and Operations, Office of the Deputy Chief of Staff, G-4, U.S. Army, Washington, D.C., to commanding general, U.S. Army Combined Arms Support Command/Sustainment Center of Excellence and Fort Gregg-Adams, Fort Gregg-Adams, Virginia.
  - Maj. Gen. Susan E. Henderson, commander (Troop Program Unit), 377th Theater Sustainment Command, New Orleans, Louisiana, to chief of staff (Individual Mobilization Augmentee), U.S. Transportation Command, Scott Air Force Base, Illinois.
60. [1st woman to lead aircraft carrier completes command tour](#)  
(24 May) Stars & Stripes, By Staff  
Capt. Amy Bauernschmidt, the first woman to lead a Navy aircraft carrier successfully completed her command tour May 18.
61. [Franchetti viewed as likely choice to lead Navy, would be first woman on Joint Chiefs](#)  
(26 May) Breaking Defense, By Justin Katz  
A career surface warfare officer, Franchetti is currently Vice Chief of Naval Operations and previously commanded the Naples, Italy-based US 6th Fleet.
62. [Air Force Academy senior wins Miss Colorado competition](#)  
(30 May) The Gazette (Colorado Springs, Colo.), By O'Dell Isaac  
"I want to show women across the country that military women can do anything. You can be multifaceted. You can be an athlete, or a cancer advocate, or a pageant queen, and still be a professional at your job."
63. [General Officer Announcement](#)  
(31 May) Immediate Release  
Secretary of Defense Lloyd J. Austin III announced today that the president has made the following nomination: Air Force Lt. Gen. Donna D. Shipton for appointment to the grade of lieutenant general, with assignment as commander, Air Force Life Cycle Management Center, Air Force Materiel Command, Wright-Patterson Air Force Base, Ohio. Shipton is currently serving as military deputy, Office of the Assistant Secretary of the Air Force (Acquisition, Technology and Logistics), Pentagon, Washington, D.C.





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### WOMEN VETERANS

64. [\*\*Flygirls, Women Mechs, and Lady Pilots: The Multi-Generational, Multi-Service Effort to End Combat Exclusion in Aviation\*\*](#)  
*(21 Apr) Historian, Naval History and Heritage Command, By Dr. Heather M. Haley*  
his 1948 legislation permitted women to seek out permanent careers in the Army, the Navy, the Marine Corps, and the Air Force. There were, however, limitations to the number of women who could enlist and restrictions on the occupations they could hold.
65. [\*\*Catholic bishop of military personnel takes shot at VA abortion policy\*\*](#)  
*(4 May) Military Times, By Zamone Perez*  
The Catholic clergyman who oversees military personnel and their families took aim at the Biden administration's abortion policies in a pastoral letter released last Friday.
66. [\*\*VA doctor indicted for sexually assaulting multiple patients\*\*](#)  
*(5 May) Military Times, By Leo Shane III*  
A physician working at a Veterans Affairs hospital in Georgia was indicted this week for sexually assaulting four female patients over a 12-month period, Justice Department officials announced on May 4.
67. [\*\*The women who won the right to fly in combat\*\*](#)  
*(12 May) Army Times, By Eileen A. Bjorkman*  
From the first women in the military in World War II to the final push in the 1990s, Eileen Bjorkman's new book, "The Fly Girls Revolt: The Story of the Women Who Kicked Open the Door to Fly in Combat" chronicles the actions of a band of women who overcame decades of discrimination and prevailed against bureaucrats, chauvinists, anti-feminists, and even other military women.
68. [\*\*Stolen valor and 'homeless veterans': Inside a failed hoax\*\*](#)  
*(22 May) Task & Purpose, By Nicholas Slayton*  
A woman who made up a story of veterans being evicted from a homeless shelter also may have lied about earning a Purple Heart. Sharon Toney-Finch served in the Army from 2006 to 2015.

### UPCOMING EVENTS

Event: [\*\*Athenas in Action: Breaking Barriers to Success\*\*](#) *(Streaming Available)*  
Dates: 9 June 2023 (1000-1100 Eastern)  
Location: Air & Space Forces Association, Arlington, Virginia

Event: [\*\*Women Veterans Recognition Day: 75th Anniversary of the Women's Armed Services Integration Act\*\*](#)  
Dates: 12 June 2023 (1400-1700 Eastern)  
Location: Military Women's Memorial, Arlington National Cemetery, Arlington, Virginia

Event: [\*\*DACOWITS Quarterly Business Meeting\*\*](#) *(Streaming Available)*  
Dates: 27 June 2023 (0800-1130 Eastern)  
Location: Association of the United States Army (AUSA) Conference Center, Arlington, Virginia

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