



# Defense Advisory Committee on Women in the Services

## Articles of Interest

August 2024

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### Recruitment & Retention

1. [Recruiter Management in the Department of the Air Force](#)  
(2024) RAND, By Calkins et al.  
Fiscal year 2023 was among the hardest years for military recruiting in recent memory. In the face of this crisis, RAND Project AIR FORCE was asked to determine how to better manage the selection and assignment of enlisted accessions recruiters in the Department of the Air Force. In this report, we document efforts to link data on recruiters, recruiter production, recruiting goals, and the economic conditions in different recruiting markets.
2. [Army doesn't have enough soldiers for potential wars with China and Russia, review committee says](#)  
(31 Jul) Military.com, By Steve Beynon  
The Army is undermanned for a conflict with China or Russia, potential future fights that could expand across several geographic regions, a new report by a committee tasked with reviewing the 2022 National Defense Strategy has found.
3. [As recruiting rebounds, Army to expand basic training, rebuild for modern warfare](#)  
(4 Aug) The Associated Press, By Lolita C. Baldor  
The Army is looking to expand basic combat training in a move its leaders hope will meet the challenges of future wars. The added training will begin in October and comes as the Army tries to reverse years of dismal recruiting when it failed to meet its enlistment goals.
4. [New recruiting MOS selects first class of 25](#)  
(5 Aug) Task & Purpose, By Patty Nieberg  
The Army selected 25 NCOs to qualify in the newest military occupational specialty, or MOS, as the service's newest recruiting experts.
5. [Army Sending 25 Soldiers to Train with Civilian Employers to Improve Recruiting Strategy](#)  
(5 Aug) Stars & Stripes, By Rose L. Thayer  
The Army will send 25 noncommissioned officers to work with civilian organizations for four months to learn innovations in recruiting to help improve the service's new training and lay the groundwork for new strategies in attracting more recruits across the country.
6. [5 common mistakes recruits make before joining the military](#)  
(7 Aug) Military.com, By Stew Smith  
Joining the military is a significant and commendable choice, but it's also a decision that requires both thought and preparation. Because many recruits stumble before they even begin their service, understanding and avoiding common missteps can significantly enhance your experience and readiness for military life.
7. [Recruiting shortfall means Coast Guard 'can't crew all our ships,' says vice commandant](#)  
(8 Aug) USNI News, By John Grady  
Coming up short 10% of its required enlisted force means the Coast Guard "can't crew all our ships" and has had to "temporarily shutter some of our smaller stations," the vice commandant said Wednesday.
8. [Preparing for the possibility of a draft without panic](#)  
(8 Aug) War On The Rocks, By Taren Sylvester and Katherine Kuzminski  
Conscription — a practice most Americans believe should be relegated to the dustbin of history — has returned as an uncomfortable topic of conversation among U.S. allies and adversaries alike.



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9. [Army adds new boot camp companies in Oklahoma and Missouri](#)  
*(9 Aug) Task & Purpose, By Patty Nieberg*  
The Army is expanding the number of recruiting companies at its boot camps to increase throughput of potential soldiers. The service hopes they are hitting a turning point in the service's recruitment efforts.
  10. [Fort Sill and Fort Leonard Wood to add 4 basic training companies](#)  
*(12 Aug) Military Times, By Todd South*  
As the Army appears to be turning the corner in its years-long recruiting challenges, two new boot camp sites will start creating even more soldiers this fall.
  11. [Less Rock, more Earth: Increase recruitment by making the armed forces a climate force](#)  
*(13 Aug) The Hill, By Amrik Chattha*  
Did you hear the U.S. military spent a total of \$99 million on Dwayne "The Rock" Johnson and NASCAR to draw recruits, but ended up with little to show for its efforts? It's clear that big names and fast cars aren't enough to draw my generation into military service.
  12. [The Army is set to expand basic training, fueled by new recruiting momentum](#)  
*(14 Aug) Military.com, By Steve Beynon*  
The Army is set to expand how many new recruits it can send to basic training starting in October, as officials are confident the service is digging out of a recruiting slump it has struggled with for nearly a decade.
  13. [Space Force relies on airmen to recruit, but change is coming](#)  
*(16 Aug) Air & Space Forces Magazine, By Greg Hadley*  
The Space Force isn't quite ready to take full responsibility for recruiting its own Guardians yet, but the service is preparing a detachment within the Air Force Recruiting Service to build a strategy for doing so, Chief Master Sergeant of the Space Force John F. Bentivegna said this week.
  14. [War is draining Ukraine's male-dominated work force. Enter the women.](#)  
*(20 Aug) New York Times, By Constant Méheut*  
More and more women are replacing men mobilized in the army. But there are not enough of them to make up for the labor shortage affecting the economy.
  15. [People with HIV cannot be categorically barred from joining the military, judge rules](#)  
*(21 Aug) NBC News, By Brooke Sopelsa and Benjamin Ryan*  
The ruling strikes down the last remaining policy preventing asymptomatic HIV-positive people from military enlistment, service and promotion.
  16. [In a first, Air Guardsmen and reservists take on JROTC instructor duty](#)  
*(21 Aug) Air & Space Forces Magazine, By Greg Hadley*  
As schools come back into session for the fall, drilling Guardsmen and Reservists will take up Air Force JROTC instructor duty for the first time ever.
  17. [How moves put military families of color at risk](#)  
*(21 Aug) Military.com, By Jennifer Barnhill*  
Moving may be a part of military life, but for families of color and other groups, military moves pose more than an inconvenience: They threaten their safety. That puts our nation's readiness at risk.



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18. [Report: Most Americans Discourage Enlisted Service](#)  
*(22 Aug) AUSA, By Staff*  
As the military faces one of the toughest recruiting environments in decades, most Americans would encourage a friend or relative to serve in the military as an officer, but they would discourage that young person from enlisting, a recent Rand Corp. report found.
19. [Military recruiting shortfall is a crisis we must solve together](#)  
*(22 Aug) The Hill, By Kevin M. Schmiegel*  
Over the next few months, our country will hear little agreement between the presidential candidates. Some might be surprised to hear any, but I guarantee you will; because even in the most divisive times, there is at least one claim that cuts across both sides of the aisle: We must support our troops.
20. [How to boil a frog: The dangers of downsizing in the US military](#)  
*(26 Aug) War On The Rocks, By Ryan Pallas*  
With performance standards increasing, and societal preference and qualifications decreasing, the result is that the increase in standards and requirements over time have created an increasingly challenging environment for military recruiters.
21. [Navy recruiting rebounds, but falls short of boot camp goal](#)  
*(28 Aug) The Associated Press, By Lolita C. Baldor*  
The Navy will meet its goal to sign up 40,600 recruits by the end of September thanks to several new recruiting programs, but the crush of last-minute enlistments means it won't be able to get them all through boot camp by next month.
22. [Don't ask, don't test: The military needs a new policy for marijuana use](#)  
*(28 Aug) Military.com, By Jasper Burns*  
For almost 20 years, "Don't Ask, Don't Tell" stood as a limit on the private lives of thousands of service members. Its repeal in 2011 was considered a victory for personal liberty and a way to expand the pool of citizens eligible to serve.
23. ['Bend in the curve': Navy recruiting efforts see significant results following years of loosened requirements, missed goals](#)  
*(30 Aug) Stars And Stripes, By Caitlyn Burchett*  
Navy officials said Thursday that they are seeing significant results in recruiting after years of loosening requirements to combat missed enlistment goals, putting the service on track to boost its force by more than 40,000 sailors by the year's end.

## Employment & Integration

24. [It's for every girl everywhere: Radio host campaigns for Coast Guard Barbie](#)  
*(1 Aug) Grand Haven Tribune, By Lauren Formosa*  
Barbie is everything: a doctor, an astronaut, a chef, a dancer, an Olympian, a zoologist and even the president -- but what about a member of the United States Coast Guard?
25. [Guam slated to homeport its first Virginia-class fast-attack submarine](#)  
*(2 Aug) Stars & Stripes, By Wyatt Olson*  
The Navy is looking to beef up its submarine squadron on Guam in the coming months by homeporting one of the service's most advanced fast-attack subs there. The Virginia-class USS Minnesota is expected to arrive in



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the U.S. territory sometime during the next fiscal year that begins Oct. 1.

26. **[The importance of improved flexibility and mobility for military fitness training](#)**

*(21 Aug) Military.com, By Stew Smith*

As we transition into retirement or after a demanding career in tactical professions or a long athletic history, it's smart to incorporate flexibility and mobility exercises into our workout plans. The exciting part of this journey is the adaptability of these sessions. You have the power to make them work for you when you need them.

### Well-Being & Treatment

27. **[Will new child care plans help these Army Special Forces families?](#)**

*(1 Aug) Military Times, By Karen Jowers*

A long-awaited military child development center is officially in the works for Army Special Forces and other service families in the Florida panhandle north of Eglin Air Force Base, Air Force officials announced.

28. **[Coast Guard's mishandling of sexual misconduct cases is a moral failure, Senate report finds](#)**

*(7 Aug) Stars & Stripes, By Rose L. Thayer*

The Coast Guard is facing a service-wide moral failure to address sexual assault and harassment in its ranks, which has been allowed to spread through closed-door proceedings, honorable discharges and a look-the-other-way mentality, according to a report.

29. **[Prosecutors drop assault case against Naval Academy midshipman, ending nearly 3-year saga](#)**

*(8 Aug) Capital Gazette, By Luke Parker*

Prosecutors dropped the assault case against midshipman Garrett Lee Holsen. In a statement, Anne Arundel County State's Attorney wrote she made "the difficult decision" to terminate the case because the alleged victim was not able to participate in a retrial scheduled. Prosecutors accused Holsen of attacking one of his classmates at an off-campus party when she was too intoxicated to consent to sex — a theory the jury rejected.

30. **[Sexual assault, harassment and retaliation against victims 'pervasive' in Coast Guard, Senate investigation finds](#)**

*(9 Aug) Military.com, By Patricia Kime*

Failure by the U.S. Coast Guard to investigate and prosecute incidents of sexual assault and harassment extend beyond a scandal at the school's service academy, a systemic problem that continues to harm personnel across all ranks, a U.S. Senate investigation has found.

31. **[Coast Guard Academy works to overhaul culture after sex abuse scandal](#)**

*(12 Aug) The Associated Press, By Susan Haigh*

The grueling basic training for fledgling cadets at the U.S. Coast Guard Academy, known as swab summer, has been revamped this year in light of a sexual abuse scandal that has rocked the prestigious service academy.

32. **[US military sexual assault rates 2 to 4 times higher than govt estimates, study says](#)**

*(14 Aug) NBC News, By Phil Helsel and Courtney Kube*

The Brown University report faults the U.S. wars in Iraq and Afghanistan as putting the military's long-standing issue of sexual assault secondary to force readiness. The number of sexual assaults in the U.S. military is likely two to four times higher than government estimates, according to a new study out of Brown University.



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33. [Top enlisted leader of 173rd Airborne Brigade in Italy fired after sexual assault allegations](#)  
*(16 Aug) Military.com, By Rachel Cohen and Steve Beynon*  
Command Sgt. Maj. Matthew Carlson allegedly sexually assaulted a subordinate noncommissioned officer, according to a document summarizing the events.
34. [Military sexual assault rate higher than DOD estimates, report finds](#)  
*(19 Aug) Military Times, By Jonathan Lehrfeld*  
Sexual assault prevalence in the military during and beyond the Global War on Terror is likely two to four times higher than Department of Defense estimates, a new report found.

### Servicewomen in the News

35. [1st Mission Support Command in Puerto Rico welcomes their new command sergeant major](#)  
*(17 Jul) 1st Mission Support Command, By Spc. Jofenell RuizFebus*  
On Saturday, July 13, 2024, Brig. Gen. Carlos E. Gorbea, commanding officer of the U.S. Army Reserve, 1st Mission Support Command in Puerto Rico and the Virgin Islands, hosted the change of responsibility ceremony for Command Sgt. Maj. Lorraine Smith. This marks the first time in over 100-year history that a female assumes the role of command sergeant major of the command.
36. [Redstone Arsenal Garrison welcomes first female commander](#)  
*(31 Jul) WHNT, By Rebecca Teutsch*  
The U.S. Army Garrison is set to welcome the first female Garrison Commander on August 1. On August 1 at 10 a.m., Colonel Erin Eike will assume duties as the U.S. Army Garrison – Redstone Arsenal Commander at the Bob Jones Auditorium.
37. [Army's Maddalena takes silver medal in 50-meter rifle event](#)  
*(2 Aug) Stars & Stripes, By Matt Wagner*  
Army Sgt. Sagen Maddalena ended USA Shooting's medal drought at the 2024 Paris Olympics with a silver medal in the women's 50-meter rifle three-position final Friday morning at the Chateauroux Shooting Centre.
38. [Acquavella named first female commander of Naval Supply Systems Command Weapons Support System](#)  
*(2 Aug) Stars & Stripes, By Vincent Difonzo*  
Rear Adm. Kristin Acquavella became the first female commander of the Naval Supply Systems Command Weapons Support System during a change-in-command ceremony in Mechanicsburg, Pa. on Friday. She follows retiring the previous commander, Rear Adm. Matthew N. Ott, who is retiring after more than 30 years in the Navy.
39. [Army lieutenant 'living the American dream' crowned Miss USA](#)  
*(5 Aug) Stars & Stripes, By Jennifer H. Svan*  
Army 2nd Lt. Alma Cooper was named Miss USA on Aug. 4, 2024, in Los Angeles. The 22-year-old from Michigan is a graduate of the U.S. Military Academy who is now in graduate school at Stanford University.
40. [Former Pentagon official picked to become Ft. Meade's first female Garrison Commander](#)  
*(6 Aug) ABC 7, By Winston Rogers*  
Maryland's Fort Meade welcomed its new Garrison Commander, appointing the first woman to the position in the base's over 100-year history. Colonel Yolanda Gore, the Pentagon's former Strategic Initiative Chief for the Deputy Chief of Staff, will now oversee the fort's 64,000 staffers following a change of command ceremony.





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41. [Army fires command sergeant major for Military District of Washington](#)  
*(12 Aug) Task & Purpose, By Jeff Schogol*  
Command Sgt. Major Veronica E. Knapp has been relieved as the senior enlisted leader of the sprawling military task force responsible for defense and day-to-day military operations in Washington D.C. following an investigation, an Army spokesman said. Knapp made news in 2011 as the first woman named Command Sgt. Major of the 101st Airborne Division. She was in a similar role for the Joint Task Force-National Capital Region/United States Army Military District of Washington, or JTF-NCR/USAMDW.
  42. [Army fires command sergeant major of DC military task force](#)  
*(13 Aug) Military Times, By Todd South*  
The senior enlisted leader for military operations in the nation's capital was relieved of her position last week, officials confirmed Tuesday. Army Command Sgt. Maj. Veronica Knapp was relieved on August 8 "due to a loss of trust and confidence in her leadership," a Joint Task Force-National Capital Region spokesman said in an email to Army Times.
  43. [Soldier's Journey to All-Army Women's Softball Roster Is Shaped by Talent, Grit](#)  
*(19 Aug) DoD News, By Joseph Clark*  
It would be impossible to perform the way Army Sgt. Melina Wilkinson has at this year's Armed Forces Softball Championship without being both extraordinarily talented and tough as nails.
  44. [First Female Commanding General of the U.S. Army Reserve's 80th Training Command Relinquishes Unit Colors](#)  
*(11 Aug) 80th Training Command (Reserve), By Maj. Thomas Piernicky*  
Maj. Gen. Patricia Wallace, Commanding General of the 80th Training Command (The Army School System), relinquished command to Maj. Gen. Michael Dougherty during a ceremony at The Frank Lotts Center on the Defense Supply Center-Richmond on Sunday. Wallace is the first female commanding general of the 80th TC (TASS). She took command of the 80th TC in December of 2022, where she led a force of over 6,000 Army Reserve soldiers and 270 civilians assigned to 85 units across 37 states.
  45. [Army officer overcomes injury to lead team to victory at Armed Forces Rugby Tournament](#)  
*(12 Aug) Army.mil, By Walter T. Ham IV*  
A U.S. Army Chemical Corps officer overcame a calf injury to lead the Army team to victory during the Armed Forces Rugby Tournament in San Diego. 1st Lt. Rachel D. Henley, the 3rd Platoon leader for the 92nd Chemical Company (Hazard Response), was the team captain for the U.S. Army rugby team that took the gold medal by beating the Air Force team 27-5 during the recent competition.
  46. [Colorado's 100th Missile Defense Brigade gets first female commander](#)  
*(14 Aug) 100th Missile Defense Brigade, By Staff Sgt. Taylor Lakey-Tamacori*  
According to data collected by the Department of Defense in 2021, women made up 17.3 percent of the Active Duty force and 21.4 percent of the National Guard and Reserves. The same study reports percentages of women in the U.S. military increasing since 2017. Historically, the military had prohibited women from serving in certain jobs and branches. Over time military policy evolved, empowering future generations of female leaders like U.S. Army Col. Dani Williams, commander, 100th Missile Defense Brigade, Colorado Army National Guard.



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47. [Small-town girl, global impact: Army nurse fulfills childhood dreams](#)  
*(16 Aug) Army News Service, By Christopher Hurd*  
Eleven-year-old Kelly K. Spencer put on her gloves, apron and face mask as she prepared to enter the hospital operating room in 2000. This wasn't your typical take-a-child-to-work day, this was an experience that would fuel her dreams and shape her future.
  48. [Hawaii soldier earns rare triple tab: Ranger, Sapper, Jungle](#)  
*(26 Aug) Task & Purpose, By Patty Nieberg*  
A Hawaii-based combat engineer became 'triple-tapped' by completing three of the Army's most demanding courses, Ranger and Sapper school, and a Hawaii-based Jungle course. Earning all three is rare for any soldier, and nearly unprecedented for a woman.
  49. [Triple-tapped soldier completes Ranger, Sapper and Jungle courses](#)  
*(27 Aug) Marine Corps Times, By Jonathan Lehrfeld*  
First Lt. Mackenzie Corcoran with the 29th Brigade Engineer Battalion, 3rd Infantry Brigade Combat Team, 25th Infantry Division at Schofield Barracks, Hawaii, is one of a few women to wear some of the most difficult to receive tabs — an arch worn on uniforms signifying a special skill.
  50. [378 Days Later: Navy Scientist Reflects on Testing NASA's Mars-Like Habitat](#)  
*(28 Aug) DoD News, By Katie Lange*  
Navy Lt. Anca Selariu, a microbiologist with Naval Medical Research Unit San Antonio, was one of the volunteers who completed the mission in July. A native of Romania, she moved to the U.S. decades ago and has been in the Navy for about five years. "It still seems like a dream that I got to be one of the first crew members to complete a full mission," she said via email shortly before exiting the Mars Dune Alpha habitat.
  51. [Ellie Marks wins Team USA's first medal at the 2024 Paralympics with a silver in 50-meter freestyle S6](#)  
*(29 Aug) People, By Danielle Jennings*  
Marks' journey to becoming a Paralympic swimming champion began back in 2012, two years after she sustained a bilateral hip injury while in the Army. She was accepted into the US Army World Class Athlete Program (WCAP) and found "fit for duty" as a 68w combat medic.

### Women Veterans

52. [The VA wants your help picking a name for a new clinic for female veterans](#)  
*(20 Jul) Star Tribune, By Jennifer Brooks*  
If you know a veteran who served her country and her community, the VA is accepting nominations until Oct. 30.
53. [Nurse began working at hospital during WWII and hasn't stopped. She's 97.](#)  
*(10 Aug) Washington Post, By Staff*  
"I love people, and my health is good, so I'm happy to do what I can," said Grace Carr, of Allentown, Pa., who has worked at the same hospital for 80 years.
54. [Veteran women roll out the latest edition of the Pin-Ups For Vets calendar](#)  
*(14 Aug) Task & Purpose, By Patty Nieberg*  
The calendar features 13 women veterans with 117 years of combined military service across military branches.



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### Upcoming Events

- Title:** [Quadrennial VA Women Veterans Summit](#)
- Location:** Washington Hilton, Washington, DC
- Date:** 5-7 September 2024
- Time:** Various
- Register:** [VAQuadrennialWomenVeteransSummit@va.gov](mailto:VAQuadrennialWomenVeteransSummit@va.gov)
- Details:** The Quadrennial VA Women Veterans Summit serves to increase access, decrease barriers, and connect women veterans and transitioning servicewomen directly with information, benefits, services, and opportunities. The summit brings together all the VA's resources and services in one place. Advocates will be available to connect summit participants with resources and help empower participants to navigate the VA health care system.
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- Title:** [DACOWITS Quarterly Business Meeting](#)
- Location:** AUSA Conference Center, Arlington, VA
- Date:** 10-11 September 2024
- Time:** 0800-1500
- Register:** The in-person public portions of the meeting will be streamed live. Anyone who wishes to watch the meeting via ZoomGov must register in advance by sending an email to the DACOWITS Staff: [osd.pentagon.ousd-p-r.mbx.dacowits@mail.mil](mailto:osd.pentagon.ousd-p-r.mbx.dacowits@mail.mil) A code will be provide 24-hours prior to the meeting.
- Details:** DACOWITS provides advice and recommendations on matters and policies relating to the recruitment, retention, employment, integration, well-being, and treatment of women in the Armed Forces of the United States. The Committee gathers information from multiple sources, to include briefings from Defense Department, Service-level military representatives, and subject matter experts.