



Defense Advisory Committee on Women in the Services

Articles of Interest

September 2024



Recruitment & Retention

1. [**Selling America: The Army's fight to find recruits in a mistrustful, divided nation**](#)
(30 Aug) Stars & Stripes, By Greg Jaffe and Missy Ryan
Sgt. 1st Class Dane Beaston had endured the stress, frustration and disappointment of one of the worst recruiting slumps in the half-century history of the U.S. military's all-volunteer force.
2. [**America Isn't Ready for Another War—Because It Doesn't have the Troops**](#)
(1 Sep) Vox, By Gil Barndollar and Matthew C. Mai
The US military's recruiting crisis, explained.
3. [**How Can the US Military Solve Its Recruiting Crisis?**](#)
(3 Sep) Yahoo! News, By Mike Bebernes
In an effort to address recruitment shortages for most U.S. military services, Congress in recent months has considered a pair of proposals to expand the military draft. One provision would automatically register young men for Selective Service, rather than asking them to do it themselves. The other would also make women eligible for the draft.
4. [**'Get to know us': Germany offers model for military recruiting**](#)
(3 Sep) Stars & Stripes, By Svetlana Shkolnikova
A minesweeper docked at the Kiel-Wik naval base on Germany's Baltic Sea coast often serves as the first stop for Germans interested in getting a taste of life in the navy.
5. [**How low-scoring applicants 'primed the pump' for Navy recruiting boost**](#)
(5 Sep) Military Times, By Hope Hedge Seck
As recently as June, Navy officials were still predicting that the service would miss its recruiting target for a second consecutive year, even as other services waxed bullish about their strategies for recruiting success.
6. [**Reimagining the Army Medical Corps: Five Ideas for Raising Recruitment, Restoring Retention, and Restructuring Requirements**](#)
(6 Sep) RAND Corporation, By Edward W. Chan, Michael G. Mattock, Patricia K. Tong, Lawrence M. Hanser, Christina Panis, and Sarah Baker
The Army Medical Corps comprises the physicians of the U.S. Army. In recent years, the Medical Corps' rate of recruitment has not been able to keep up with the pace of separations. Retention is down. A larger-than-expected proportion of Army physicians who have fulfilled their active-duty service obligation are separating rather than extending their careers and, possibly, serving until they are eligible for military retirement.
7. [**Navy's recruitment strategy should inspire other branches to act**](#)
(7 Sep) Military Times, By Rep. Tony Gonzales
For over half my life, I've served our country. Before representing Texas' 23rd Congressional District in the U.S. House of Representatives, I served in the U.S. Navy for 20 years.
8. [**The Army has graduated 25,000 soldiers through pre-basic prep course**](#)
(10 Sep) Military Times, By Todd South
The Army has graduated nearly 25,000 recruits from its Future Soldier Prep Course who have gone on to become soldiers.



Defense Advisory Committee on Women in the Services

Articles of Interest

September 2024



9. [**Military Service Offers Multiple Benefits**](#)
(13 Sep) DoD News, By David Vergun
People who served in the military in uniform or as civilians have a huge advantage in society, said Shawn G. Skelly, who is performing the duties of the deputy undersecretary of defense for personnel and readiness.
10. [**Military Service Offers Multiple Benefits**](#)
(13 Sep) DoD News, By David Vergun
People who served in the military in uniform or as civilians have a huge advantage in society, said Shawn G. Skelly, who is performing the duties of the deputy undersecretary of defense for personnel and readiness.
11. [**Air Force recruiting bounces back with broadened path to enlistment paying off**](#)
(13 Sep) Stars & Stripes, By Jennifer H. Svan
The Air Force is on track to meet or exceed its annual recruiting goal a year after experiencing a dismal 10% shortfall in new active-duty enlistments, according to the service's recruiting leader.
12. [**Intel agencies are awash in young talent. But can they keep it?**](#)
(17 Sep) Defense One, By Carten Cordell
After long years of worrying about recruiting younger employees, the U.S. intelligence community is getting plenty of applicants. Now it needs to change to keep their rising stars, officials say.
13. [**Air Force meets recruitment goals, eyes 20% increase in 2025**](#)
(17 Sep) Military Times, By Stephen Losey
The Air Force said Monday it will meet its recruitment goals in fiscal 2024, one year after all components of the service missed the mark for the first time in decades.
14. [**Air Force hits recruiting goals with help from tweaks to body fat standards, tattoo policy**](#)
(17 Sep) Military.com, By Thomas Novelly
The Air Force says it has met its active-duty, Guard and reserve recruiting goals this year following a historic slump -- and is aiming to get even more people to join up in 2025.
15. [**Space Force chief lays out new enlisted guardian career path**](#)
(17 Sep) Air & Space Forces Magazine, By David Roza
The Space Force's top enlisted leader unveiled an ambitious project to transform the career paths for the service's 4,900 enlisted Guardians. The new "Vision for the Enlisted Force: Development Path" aims to make each Guardian's training experience more meaningful and to better prepare them for the increased responsibility they will face in the branch's unique force structure.
16. [**Marine who published memoir about alleged sexual abuse of underage recruit faces court-martial**](#)
(18 Sep) Military.com, By Drew F. Lawrence
An active-duty Marine Corps recruiter who penned a self-published "memoir" detailing an inappropriate relationship with a teenage recruit was charged under the Uniform Code of Military Justice last month and will face a court-martial hearing next week, service officials told Military.com on Tuesday.
17. [**New Policy Allows Sailors to Receive Housing Allowance Based on Family Location**](#)
(18 Sep) USNI, By Heather Mongilio
Sailors who geographically separate from their family as part of a permanent change of station can now receive basic housing allowance based on their family's location.



Defense Advisory Committee on Women in the Services

Articles of Interest

September 2024



18. [**Navy boss lays out ambitious goals on ships and recruiting but dodges on accountability**](#)
(19 Sep) Military.com, By Konstantin Toropin
The Navy's chief of naval operations, Adm. Lisa Franchetti, rolled out a document this week laying out her vision for the fleet -- a set of several lofty goals in a wide swath of areas that the admiral says will be met in two years' time.
19. [**Should the US be better prepared to reinstate military conscription?**](#)
(19 Sep) Federal News Network, By Tom Temin
More than a half century has passed since the U.S. ended the military draft. The Selective Service System still requires males to register at 18, but that's about it. Given the state of the world, should the nation be better prepared to re-start conscription?
20. [**Surge in Marines staying in the Corps past their first enlistment**](#)
(23 Sep) Military.com, By Jeff Schogol
More Marines are staying in the Corps past their first contract than at any other time in the last 14 years.
21. [**How the Air Force Reserve overcame its recruiting crisis**](#)
(23 Sep) Air & Space Forces Magazine, By David Roza
After two years of storm clouds, the future looks bright for Air Force Reserve Command recruiting, which exceeded its fiscal year 2024 goal of 7,200 Airmen by about 1.2%.
22. [**Army enlists AI to identify prospective new recruits**](#)
(25 Sep) Military Times, By Todd South
Army recruiters may soon be relieved from the dreaded "cold calls" to high school students in their frustrated fishing expedition for new recruits.
23. [**Army hits recruiting target for the first time in 2 years**](#)
(26 Sep) Navy Times, By Todd South
After several dismal recruiting years, Army officials announced the service has exceeded its recruiting goals for this fiscal year.
24. [**ROTC scholarships could be slashed this decade as Army deals with glut of officers**](#)
(27 Sep) Military.com, By Steve Beynon
The Army is eyeing a roughly \$100 million cut to Reserve Officers' Training Corps scholarships through the rest of the decade as the service aims to correct an oversaturation of officers in the force.
25. [**How the Marine Corps is retaining a lot of its first-term Marines**](#)
(27 Sep) Military Times, By Todd South
The Marine Corps retained more first-term Marines in a single year than it has in more than a decade, marking another step towards the service's overhaul of how it keeps Marines in uniform.
26. [**Marines surpass enlisted recruitment goal by 1, officers over a dozen in sharp drop from 2023**](#)
(27 Sep) Military.com, By Drew F. Lawrence
Amid a military-wide recruiting crisis, the Marine Corps said Friday that it surpassed its recruiting goal for the fiscal year by just over two dozen people, according to data shared by the service with Military.com on Friday, a stark decrease from last year's numbers.



Defense Advisory Committee on Women in the Services

Articles of Interest

September 2024



27. [Marines barely meet annual recruiting goals, but see encouraging signs](#)

(30 Sep) Navy Times, By Todd South

The Marine Corps inched past their recruiting goal for enlisted Marines this fiscal year, but nonetheless got beyond their goals for new officers and enlisted, continuing a trend of making their recruitment numbers as the other services struggled in recent years.

Employment & Integration

28. [Obesity among troops costs Pentagon more than \\$1 billion per year, new study finds](#)

(4 Sep) Stars & Stripes, By Corey Dickstein

American troops are too fat, and it is costing the Pentagon more than \$1 billion of taxpayer funding each year, a study of obesity among active-duty service members published Wednesday found.

29. [Military Obesity Policies Need to Catch Up with Science, Look at New Weight Loss Drugs, Think Tank Says](#)

(4 Sep) Military.com, By Patricia Kime

The U.S. military spends \$1.24 billion each year to address obesity in the ranks, but Defense Department policies have been slow to adopt weight management treatments, including therapies and medications such as Wegovy or Zepbound, to address a major readiness concern, according to new research.

30. [First submarine fully integrated for co-ed crews to join Navy fleet next week](#)

(5 Sep) Stars & Stripes, By Caitlyn Burchett

The first submarine fully integrated for mixed gender crews will join the Navy fleet next week during a commissioning ceremony in its namesake state of New Jersey. The New Jersey is the 23rd Virginia-class submarine, but it is the first of its kind — designed from the keel up with specific modifications for gender integration. The design changes were made to accommodate the growing female force of submariners.

31. [Military must move beyond integration to inclusion](#)

(6 Sep) Defense One, By Andrea N. Goldstein and Joan Johnson-Freese

This scenario is an example of an all-too-common phenomenon: integration without inclusion. One of the co-authors witnessed this type of behavior while serving as an intelligence officer with several SEAL teams, and she is hardly alone.

32. [The US Navy is about to launch a submarine built for a mixed-gender crew, the first of its kind](#)

(10 Sep) Business Insider, By Mia Jankowicz

A submarine designed to fully integrate male and female sailors is set to join the U.S. fleet on Saturday.

33. [Navy to commission first sub designed for both men and women sailors](#)

(12 Sep) Navy Times, By Diana Stancy

The New Jersey is entering the fleet roughly 14 years after then-Defense Secretary Robert Gates ended the ban on women serving on subs in 2010.

34. [Army to expand holistic health and fitness program to all soldiers](#)

(12 Sep) Military Times, By Todd South

The Army is expanding its new all-around health and fitness program, which includes professional civilian staffing, workout gear and more, to all soldiers rather than only combat brigades.



Defense Advisory Committee on Women in the Services

Articles of Interest

September 2024



35. [Amid struggle to build subs, Navy gives company running ads and website a \\$1 billion contract](#)
(12 Sep) *Military.com*, By Konstantin Toropin
The company behind "BuildSubmarines.com" has been given a contract worth nearly \$1 billion by the Navy to promote the expansion of the submarine industrial base, according to a Pentagon announcement Tuesday.
36. [Pentagon approves eating disorder nonprofit as official resource for military families](#)
(13 Sep) *Stars & Stripes*, By Kelly Agee
A nonprofit dedicated to addressing eating disorders has been added to the Military OneSource's resource finder, making it easier to find by people tackling the issue.
37. [Navy to Commission Submarine New Jersey SSN 796](#)
(13 Sep) *DoD Immediate Release*
The Navy will commission the newest Virginia-class fast-attack submarine, the future USS New Jersey (SSN 796), during an 11 a.m. EST ceremony Saturday, Sept. 14, at Naval Weapons Station Earle in Middletown Township, New Jersey.
38. [Navy to commission first sub designed for both men and women sailors](#)
(14 Sep) *Military Times Video*
39. [Navy's newest submarine — the USS New Jersey — makes its debut in Jersey Shore ceremony](#)
(16 Sep) *nj.com*, By Brianna Kudisch
Officials commissioned the USS New Jersey — the U.S. Navy's newest attack submarine — during a ceremony in Monmouth County Saturday morning, which officially integrates the submarine into the naval fleet.
40. [Pearl Harbor shipyard works on 3 top-class submarines](#)
(16 Sep) *Honolulu Star-Advertiser*, By Andrew Gomes
The USS North Carolina fast-attack submarine pulled into a Pearl Harbor maintenance facility recently in an unprecedented situation expected to become more of a future norm.
41. [Austal USA awarded \\$450M to build a submarine construction facility in Mobile](#)
(16 Sep) *USNI News*, By Sam LaGrone
An Alabama shipyard won a \$450M contract from submarine builder General Dynamics Electric Boat to expand its submarine construction business, according to a Friday regulatory filing.
42. [Navy offers more female uniform options](#)
(18 Sep) *Military.com*, By Konstantin Toropin
The Navy's personnel boss rolled out several policy tweaks this week that include more uniform options for female sailors.
43. [First phase of 5-year Navy program aims to improve fit, function of female uniforms](#)
(20 Sep) *Stars & Stripes*, By Alex Wilson
The U.S. Navy is kicking off a five-year, multiphase uniform improvement program intended to deliver "a modernized and consistent uniform fit and sizing system," according to an updated policy memo.
44. [Lawmaker criticizes Navy secretary for nearly \\$2B funding shortfall for 2 submarines](#)
(20 Sep) *Stars & Stripes*, By Caitlyn Burchett
Navy Secretary Del Toro was met with pushback and accusations of withholding information by lawmakers Thursday when he urged them to fill a \$1.95B gap needed to fund the building of two new submarines.



Defense Advisory Committee on Women in the Services

Articles of Interest

September 2024



-
45. [The Space Force issued thousands of smartwatches to replace PT tests](#)
(23 Sep) *Defense One*, By Lauren C. Williams
The Space Force is halfway through its two-year experiment of monitoring fitness via smartwatches instead of physical fitness tests. The service's top enlisted leader recently shared his experience with the program — and how he envisions health data intersecting with troop readiness.
 46. [Army's new 'female' medical simulators teach medics not to 'hesitate'](#)
(25 Sep) *Task & Purpose*, By Patty Nieberg
Women injured in combat in Afghanistan and Iraq died at higher rates than their male peers with the same injuries, often because medics were hesitating to treat them, medical researchers found. To end that hesitancy, the Army will soon field new manikin-style patient simulators designed as female bodies.
 47. [Here's what the Navy is doing to improve women's uniforms](#)
(25 Sep) *Military Times*, By Diana Stancy
The Navy is rolling out a five-year program aimed at “improving the design, form, fit, and function” of uniforms for women in the fleet, according to the service.
 48. [Lifting, calisthenics, cardio: This full-body military fitness workout has it all](#)
(27 Sep) *Military.com*, By Stew Smith
If you need to play catch-up after missing a workout because of a busy schedule, travel or taking a day off, consider the full-body combination below. This workout mixes calisthenics and a short cardio option as a warm-up, then a lift session, followed by a cooldown cardio period with several options for what you prefer to do.

Well-Being & Treatment

49. [How to Exercise During Menopause](#)
(21 Aug) *New York Times*, By Staff
Your body changes during the menopause transition. So should your fitness routine.
50. [13 former Coast Guard Academy cadets file claims of sexual violence, seek \\$130 million](#)
(5 Sep) *Stars & Stripes*, By ROSE L. THAYER
Thirteen former cadets of the U.S. Coast Guard Academy are seeking \$10 million each from the service, accusing the Coast Guard of failing to implement adequate policies and practices that allowed sexual violence to go unchecked, according to legal documents filed Thursday.
51. [Supervisor punished soldier for reporting sexual assault, Inspector General says](#)
(9 Sep) *Task & Purpose*, Patty Nieberg
When an Army Reserve aviation soldier reported that she had been sexually assaulted, a male supervisor retaliated by keeping her off a deployment which ended her hazardous duty pay and recommending she be kicked off of active duty status, a Pentagon-level Inspector General investigation found.
52. ['We are all in disbelief': How the New Hampshire National Guard failed to protect female soldiers](#)
(13 Sep) *CNN*, By Haley Britzky
When a military police battalion from the New Hampshire National Guard arrived at the US southern border in 2022, the unit's commander Lt. Col. Mark Patterson immediately began making soldiers uncomfortable. Patterson's conduct was detailed in a 50-page report obtained by CNN laying out the findings of an Army investigation, which eventually led to Patterson being charged and convicted in a military court-martial for his



Defense Advisory Committee on Women in the Services

Articles of Interest

September 2024



actions at the border, including sexually harassing four women in his battalion over several months.

53. [Pentagon to invest \\$500 million to study health issues affecting servicewomen](#)
(23 Sep) Task & Purpose, By Patty Nieberg
The funds will go towards congressionally directed research on topics disproportionately impacting women.
54. [DoD Commits \\$500 Million for Women's Health Research, Supports Better Care for All Women](#)
(23 Sep) DoD Immediate Release
The Department of Defense (DoD) is working to ensure that research conducted across the Department addresses health disparities faced by women, including conditions that affect women uniquely, disproportionately, or differently.

Servicewomen in the News

55. ['Six Triple Eight' Trailer: Kerry Washington Leads All-Black, All-Female Army Corps in Netflix Drama](#)
(28 Aug) Variety, By Jack Dunn
“‘The Six Triple Eight’ is inspired by the first and only Women’s Army Corps unit of color to serve overseas in WWII. Given an extraordinary mission and united in their determination, these unsung heroes delivered hope and shattered barriers.”
56. [Air Force Academy track-and-field athlete found dead in her dorm room](#)
(5 Sep Stars & Stripes, By Staff)
Officials are investigating the death of a 19-year-old cadet at the U.S. Air Force Academy in Colorado Springs, Colo., the second student from the institute to die this year.
57. [Fort Meade made history by appointing its first female Garrison Commander](#)
(6 Sep) WJLA, By John Rogers
Colonel Yolanda Gore has been appointed the first female Garrison Commander in the base’s history. And it’s no small task because Fort Meade is one of the most important military bases in the world.
58. [Flag Officer Assignments](#)
(9 Sep) DoD Immediate Release
The secretary of the Navy and chief of naval operations announced today the following assignments:
 - Rear Adm. (lower half) Kimberly A. Walz will be assigned as reserve director, Maritime Operations, U.S. Fleet Forces Command, Norfolk, Virginia. Walz is currently serving as deputy commander, Naval Surface Force, U.S. Atlantic Fleet, Norfolk, Virginia.
 - Capt. Katie F. Sheldon, selected for promotion to rear admiral (lower half), will be assigned as vice commander, Seventh Fleet, Yokosuka, Japan. Sheldon is currently serving as commanding officer, Navy Reserve, U.S. Third Fleet, San Diego, California.
59. [Air Force Academy cadet dies after being found unconscious in dorm](#)
(9 Sep) Military Times, By Riley Ceder
Cadet 4th Class Avery Koonce, 19, was found unconscious Wednesday night in her dorm room at the Air Force Academy in Colorado, according to the academy. First responders arrived at the scene and attempted to resuscitate her but were unsuccessful.



Defense Advisory Committee on Women in the Services

Articles of Interest

September 2024



-
60. [Dedication, pursuit of excellence propels Army officer to Miss USA crown](#)
(16 Sep) Army News Service, By Christopher Hurd
Currently a second lieutenant military intelligence officer, Alma Cooper, developed a love for learning at a young age thanks to her grandmother and mother. In her senior year at West Point, she used mathematical models to investigate the relationship between U.S. nutritional health and Army recruiting.
 61. [What's next for the first woman to lead US Transportation Command](#)
(17 Sep) DefenseScoop, By Brandi Vincent
Once her tenure as chief of U.S. Transportation Command comes to a close, Gen. Jackie Van Ovost is planning to put much of her energy into helping build out America's science, technology, engineering and math (STEM) talent pipeline, with a sharp focus on empowering minorities.
 62. [Navy's top officer treated successfully for breast cancer](#)
(20 Sep) The Associated Press, By Tara Copp and Lolita C. Baldour
Adm. Lisa Franchetti, the Navy's highest-ranking military officer, was treated successfully for early-stage breast cancer this summer, the service announced Friday.
 63. [Navy fires the head of recruiting for San Antonio, Texas](#)
(27 Sep) Navy Times, By Geoff Ziezulewicz
Cmdr. Stacey O'Neal was fired as head of Navy Talent Acquisition Group San Antonio "due to a loss of confidence in her ability to perform her duties," the Navy said in a brief statement.

Women Veterans

64. [Senators push \\$15M bill to study birth defects in children of veterans exposed to toxic chemicals](#)
(4 Sep) Stars & Stripes, By LINDA F. HERSEY
The generational effects of chemical warfare agents and other hazardous materials on the descendants of service members would be evaluated under a bill to fund \$15 million in research on birth defects identified in the children and grandchildren of toxic-exposed veterans.
65. [Unemployment Rate for Female Veterans Spikes to 7% in Latest Jobs Report](#)
(6 Sep) Military.com, By Richard Sisk
The unemployment rate for female veterans rose to 7% in August while the rate for all veterans bumped up to 3.5% -- even as the jobless rate for the general population ticked down from 4.3% to 4.2%, the Labor Department reported Friday.
66. [Navy christens USNS Lucy Stone, honors civil rights trailblazer](#)
(22 Sep) Stars & Stripes, By Staff
The USNS Lucy Stone, a fleet replenishment oiler was christened at the General Dynamics NASSCO shipyard in San Diego on Saturday. The ship's name honors American suffragist Lucy Stone, a trailblazer in the women's rights movement and the abolishment of slavery.
67. [Women kicked out of military for pregnancy could get \\$25,000, VA health care under bill](#)
(24 Sep) Task & Purpose, Patty Nieberg
Women who served in the military between 1951 and 1976 were subject to discharge if they became pregnant. A new bill would retroactively compensate hundreds, if not thousands, of those women who were "wrongfully and involuntarily separated" from the military over more than two decades.



Defense Advisory Committee on Women in the Services

Articles of Interest

September 2024



Upcoming Events

- Title:** [DACOWITS Quarterly Business Meeting](#)
- Location:** AUSA Conference Center, Arlington, VA
- Date:** 10-11 December 2024
- Time:** 0800-1600
- 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 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.