



Defense Advisory Committee on Women in the Services Articles of Interest 6 – 19 October 2018

RECRUITMENT & RETENTION

1. [Brig. Gen. Vereen: After missing recruiting goal, Army must adapt](#)
(5 Oct) Fayetteville Observer, By Drew Brooks
Brig. Gen. Kevin Vereen walked into the Fayetteville Recruiting Center long before he ever put on an Army uniform and well before he wore the star rank of a general officer on his chest.
2. [Army should change how it picks enlisted leaders to lower attrition, study says](#)
(5 Oct) Stars & Stripes, By John Vandiver
The Army could lower attrition rates, save money and improve junior soldier performance if it was better at selecting its senior enlisted leaders, according to a new study.
3. [Army targets young Americans in new ways for recruiting](#)
(9 Oct) Stars and Stripes, By Corey Dickstein
Recruiters armed with new marketing campaigns and technology will target cities where the Army has struggled to engage potential soldiers as part of a revamped strategy to fill the ranks.
4. [Army recruiting is heading to the big cities, looking for Americans who've never considered joining up](#)
(9 Oct) Army Times, By Meghann Myers
The Army is on a mission to get to 500,000 active troops in the next four years, and coming to the realization that they have to change pretty much everything about the way they recruit to get there.
5. [The Army is mulling the idea of a talent-based retention board](#)
(9 Oct) Army Times, By Meghann Myers
The Army is pushing to retain mid-career noncommissioned officers to lead a new crop of junior soldiers coming in on a wave of high recruiting goals, with a series of re-enlistment bonuses and a new promotion policy to send E-5 and E-6 candidates straight to local boards.
6. [The US Military Is Now Recruiting Soldiers To Fight In A War That Started Before They Were Born](#)
(9 Oct) Buzz Feed, By Vera Bergengruen
Most Americans are only vaguely aware that we're still fighting overseas, and the reason for that is that they don't have any skin in the game.
7. [America's obesity is threatening national security, according to this study](#)
(10 Oct) Army Times, By Meghann Myers
It's well known at this point that just under 30 percent of Americans ages 17 to 24 — the prime age to join the Army — aren't eligible to join.
8. [The Army is ready to dole out bonuses to keep recruiters](#)
(10 Oct) Army Times, By Meghann Myers
After a rough year in the recruiting force, the Army is pulling out all the stops to ensure that it meets next year's goal.

9. [Amazon scraps secret AI recruiting tool that showed bias against women](#)
(10 Oct) Reuters, By Jeffrey Dastin
Amazon.com Inc's (AMZN.O) machine-learning specialists uncovered a big problem: their new recruiting engine did not like women. In 2015, the company realized its new system was not rating candidates in a gender-neutral way. Amazon edited the programs to make them neutral...But that was no guarantee that the machines would not devise other ways of sorting candidates that could prove discriminatory. The company ultimately disbanded the team by the start of last year because executives lost hope for the project.
10. [More doctor visits, more money: Obese soldiers may be too expensive to keep, Army study suggests](#)
(11 Oct) Army Times, By Tara Copp
Almost one in five active duty male soldiers in 2015 was obese, and one-half were overweight.
11. [Air Force hits more modest recruiting goal in 2018](#)
(11 Oct) Air Force Times, By Stephen Losey
The Air Force recruited 29,831 new enlisted airmen in fiscal 2018, slightly exceeding its goal of 29,700, the Air Force Recruiting Service said Thursday.
12. [Army expelled 500 immigrant recruits in 1 year](#)
(12 Oct) The Associated Press, By Martha Mendoza and Garance Burke
Over the course of 12 months, the U.S. Army discharged more than 500 immigrant enlistees who were recruited across the globe for their language or medical skills and promised a fast track to citizenship in exchange for their service, The Associated Press has found.
13. [New bonuses target senior Marine special operators](#)
(12 Oct) Marine Corps Times, By Shawn Snow
Marine special operators with nearly twenty years of service are the latest target of the Corps' great bonus giveaway.
14. [With 'Hunter Killer' Gerard Butler wants to revamp the submarine movie, Navy wants to boost recruiting](#)
(15 Oct) USNI News, By
The Navy hopes recruiting gets a boost from the story of an attack boat captain and crew staving-off apocalyptic disaster in Hunter Killer while the movie's star Gerard Butler says his goal is breathing new life into the submarine movie genre.
15. [The Army might be going about enlisted promotions all wrong, according to this study](#)
(17 Oct) Army Times, By Meghann Myers
What makes a good leader? For the purposes of a recent Rand Corp. study, in cooperation with the Army's headquarters personnel office, researchers measured sergeant major and first sergeant success.
16. [Generals Again Warn That America's Youth Are Getting Too Fat Or Dumb To Join The Military](#)
(15 Oct) The Fayetteville Observer, By Drew Brooks
An organization comprised of hundreds of retired general officers is once again sounding the alarm on the state of America's youth. According to the report, titled "Unhealthy and Unprepared," an estimated 71% of all young people in the U.S. between the ages of 17 and 24 do not qualify for military service.
17. [The Pentagon is recruiting tech talent like colleges recruit athletes](#)
(18 Oct) DefenseOne, By Frank Konkel
Like many federal agencies, the Defense Department struggles to attract, recruit and retain young, technically talented employees. Data from the Office of Personnel Management indicates the Defense Department has approximately 6.6 IT professionals over the age of 60 for every one under the age of 30.

EMPLOYMENT & INTEGRATION

18. [No Evidence of Widespread SEAL Disciplinary Problems: Navy Official](#)
(4 Oct) Military.com, By Gina Harkins
The Navy Department's second-highest civilian leader says a recent string of alleged misconduct in the naval special warfare ranks is not indicative of a wider cultural problem in the elite community.

19. [Almost 800 women are serving in previously closed Army combat jobs. This is how they're faring.](#)
(9 Oct) *Army Times*, By Meghann Myers
This January will make three years since the Army opened infantry, armor, fire support and special operator jobs to women for the first time.
20. [Army Wants to Double Number of Drill Sergeants for Each Recruit](#)
(9 Oct) *Military.com*, By Matthew Cox
U.S. Army leaders pledged Monday to improve initial entry training by cutting the drill sergeant-to-trainee ratio in half. The service recently announced that it plans to launch pilot programs aimed at extending one-station unit training (OSUT) for armor and other combat specialties similar to the one that is extending Infantry one station unit training to 22 weeks.
21. [This new helmet offers greater protection, options at a lighter weight](#)
(10 Oct) *Army Times*, By Todd South
A new helmet by 3M offers high-level protection and lightweight durability similar to the helmets worn by special operations troops.
22. [Has combat arms gender integration been successful? The Army will let you know in 2020.](#)
(11 Oct) *Army Times*, By Meghann Myers
It's been two years since the Army first started accepting women into its infantry, armor, fire support specialist and special operator communities, and, so far, hundreds have volunteered to be among the first.
23. [Broken feet and hurt shoulders: Male Marines have far more injuries than women at Infantry Officer Course](#)
(11 Oct) *Marine Corps Times*, By Shawn Snow
The Corps' 13-week Infantry Officer Course, or IOC, has a reputation of being one of the most physically demanding courses in the Marines. Only two women have thus far successfully navigated the school.
24. [Few female Marines are joining the infantry, but that was expected, top Marine says](#)
(11 Oct) *Marine Corps Times*, By Shawn Snow
Only 27 women across the Corps don the 03-infantry occupational specialty. In total, 113 enlisted women and 29 officers are serving in job fields that were previously restricted. The numbers are low, especially compared to the Army, where nearly 800 women are serving in combat jobs that were previously closed.
25. [For the first time, a woman is leading the largest command in the US Army](#)
(16 Oct) *CNN*, By Andrea Diaz
Lt. Gen. Laura J. Richardson has succeeded in breaking through a few glass ceilings in the US Army. Now she's set to break a new one. For the first time in US Army Forces Command, or FORSCOM, history, a woman will be leading the largest command in the Army, representing 776,000 soldiers and 96,000 civilians.
26. [Dumb and dumber: The Army's new PT test](#)
(16 Oct) *War On The Rocks*, By
The new Army Combat Fitness Test (ACFT) is a truly terrible idea. The Army decided to overhaul its long-standing PT test in order to improve individual fitness for combat and reduce musculoskeletal injuries, which are certainly legitimate objectives. But the new test will create far more problems than it solves, and could actually increase some types of injuries.
27. [In Defense of the Army Combat Fitness Test](#)
(18 Oct) *War On The Rocks*, By Carter F. Ham (Commentary)
In a provocatively titled *War on the Rocks* article, "Dumb and Dumber: The Army's New PT Test," David Barno and Nora Bensahel seemed to miss the value of keeping up with science. While they usually offer helpful insights and sound recommendations, they are way off base this time.
28. [If you're huffing and puffing a third-class fitness test, your ratings just got a little harder](#)
(18 Oct) *Marine Corps Times*, Shawn Snow
The Corps just updated its composite score and ratings for both the combat and physical fitness tests, which may make life a little harder for Marines performing at the lower rung of fitness. The updated scores are directed at the third class PFT or CFT.

WELL-BEING & TREATMENT

29. [Goldman Sachs will pay for mothers to ship breast milk home](#)
(21 Aug) *CNN Business*, By Ivana Kottasová
Mothers working for Goldman Sachs will no longer have to pump and dump on the road. The investment bank will now pay for women to ship breast milk home when they're traveling for business, according to a company memo provided to CNN.
30. [Why Do Female Troops Get Pregnant During Deployment?](#)
(6 Sep) *MedPage Today*, By Shannon Firth
Military's efforts to provide contraception seen falling short. A new pilot program, a full-service walk-in clinic for contraception known as Operation PINC (Process Improvement for Non-Delayed Contraception), where as many as 400 servicewomen are seen in a month. A 2017 study of Operation PINC found an increase in long-acting reversible contraception initiation from 12% to 39%. "I think that this could help to really improve contraceptive care for deployed women."
31. [Sailors Encouraged to Participate in 2018 Workplace and Gender Relations Survey](#)
(28 Sep) *Chief of Naval Personnel Public Affairs*
More than 700,000 selected service members across the Department of Defense (DoD) have the opportunity to provide input about experiences of unwanted, gender-related behavior by taking the 2018 Workplace and Gender Relations Survey of Active-Duty Members. Results from this Congressionally-mandated survey will be briefed to service leadership, DoD leadership, DoD Sexual Assault Prevention and Response Office (SAPRO), and Congress. The final report will be released as part of the 2018 SAPRO Annual Report in Spring 2019.
32. [Navy sub officer faces stalking, abuse charges](#)
(4 Oct) *Navy Times*, By Geoff Ziezulewicz
A submarine officer is accused of stalking a woman in Washington, D.C., sticking GPS devices on her vehicle, peeping into her fourth-floor window and recording her kissing another man, according to Navy charge sheets. The lieutenant commander, assigned to the ballistic missile sub Nebraska in Washington state, also stands accused of physically abusing her, placing a tracking device on her friend's vehicle and hiring a private investigator "to gather information about men she was dating or had dated," according to the legal filings.
33. [Airman brings support to mothers through innovation](#)
(4 Oct) *179th Airlift Wing, Ohio Air National Guard*, By Airman Alexis Wade
The 179th Airlift Wing Maintenance group became the home to a Mamava lactation pod, located in Hanger 102, on Oct. 2, along with a second one planned to be located at the 200th RED HORSE Squadron, Det. 1, providing mothers a clean, private space to breast pump, enabling them to continue to support their family life while at work.
34. [Sexual Violence, A Savage Feature Of Conflict Over Centuries](#)
(5 Oct) *Washington Post*, By Christopher Torchia
Through the ages, sexual violence has been a savage feature of armed conflict, often systematically inflicted by combatants on girls and women in what the world today defines as a war crime. While the regulation of wartime conduct is inherently difficult, the awarding of the Nobel Peace Prize to a Congolese surgeon and an Iraqi woman who speaks out for those like herself who have been raped, helps to shine global light on the crimes.
35. [Reducing The Risks: Research, Policy Highlight Sexual Assault/Harassment Concerns](#)
(7 Oct) *Watertown Daily Times*, By Jerry Moore
Officials at Fort Drum have acknowledged that more work must be done to further reduce the likelihood of sexual assault and harassment on the U.S. Army post. The RAND study highlighted key findings and recommendations to reduce the risk.
36. [Air Force Academy Adds Charges Against Cadet Already Facing Sexual Assault Court-Martial](#)
(8 Oct) *Military.com*, By Tom Roeder
An Air Force Academy cadet already awaiting court-martial for sexual assault will face additional sexual misconduct charges at an evidence hearing. Prosecutors will add four counts against the cadet, a junior at the school, alleging he sexually assaulted an intoxicated woman and took and distributed a cellphone photograph of her genitals.
37. [Low-rated schools scare troops away from Alabama Air Force base](#)
(8 Oct) *The Associated Press*
The poor reputation of schools in Alabama's capital city is creating friction with the city's Air Force base.

38. [Breast Pumping at Work Makes the Gender Pay Gap Worse](#)
(12 Oct) *Bloomberg, By Rebecca Greenfield*
Working moms who breastfeed face long-term career consequences. Motherhood is one of the biggest causes of the gender pay gap. Women's earnings drop significantly after childbirth, while men's don't. That divergence starts the day new moms get back to the office, especially for those who choose to breastfeed.
39. [Airports to Ensure Lactation Spaces for Travelers](#)
(12 Oct) *U.S. Breastfeeding Committee News Release*
The Committee celebrates the passage of airport lactation accommodation provisions in the Federal Aviation Reauthorization Act of 2018. All large- and medium-sized airports are now required to provide a clean, private, non-bathroom space in each terminal for the expression of breast milk. The space must be available in each terminal building after the security checkpoint, and include a place to sit, a table or other flat surface, and an electrical outlet.
40. [Widower Takes Ban on Military Injury Claims to Supreme Court](#)
(14 Oct) *KQED, By JoNel Aleccia*
More than four years after Navy Lt. Rebekah Daniel bled to death within hours of childbirth at a Washington state military hospital, her husband still doesn't know exactly how -- or why -- it happened.
41. [Inspector General: Report of Investigation](#)
(10 Oct) *DODIG (Report No. DODIG-2019-002)*
DODIG report based on request from U.S. Senator Kirsten E. Gillibrand that the DoD Office of Inspector General (DoD OIG) conduct an assessment of senior Navy leadership's response to allegations of sexual harassment and sexual assault by the Navy public affairs officer (PAO), a member of the Chief of Naval Operations' personal staff, in December 2016.
42. [The United States Military's Battle Against Sexual Assault Within its Ranks](#)
(15 Oct) *Brown Political Review, By Angela Luo*
The past few years have seen a flurry of high-profile cases and political events that have served to increase sexual harassment awareness. They have fueled social movements as people rally to bring the perpetrators to justice, often after years of inaction. The military is no exception: the recent spate of allegations against individuals has prompted a similar effect within the armed services.
43. [West Point cadet convicted of rape in Pennsylvania](#)
(15 Oct) *Army Times, By Meghann Myers*
A Chester County, Pennsylvania, court convicted a United States Military Academy cadet on Thursday of six charges stemming from a 2016 assault. Cadet Tyler Lampe, 22, who has been on leave since before starting his sophomore year, was found guilty of rape of an unconscious victim, sexual assault and four counts of aggravated indecent assault
44. [How America Systematically Fails Survivors of Sexual Violence](#)
(16 Oct) *ACLU, By Sandra Park*
For centuries, women have experienced violence and harassment, and many have spoken out. #MeToo brought us to a new phase in building the movement to end gender-based violence, magnifying and connecting thousands of voices as they shared their stories.
45. [Fertility rates decreasing as 1st-time moms get older: CDC](#)
(18 Oct) *ABC News, By Anna Jackson*
Fertility rates have declined in the U.S. and women are giving birth for the first time later and later, according to the Centers for Disease Control and Prevention. The results came after researchers from the National Center for Health Statistics analyzed birth data compiled by the National Vital Statistics System from 2007 to 2017 that included breakdowns by race and geography.

SERVICEWOMEN IN THE NEWS

46. [Yokota airman, a recent 'Airlifter of the Week,' found dead in off-base home](#)

(1 Oct) Stars and Stripes, By Seth Robson

The Air Force is investigating the death of a noncommissioned officer found unresponsive in her off-base residence in western Tokyo. Staff Sgt. Eliction Chan, 27, assigned to the 374th Mission Support Group at Yokota Air Base, Japan, died Oct. 1, according to an Air Force statement issued last week.

47. [She was set on fire by a civilian hospital employee. Now this soldier is claiming damages against the Army.](#)

(5 Oct) Army Times, By Meghann Myers

One year ago, an Army civilian who tossed a water bottle full of gasoline onto his supervisor and lit a match was sentenced by a judge to 20 years in prison for attempted murder.

48. [General Officer Assignments](#)

(5 Oct) IMMEDIATE RELEASE (No. NR-286-18)

Chief of Staff of the Air Force Gen. David L. Goldfein announces the following officer assignments:

- Maj. Gen. Nina M. Armango, director, plans and policy, J-5, Headquarters United States Strategic Command, Offutt Air Force Base, Nebraska, to director, space programs, Office of the Assistant Secretary of the Air Force (Acquisition), Pentagon, Washington, District of Columbia.
- Maj. Gen. Dawn M. Dunlop, commander, North Atlantic Treaty Organization Airborne Early Warning and Control Force Command, Supreme Allied Command Europe, Geilenkirchen, Germany, to director, special programs, and director, Department of Defense Special Access Program Central Office, Office of Under Secretary of Defense for Acquisition and Sustainment, Office of the Secretary of Defense, Pentagon, Washington, District of Columbia.
- Brig. Gen. Deanna M. Burt, vice commander, United States Air Force Warfare Center, Air Combat Command, Nellis Air Force Base, Nevada, to director of integrated air, space and cyberspace operations, Headquarters Air Force Space Command, Peterson Air Force Base, Colorado.
- Brig. Gen. Leah G. Lauderback, director, CJ2, Combined Joint Task Force-Operation INHERENT RESOLVE, Southwest Asia, to director, future warfare, deputy chief of staff, intelligence, surveillance and reconnaissance, Headquarters United States Air Force, Pentagon, Washington, District of Columbia.
- Brig. Gen. Brook J. Leonard, commander, 56th Fighter Wing, Air Education and Training Command, Luke Air Force Base, Arizona, to deputy commanding general-air, Combined Joint Force Land Component; commander, 321st Air Expeditionary Wing; and deputy commander, 9th Air Expeditionary Task Force-Levant, Baghdad, Iraq.
- Col. Sharon Bannister, who has been selected for the grade of brigadier general, deputy program officer, Military Health System Program Management Office, Defense Health Headquarters, Falls Church, Virginia, to director, education and training, Defense Health Agency, and assistant surgeon general for dental services, Office of the Surgeon General of the Air Force, Headquarters United States Air Force, Falls Church, Virginia.
- Col. Brenda P. Cartier, who has been selected for the grade of brigadier general, commander, 58th Special Operations Wing, Air Education and Training Command, Kirtland Air Force Base, New Mexico, to director of operations, Headquarters Air Force Special Operations Command, Hurlburt Field, Florida.
- Col. Michele C. Edmondson, who has been selected for the grade of brigadier general, senior executive officer to the vice chief of staff of the Air Force, Headquarters United States Air Force, Pentagon, Washington, District of Columbia, to director, space policy, National Security Council, Executive Office of the President, Washington, District of Columbia.
- Col. Laura L. Lenderman, who has been selected for the grade of brigadier general, deputy director, strategy, capabilities, policy and logistics, TCJ5/4, Headquarters United States Transportation Command, Scott Air Force Base, Illinois, to commander, 502d Air Base Wing and commander, Joint Base San Antonio, Air Education and Training Command, Joint Base San Antonio-Fort Sam Houston, Texas.
- Col. Susan J. Pietrykowski, who has been selected for the grade of brigadier general, deputy command surgeon, Headquarters Air Combat Command, Joint Base Langley-Eustis, Virginia, to director, manpower, personnel and resources, and chief, Medical Service Corps, Office of the Surgeon General, Headquarters United States Air Force, Falls Church, Virginia.
- Col. Sharon A. Shaffer, who has been selected for the grade of brigadier general, staff judge advocate, Headquarters Air Combat Command, Joint Base Langley-Eustis, Virginia, to commander, Air Force Legal Operations Agency, Office of the Judge Advocate General, Headquarters United States Air Force, Joint Base Andrews, Maryland.

49. [Ohio Air National Guard recruit follows her father's path](#)
(12 Oct) Ohio National Guard Public Affairs, By Stephanie Beougher
Col. Gary McCue has been in the Ohio Air National Guard for 35 years. McCue's four daughters, ranging in age from 14 to 20, have grown up in the National Guard. Josie, his second-oldest, is a 17-year-old high school senior and decided to enlist with the 179th Airlift Wing in Mansfield, where she knew her father started his career in 1983.
50. [Seabee who was shot and killed at military housing area near Keesler AFB is identified](#)
(15 Oct) The Sun Herald, By Robin Fitzgerald
The Naval Criminal Investigative Service is investigating the fatal shooting of Seaman Grace Kayla Davis-Marcheschi. She was assigned to Naval Mobile Construction Battalion 133 in Gulfport, and had been temporarily assigned to the NCBC Security Office. She was shot at a military housing area managed by Keesler Air Force Base.
51. [Soldier shot and killed at Fort Campbell identified, husband in custody](#)
(17 Oct) Stars and Stripes Staff
Sgt. Brittney Silvers was killed and her husband was taken into custody, according to a U.S. Army statement. Court documents said Silvers and her husband were in the process of getting a divorce. She took out a restraining order against him earlier this month.
52. [Navy captain charged with steering defense contracts to her own company](#)
(18 Oct) Navy Times, By Geoff Ziezulewicz
Once a key link between the White House and America's secret nuclear strike force, a Navy captain now faces court-martial for allegedly steering defense contracts to a company she founded. Military authorities accuse Capt. Heather E. Cole of failing to disclose her active duty military status while negotiating nearly \$635,000 worth of contracts.

WOMEN VETERANS

53. [Top 5 Tips On How Women Veterans Can Persevere From The Military To The Workforce](#)
(1 Oct) Forbes, By Asha Castleberry
By 2045, the number of female veterans is expected to double. Transitioning to the workforce can be the most challenging experience for women veterans.
54. [Ex-National Guard specialist opens fashion pop-up shop in Los Angeles to help women veterans](#)
(3 Oct) ABC7 Salutes, By Marc Cota-Robles
For many veterans, going from military service back into civilian life can be very challenging -- especially when it comes to finding work. But feeling confident during a job interview can make all the difference. Which is why a former specialist in the Army National Guard, wanted to help her fellow women vets, especially as most were re-entering the job force.
55. [Veterans Who Are Victims Of Domestic, Sexual Violence Would See More Help Under Proposed Bill](#)
(5 Oct) Stars and Stripes, By Claudia Grisales
New legislation would boost assistance for veterans who are victims of domestic violence or sexual assault, under a plan supported by a bipartisan contingent of House lawmakers. H.R. 6869, the Violence Against Women Veterans Act, would help connect veterans to local resources, generate more data on what fuels such violence in the ranks and trigger new reforms at the Department of Veterans Affairs to address domestic violence.
56. [Face Time: Claire Starnes and the untold stories of women veterans](#)
(7 Oct) Sun Journal, By Matthew Daigle
Claire Starnes, a Vietnam War veteran, is wrapping up a statewide tour behind a book she helped write with other female veterans. The book, "Women Vietnam Veterans: Our Untold Stories," recounts the experiences of American military women who served in the Vietnam War.
57. [Women's Army Corps veteran recalls her time of service](#)
(11 Oct) Florida Jewish Journal, By Sergio Carmona
Evelyn Gladnick of West Palm Beach was proud to serve in the Women's Army Corps as a Jewish woman during World War II. According to Gladnick, who turned 98 years old last month, there weren't many Jewish women that she knew of that served in the WAC. She was the only Jewish woman in her group when she served from November, 1943 through January, 1945. She is also the last and oldest Jewish woman that she knows of to have served in the WAC during World War II.

58. [Police say body of Army veteran, missing since May, has been found](#)

(18 Oct) The Topeka Capital-Journal, By Tim Hrenchir

Human remains found have been identified as those of Ashley Elizabeth Meiss, who went missing in May. Meiss, a military veteran, was 30 when she went missing from Ogden.