



# Defense Advisory Committee on Women in the Services

## Articles of Interest

April 2022



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### RECRUITMENT & RETENTION

1. [\*\*Military Recruiting Is Increasingly AWOL. Can We Fix It?\*\*](#)  
*(4 Apr) The Heritage Foundation, By Thomas Spoehr*  
It's national budget time in Washington, so the conversation on Capitol Hill is focused on numbers. But an important number is being overlooked, one that affects our ability to defend ourselves. At a time when threats abroad are growing, America's ability to recruit the volunteers needed to fully staff its armed forces is on the wane.
2. [\*\*Space Force uniforms approved, a 'home run' with Guardians\*\*](#)  
*(6 Apr) Air Force Magazine, By Amanda Miller*  
The Space Force's service dress uniform proved to be a hit with Guardians—not to mention “off the charts” with younger Guardians—said Chief of Space Operations Gen. John W. “Jay” Raymond, and the service has “slapped the table on the final design.”
3. [\*\*Navy offering bonus of \\$25,000 to all recruits who ship out by June\*\*](#)  
*(7 Apr) Stars & Stripes, By Rose L. Thayer*  
The Navy announced Thursday that for the first time the service will offer an active-duty enlistment bonus of \$25,000 to anyone joining for any job in the service. However, they must be able to ship out to boot camp by the end of June.
4. [\*\*What happens at each US military boot camp?\*\*](#)  
*(7 Apr) Task & Purpose, By Rebecca Rosen*  
Who has the longest boot camp? Which boot camp is the hardest? Which boot camp has a pasta dinner for friends and family?
5. [\*\*A bill to allow recruits with previous mental health treatment is on the way\*\*](#)  
*(8 Apr) Military Times, By Meghann Myers*  
In the vast majority of cases, young Americans hoping to join the military are barred from signing up if they've previously been treated for anxiety, depression or other mental health struggles. But there is some interest in changing that.
6. [\*\*Bean bags, pod chairs, iPads: How the Air Force plans to revamp new recruit training\*\*](#)  
*(8 Apr) Stars & Stripes, By Chad Garland*  
The Air Force is ditching textbooks in basic training in favor of iPads in an effort to keep up with recruits used to having mobile devices constantly in their hands and limitless information at their fingertips.
7. [\*\*Surface Navy tackling diversity as part of push for better retention, leadership\*\*](#)  
*(11 Apr) Navy Times, By Megan Eckstein*  
The surface Navy has previously focused attention on mariner skills and warfighting tactics. It now wants to address leadership and character, with diversity playing a key role in that discussion.
8. [\*\*Air Force hopes to entice airmen with bonuses, fast-track enlistment\*\*](#)  
*(11 Apr) Air Force Times, By Rachel S. Cohen*  
Enlisted recruits and officer aviators could qualify for extra cash this year as the Air Force sweetens the deal to be an airman.



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9. [Army still failing to process some naturalizations for foreign-born recruits, judge says](#)  
(12 Apr) *Army Times*, By Davis Winkie  
Despite an August 2020 court order that forced the Army to abolish minimum time-in-service requirements for foreign-born recruits requesting expedited U.S. citizenship, the service has failed to adequately implement the new rules, a federal judge said last month.
10. [Hip, cool Army puts out BuzzFeed recruitment quiz](#)  
(13 Apr) *Military Times*, By Sarah Sicard  
The U.S. Army, as part of its recruiting efforts, has thrown a lot of spaghetti at the wall to entice young men and women to sign their lives away in service to the military's oldest branch.
11. [USSF starts all-Guardian basic training in May](#)  
(14 Apr) *Air Force Magazine*, By Amanda Miller  
The first all-Guardian, Guardian-led flight of new recruits starts Space Force basic training in May to undertake a space-oriented curriculum that teaches space power and tries to instill a common culture.
12. [Marines eyeing overlooked Individual Ready Reserve to keep talent](#)  
(17 Apr) *Marine Corps Times*, By Todd South  
Marine leaders are seeing a pool of 60,000 trained and qualified Marines cycling through IRR status each year.
13. [Space Force to launch its first guardians-only basic training in May](#)  
(19 Apr) *Stars & Stripes*, By Corey Dickstein  
The U.S. Space Force is set to train its new recruits separately from the Air Force for the first time next month when it launches its inaugural guardians-only Basic Military Training class, service officials said Tuesday.
14. [Disabled people fight US military disqualifications to fulfill their 'duty to serve'](#)  
(21 Apr) *Stars & Stripes*, By Kelly Agee and Alex Wilson  
Together, Hannah Cvancara and Joshua Martinez fall into at least three of the 30 categories of medical conditions that disqualify potential candidates from service in the U.S. armed forces.
15. [The Marine Corps' new talent management plan forgets what makes the service unique](#)  
(21 Apr) *Task & Purpose*, By Gregory Newbold  
Talent Management 2030, the new plan for overhauling the personnel policies of the Marine Corps, threatens to change the ethos of the Corps.
16. [New Army recruitment series is a scathing indictment of American society](#)  
(22 Apr) *Military Times*, By Sarah Sicard  
The Army's latest recruitment video series has targeted American society in a daring bid to entice the country's youth to become soldiers.
17. [Space Force offering bonuses up to \\$20,000 for new Guardians with tech backgrounds](#)  
(25 Apr) *Military.com*, By Thomas Novelty  
Bonuses range from \$12,000 to \$20,000 for certain technology certifications that could be used for the Space Force's cyber career fields, according to a press release from the Department of the Air Force's Recruiting Service.



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18. [The Army keeps boosting recruiting bonuses as it struggles to find new soldiers](#)  
(26 Apr) *Military.com*, By Steve Beynon  
The Army has become more aggressive with major recruitment bonuses, especially for recruits who elect to ship out to basic training right away, as the force wrestles with numerous recruiting challenges.
  19. [Sluggish military recruiting worries Congress](#)  
(27 Apr) *Military Times*, By Leo Shane III  
Lawmakers on Wednesday voiced serious concerns that recent military recruiting difficulties may be an omen of sizable personnel shortfalls in coming years, unless Defense Department leaders can make major changes.

### EMPLOYMENT & INTEGRATION

20. [Changing how the Corps works?](#)  
(26 Mar) *Military Times Reports <Video>*  
The Marines are testing out a new command and unit structure to integrate different teams together. What did they find out when they tested it in the field recently?
21. [As women were slowly gaining equality in the 80s, the Army put a 'pause' on them](#)  
(1 Apr) *Task & Purpose*, By Kelsey Baker  
"I just don't think our society will ever want to have women in front-line combat," a defense official said in 1981.
22. [The Army's transformation begins with these new units](#)  
(11 Apr) *Army Times*, By Todd South  
Major changes to the Army's doctrine, equipment and operations have arrived in upgraded gear, future-focused technology and new ways to do battle.
23. [The Army has a program that lets you try out for Special Forces right off the street, but not all Green Berets are fans of it](#)  
(12 Apr) *Business Insider*, By Stavros Atlamazoglou  
Known as a non-prior service Special Forces candidate contract, 18X allows enlistees to go right to Special Forces selection.
24. [The Marine Corps' culture has to change](#)  
(12 Apr) *Task & Purpose*, By Steven Arango  
No supervisor wants to lose their best assets, but supervisors must adopt a selfless talent management mindset: could this Marine serve the Corps better elsewhere?
25. [Navy brings new software online in time for sailors' fitness testing season](#)  
(18 Apr) *Stars & Stripes*, By Juan King  
A new software program that tracks Navy sailors' physical fitness tests arrived just in time for this year's testing season, according to the Navy.
26. [Get creative with PT and stop doing ancient exercises, says sergeant major of the Army](#)  
(26 Apr) *Army Times*, By Todd South  
The sergeant major of the Army has a message for senior enlisted and unit commanders: it's okay to do physical training at hours outside the crack of dawn and you better read the new health and fitness manual.



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### WELL-BEING & TREATMENT

27. [Chief master sergeant demoted, jailed for sending explicit photos, other misconduct](#)  
(4 Apr) *Air Forces Times*, By Rachel S. Cohen  
A former chief master sergeant was recently demoted by three ranks and jailed for more than a month after he admitted to distributing sexually explicit photos of himself and pursuing unprofessional relationships while deployed in 2021.
28. [Army seeks Soldier feedback on navigating parenthood while serving](#)  
(4 Apr) *Army News*, By Maj. Angel Tomko  
As the “Month of the Military Child” approached Lt. Gen. Gary Brito, the Army G-1 and G-1 Sgt. Maj. Mark Clark visited JBLM to speak with single and dual military parents. This allowed Ruff and other parents to share their experiences having and raising children while serving in the Army.
29. [With hour-long drives and weeks until appointments, pregnant military women feel pain of medical reforms](#)  
(5 Apr) *Military.com*, By Patricia Kime and Konstantin Toropin  
The U.S. military health system is in the middle of seismic changes that will send many of its civilian patients to private care.
30. [Defense Official Says Preventing Sexual Assault, Harassment Is a DOD Priority](#)  
(6 Apr) *DoD News*, By Terri Moon Cronk  
The U.S. military and higher education communities have much to learn from one another in preventing sexual assault and sexual harassment, Deputy Defense Secretary Kathleen H. Hicks said today.
31. [DOD Launches STEP FORWARD Campaign During National Sexual Assault Awareness and Prevention Month](#)  
(11 Apr) *IMMEDIATE RELEASE*  
As part of National Sexual Assault Awareness and Prevention Month (SAAPM), the Department of Defense (DOD) launches its STEP FORWARD campaign. This year’s theme, “STEP FORWARD. Prevent. Report. Advocate,” is a call to action for everyone in the Department to do their part to prevent sexual assault and encourage greater assistance seeking.
32. [House lawmakers consider four bills that provide greater support for military sexual trauma survivors](#)  
(12 Apr) *Stars & Stripes*, By Sara Samora  
House lawmakers are considering four bills that could help veterans suffering from the effects of sexual trauma in the military by improving the process for receiving benefits and providing greater support to victims.
33. [How pregnant Marine officers can borrow maternity uniforms at no cost](#)  
(12 Apr) *Marine Corps Times*, By Philip Athey  
Marines are required to get command approval before taking part in the pilot program.
34. [Budget hang-ups slow sexual assault prevention reforms](#)  
(13 Apr) *Military Times*, By Meghann Myers  
The Pentagon is about to meet its first deadline on a years-long implementation plan for more than 80 recommendations released last year after a review commission drilled down on the Defense Department’s sexual assault prevention and response programs.



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35. [\*\*New Air Force leave policy gives time off for fertility treatments, sexual assault recovery, more\*\*](#)  
*(13 Apr) Air Force Magazine, By Greg Hadley*  
The Department of the Air Force updated its leave policies in early April, adding time off for Airmen and Guardians seeking fertility treatments, recovering after a sexual assault, or preparing for employment in civilian life.
  36. [\*\*Why many military families are struggling to have kids\*\*](#)  
*(13 Apr) Military Times, By Staff*  
More than two-thirds of military couples are facing challenges building their families — and many say the military lifestyle is directly to blame.
  37. [\*\*DoD Announces Revision to Joint Travel Regulation Authorizing Shipment of Breast Milk as a Travel Accommodation\*\*](#)  
*(14 Apr) IMMEDIATE RELEASE*  
The Department recently announced that effective April 7, 2022, the Joint Travel Regulations (JTR) allows nursing service members and civilian employees to be reimbursed for shipment of breast milk when on official travel for more than three days.
  38. [\*\*Air Force and Space Force will now allow troops up to 35 days off for fertility treatments\*\*](#)  
*(14 Apr) Military.com, By Thomas Novelty*  
Airmen and Guardians who undergo fertility treatments to start families can take up to 35 days off from their duty station under a new policy unveiled by the Department of the Air Force, which also oversees the Space Force.
  39. [\*\*The military might be creating 'a perfect storm' for eating disorders\*\*](#)  
*(15 Apr) NPR, By Desiree D'iorio*  
There are risk factors for eating disorders that are unique to military service.
  40. [\*\*Patriot battalion CSM faces court-martial on fraternization charges\*\*](#)  
*(18 Apr) Army Times, By Davis Winkie*  
The former top NCO for a Fort Hood, Texas-based air defense battalion is set to face court-martial in June over allegations that he had an illegal affair with a subordinate and then lied about it in an official statement.
  41. [\*\*WIT champions win for DoD members; new policy authorizes breast milk shipment reimbursement\*\*](#)  
*(19 Apr) Air Force News, By Secretary of the Air Force Public Affairs*  
The Department of Defense recently announced that effective April 7, 2022, the Joint Travel Regulations (JTR) will allow nursing service members and civilian employees to be reimbursed for breast milk shipment costs when on official travel for more than three days.
  42. [\*\*How an executive officer's misconduct — and a commander who failed to correct him — got them both fired\*\*](#)  
*(19 Apr) Navy Times, By Geoff Ziezulewicz*  
Cmdr. Richard Zamberlan and Cmdr. Philip Lundberg were both relieved — as CO and XO, respectively — of a littoral combat ship. Before he and his boss were relieved, a littoral combat ship's executive officer berated junior officers, told a female subordinate that a military acronym stood for a derogatory sexual term and made jokes to another female colleague about a once-viral pornography video, according to an investigation obtained by Navy Times.



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43. [Bill to improve Guard response to sexual abuse becomes law in Maine](#)  
(19 Apr) *The Associated Press, By Staff*  
Maine Gov. Janet Mills has signed a bill aimed at improving the Maine National Guard's response to sexual assault and harassment in its ranks.
  44. [MG Cooley's case could mark a change in how the Air Force handles sexual misconduct](#)  
(19 Apr) *NPR, By Leila Goldstein*  
Major General William Cooley is the first Air Force general to have his case adjudicated by a court martial. The branch may be shifting how it holds high ranking officials accountable for misconduct.
  45. [Costs to ship breast milk now covered for military and DOD civilian nursing mothers](#)  
(20 Apr) *Stars & Stripes, By Jennifer H. Swan*  
Nursing mothers in the U.S. military or the Defense Department civilian workforce now may be reimbursed up to \$1,000 to ship breast milk when on official travel for more than three days, under a revised Pentagon policy adopted earlier this month
  46. [Army approves sweeping new parenthood policies](#)  
(21 Apr) *Military.com, By Steve Beynon and Patricia Kime*  
The Army on Thursday unveiled an expansive set of new policies aimed to create one of the most consequential sets of quality-of-life improvements ever for military parents, including expanded leave and making it easier for pregnant soldiers to continue their careers.
  47. [The Army just became the only service to give non-birthing parents leave after a miscarriage](#)  
(21 Apr) *Task & Purpose, By Haley Britzky*  
The Army will now give both parents convalescent leave in the case of a miscarriage, stillbirth, or loss after birth.
  48. [Navy secretary pulls sexual harassment investigative authority from unit commanders](#)  
(22 Apr) *San Diego Union-Tribune, By Andrew Dyer*  
Unit commanders in the Navy and Marine Corps will no longer have investigative authority over sexual harassment allegations, according to a department-wide message sent Friday by Navy Secretary Carlos Del Toro.
  49. [Army overhauls parenthood policies: new leave guidance, postpartum rules and more](#)  
(22 Apr) *Army Times, By Davis Winkie*  
The Army announced major updates to how it supports parents across the force Thursday morning in a media briefing accompanying the release of a new Army directive.
  50. [Commanders stripped of investigative authority over sexual harassment allegations within their own units](#)  
(26 Apr) *Navy Times, By Diana Stancy Correll*  
Commanders who receive sexual harassment complaints must now forward that complaint to the "next higher level commander in the chain of command" within 72 hours.
  51. [Nowhere safe to hide: What online harassment is doing to service members and the military](#)  
(26 Apr) *Federal News Network, By Scott Maucione*  
Social media and text messaging are now a way of life for people in the military — they use the services to keep in contact with friends, for recruiting, to do their jobs, to find like-minded people or just to show their



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mom what they did today. Those platforms are also wrought with sexual harassment, bullying, hazing and intimidation directed at troops and perpetrated by them.

52. **[Congress pushes to remove sexual harassment prosecutions from chain of command](#)**

(27 Apr) *Military.com*, By *Rebecca Kheel*

A bipartisan group of lawmakers is looking to expand on military justice reforms enacted last year and take sexual harassment prosecutions outside the chain of command.

53. **[Sexual assaults in military continue to rise, but major legal reform won't take effect for years](#)**

(29 Apr) *Military.com*, By *Jim Absher*

While sexual assault and sexual harassment are related problems, sexual harassment in the military has not been consistently tracked.

### SERVICEWOMEN IN THE NEWS

54. **[Face of Defense: Fitness, Focus and Verve for the Reserve](#)**

(1 Apr) *DoD News*, By *Defense.gov*

As a research investigator for a major Marine Corps study on body composition standards, Marine Corps Capt. Lara Soto has been away from home for the past year. She's spent many Fridays on the road to squeeze in some weekend time with her family, driving to a halfway point between Quantico, Va., and her home in Indiana to meet up with her husband and two children.

55. **[Meet the first woman to study military chaplaincy in BYU's graduate program](#)**

(2 Apr) *Deseret News*, By *Bridger Beal-Cvetko*

Dawn Dimick is the first woman to study military chaplaincy, a program previously exclusive to men.

56. **[Biden to nominate first uniformed woman to lead a military service](#)**

(5 Apr) *Military Times*, By *Leo Shane III*

President Joe Biden plans to nominate Adm. Linda Fagan as the next commandant of the Coast Guard, making her the first uniformed woman to lead a military branch.

57. **[Flag Officer Assignment](#)**

(6 Apr) *IMMEDIATE RELEASE*

The secretary of the Navy and chief of naval operations announced today the following assignment: Capt. Tracy L. Hines, selected for promotion to rear admiral (lower half), will be assigned as Navy Cyber Security Division director, Office of the Chief of Naval Operations, Washington, D.C. Hines is currently serving as executive assistant to the chief of naval operations, Office of the Chief of Naval Operations, Washington, D.C.

58. **[General Officer Announcement](#)**

(6 Apr) *IMMEDIATE RELEASE*

Secretary of Defense Lloyd J. Austin III announced today that the president has made the following nomination: Air Force Lt. Gen. Mary F. O'Brien for appointment to the grade of lieutenant general, with assignment as director, command, control, communication, and computers/cyber; and chief information officer, J-6, Joint Staff, Pentagon, Washington, D.C. O'Brien is currently serving as deputy chief of staff, intelligence, surveillance, reconnaissance, and cyber effects operations, Headquarters U.S. Air Force, Pentagon, Washington, D.C.



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59. [\*\*A young sailor rises ranks and into driver's seat\*\*](#)  
(6 Apr) *Daily Press*, By *Dave Ress*  
Steering close to a supply ship while at the helm of USS Bulkeley, Seaman Madeline Rice-Demick could feel the suction created when two ships move on parallel tracks, less than 200 feet apart.
60. [\*\*Navy IDs two of three USS George Washington sailors who died in the past 10 days\*\*](#)  
(19 Apr) *Navy Times*, By *Geoff Ziezulewicz*  
Interior Communications Electrician 3rd Class Natasha Huffman was found dead at an off-base location.
61. [\*\*A lieutenant stranded in the Grand Canyon says officer candidate school helped save her life\*\*](#)  
(20 Apr) *Task & Purpose*, By *Matt Hauptmann*  
Last August, Aubrey Stuber set out on a five-day 35 mile backpacking trip along with five companions. Just two weeks earlier, Stuber, an intelligence officer with the 628th Aviation Support Battalion, 28th Expeditionary Combat Aviation Brigade, had been commissioned as a second lieutenant in the Pennsylvania Army National Guard.
62. [\*\*First female B-52 squadron commander takes charge\*\*](#)  
(25 Apr) *Air Force Times*, By *Rachel Nostrant*  
The Air Force has officially welcomed its first female B-52 squadron commander at Barksdale Air Force Base in Louisiana. Lt. Col. Vanessa Wilcox took command of the 96th Bomb Squadron, 2nd Operations Group.
63. [\*\*Flag Officer Announcements\*\*](#)  
(26 Apr) *IMMEDIATE RELEASE*  
Secretary of Defense Lloyd J. Austin III announced today that the president has made the following nominations:
- Navy Vice Adm. Lisa M. Franchetti for appointment to the grade of admiral, and assignment as vice chief of naval operations, Washington, D.C. Franchetti is currently serving as director for Strategy, Plans and Policy, J5, Joint Staff; and senior member, U.S. Delegation to the United Nations Military Staff, Washington, D.C.
  - Navy Rear Adm. Sara A. Joyner for appointment to the grade of vice admiral, and assignment as director, Force Structure, Resources and Assessment, J-8, Joint Staff, Washington, D.C. Joyner is currently serving as chief of legislative affairs, Washington, D.C.
64. [\*\*General Officer Announcement\*\*](#)  
(26 Apr) *IMMEDIATE RELEASE*  
Secretary of Defense Lloyd J. Austin III announced today that the president has made the following nomination: Air Force Brig. Gen. Caroline M. Miller for appointment to the grade of lieutenant general, with assignment as deputy chief of staff, Manpower, Personnel and Services, Headquarters U.S. Air Force, Pentagon, Washington, D.C. Miller is currently serving as commander, 502nd Air Base Wing and Joint Base San Antonio, Air Education and Training Command, Joint Base San Antonio-Fort Sam Houston, Texas.
65. [\*\*White House nominates Franchetti for vice chief of naval operations\*\*](#)  
(26 Apr) *Navy Times*, By *Geoff Ziezulewicz and Leo Shane III*  
If confirmed, Franchetti would become the second woman to serve as the Navy's second highest ranking officer.



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**WOMEN VETERANS**

66. ['Be bold, be brief, be gone' — The enduring legacy of the first female Marine officer killed in the Iraq War](#)  
*(31 Mar) Task & Purpose, By Jeff Schogol*  
"As a Marine, Megan was the kind of person that you want on your flank"
67. [Remembering Kate Thomas: Marine Corps vet, champion of burn pit legislation dies from breast cancer](#)  
*(7 Apr) Coffee or Die Magazine, By Hannah Ray Lambert*  
Marine Corps veteran Kate Hendricks Thomas spent the years following her cancer diagnosis tirelessly advocating for other veterans.
68. [Senators want Tricare to cover eating disorders for retiree families](#)  
*(11 Apr) Military.com, By Rebecca Kheel*  
A bipartisan group of senators wants the military's health insurance to extend coverage for binge eating, anorexia, bulimia and other eating disorders to retirees and their families.
69. [VA wants to give more vets access to infertility treatments, drop copays for contraception](#)  
*(18 Apr) Military.com, By Patricia Kime*  
The Department of Veterans Affairs wants to make it easier for some veterans to get fertility services, as well as drop birth control prescription copayments, beginning next fiscal year as part of its 2023 budget plan.