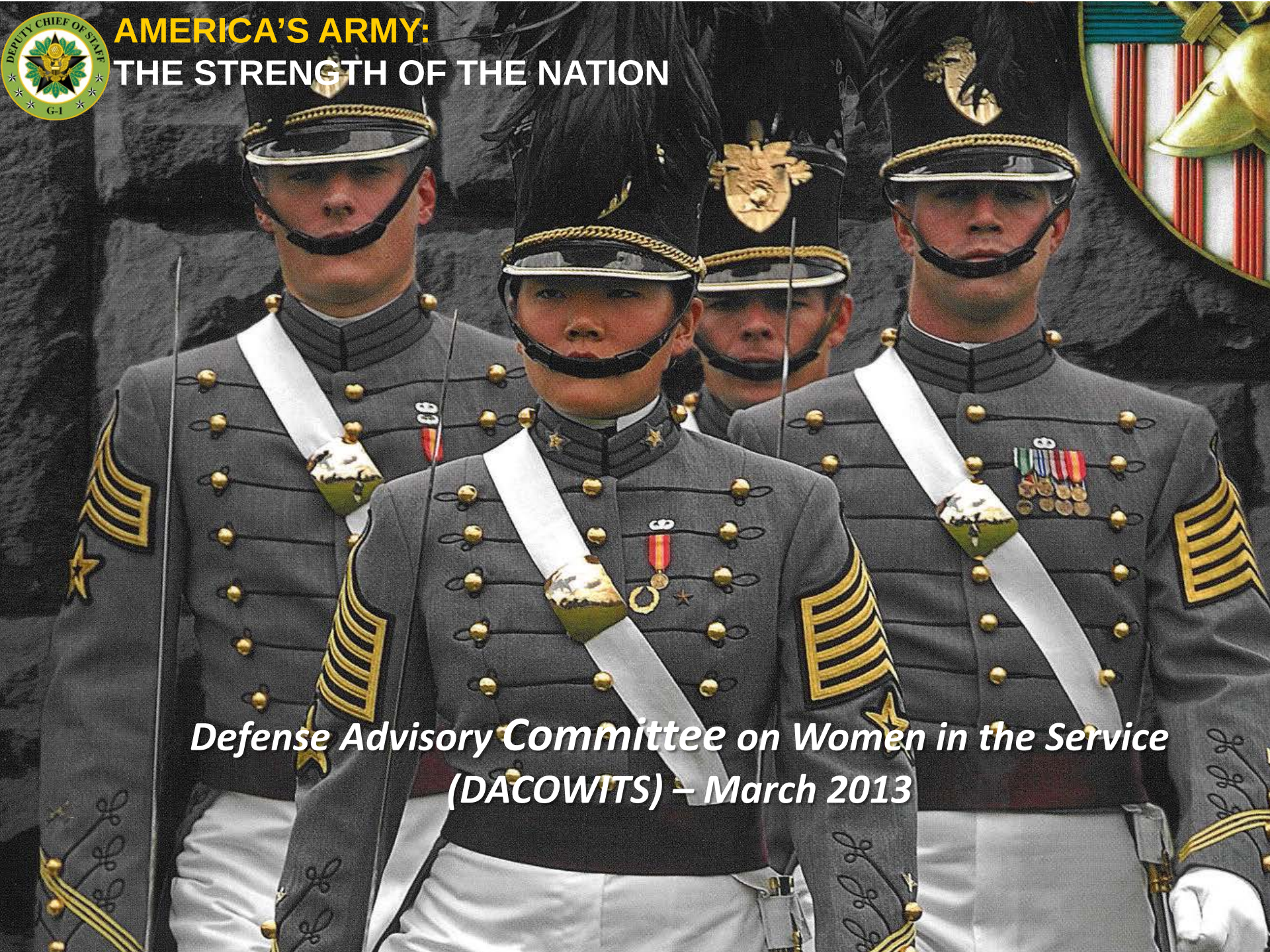
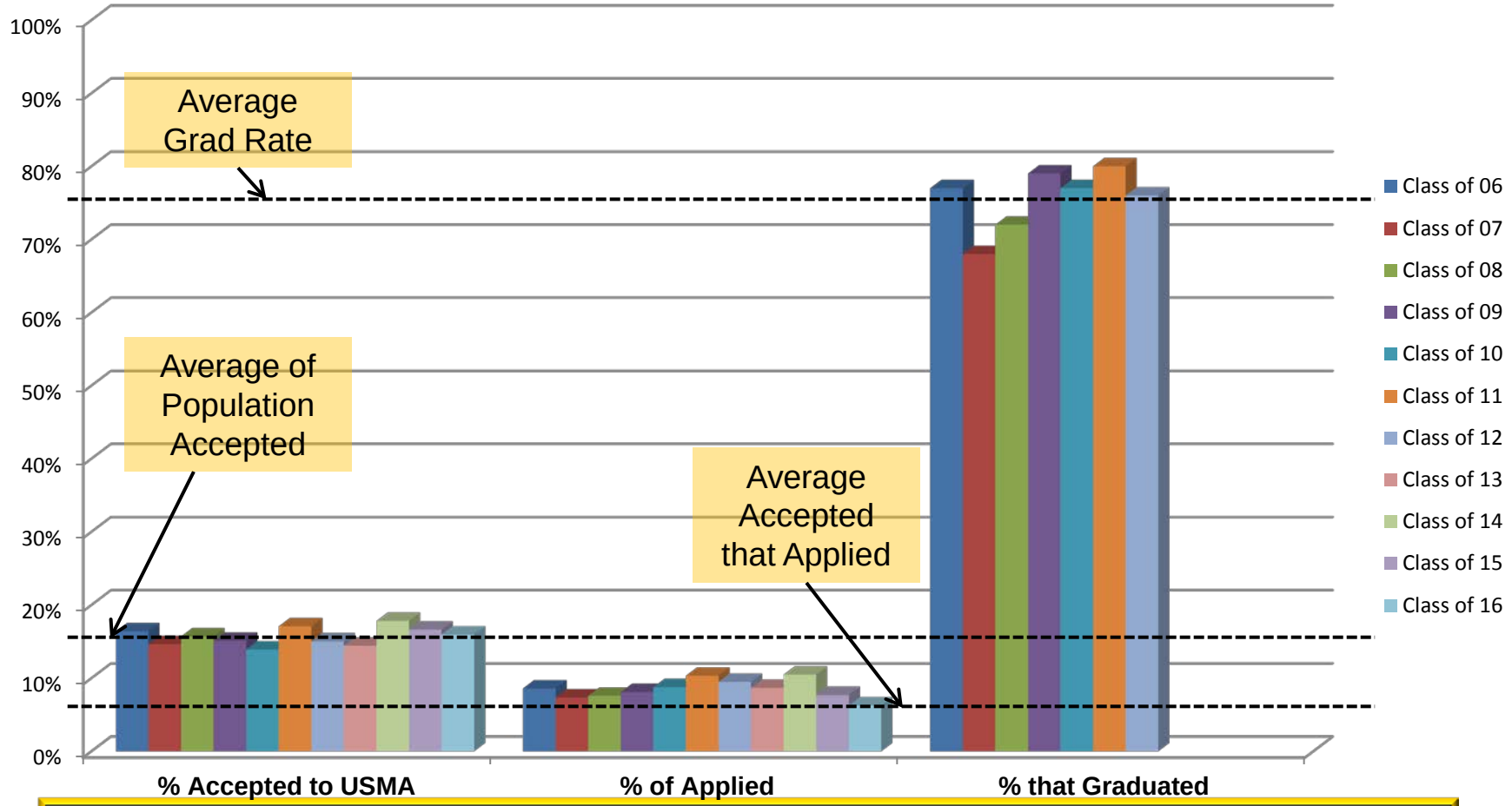
# AMERICA'S ARMY:
# THE STRENGTH OF THE NATION



***Defense Advisory Committee on Women in the Service (DACOWITS) – March 2013***

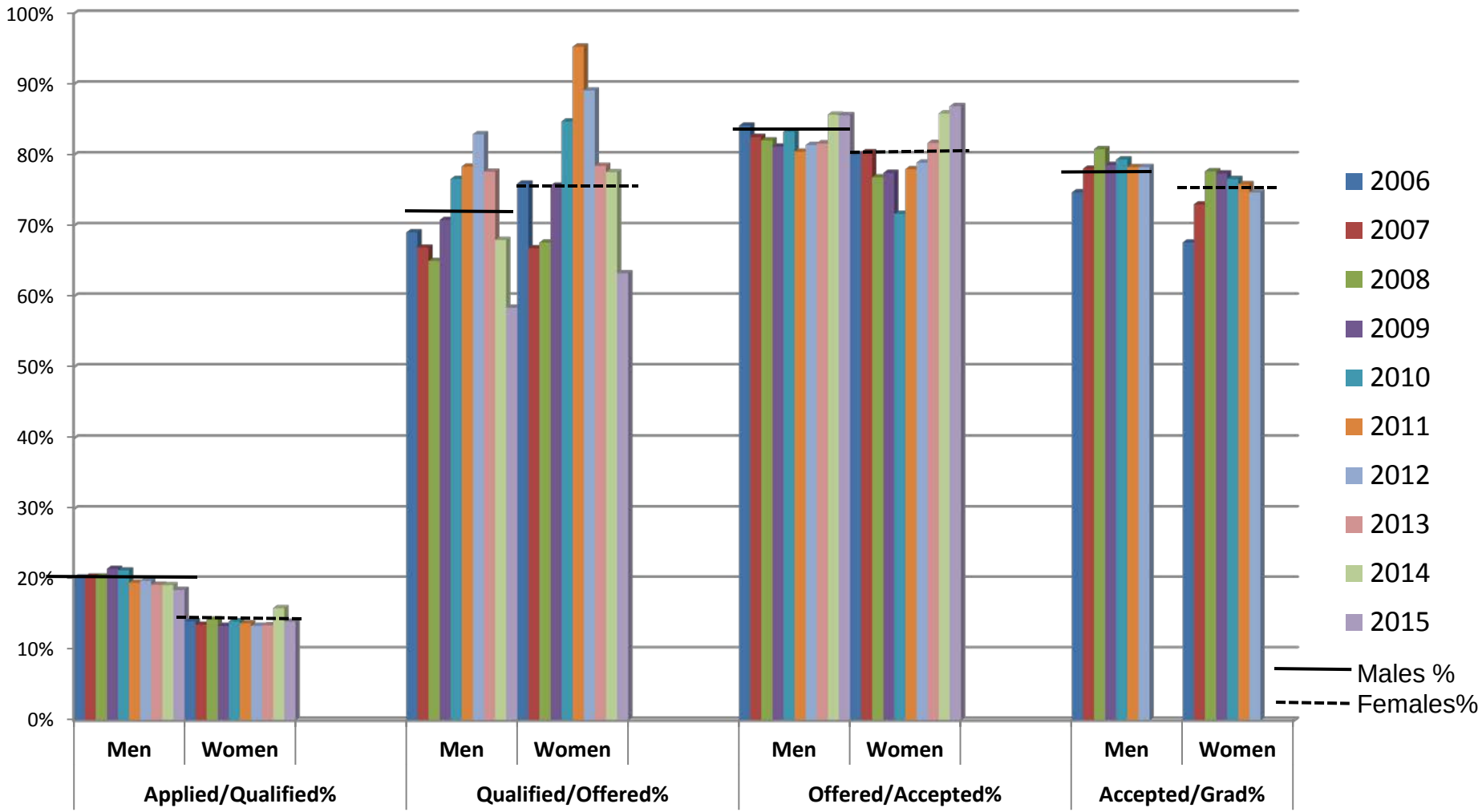
# Graduation Averages for USMA FY02-12

- 16% of the students accepted to USMA are females
- 8% of the females who apply to USMA are accepted
- 75% of the females who are accepted to USMA graduate



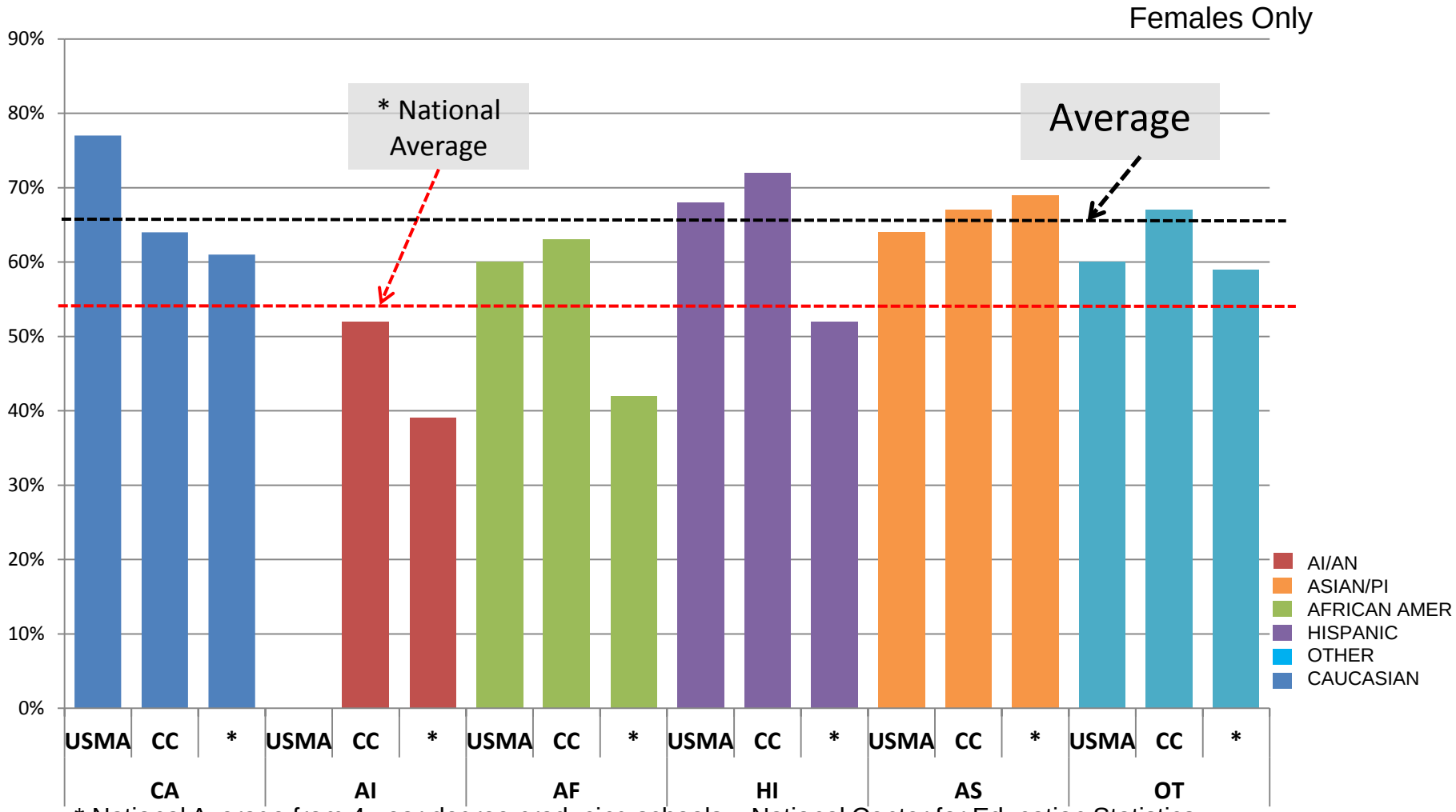
# Recruiting Averages for USMA FY06-15

- 77% of the females who are qualified are offered attendance.
- 80% of the females who are offered, accept attendance.



# SY11-12 Graduation Rates

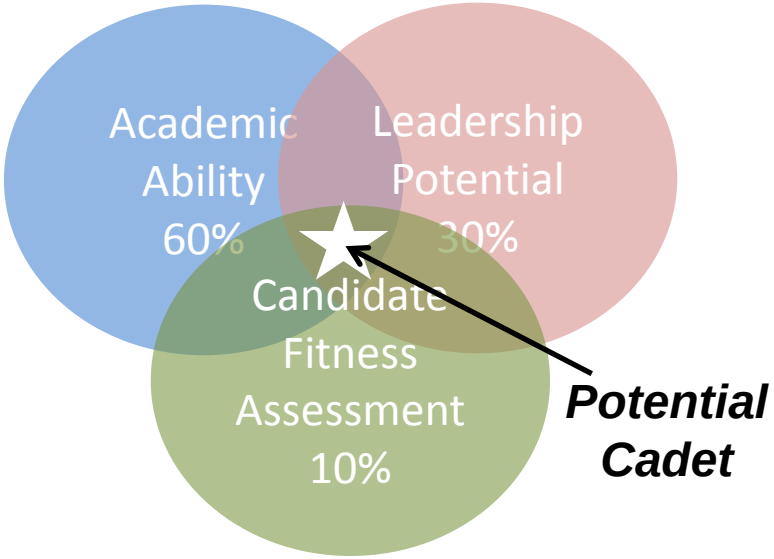
- Females graduate from USMA at a 2% higher rate than ROTC and 12% higher rate than the national average (54%).




* National Average from 4-year degree producing schools – National Center for Education Statistics

# USMA Recruiting and Goals

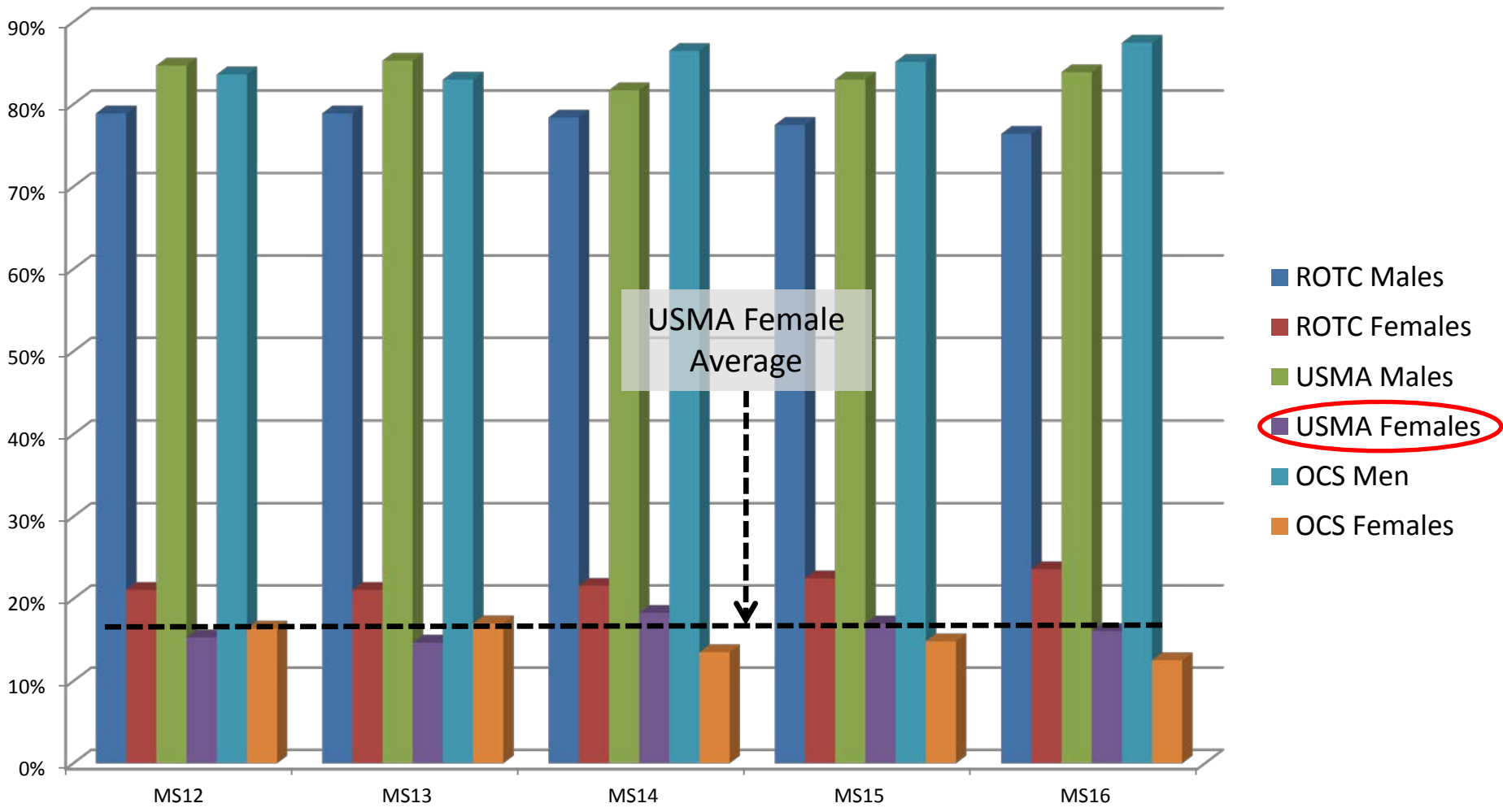
- Whole Candidate Concept
- Gender neutral




- USMA female Class Composition Goal (CCG) is 14% -20%
- The USMA Academic Board meets biannually to review and adjust demographic goals
- USMA sets CCGs based:
  - Army Officer and Enlisted demographics
  - Predicted future demographics

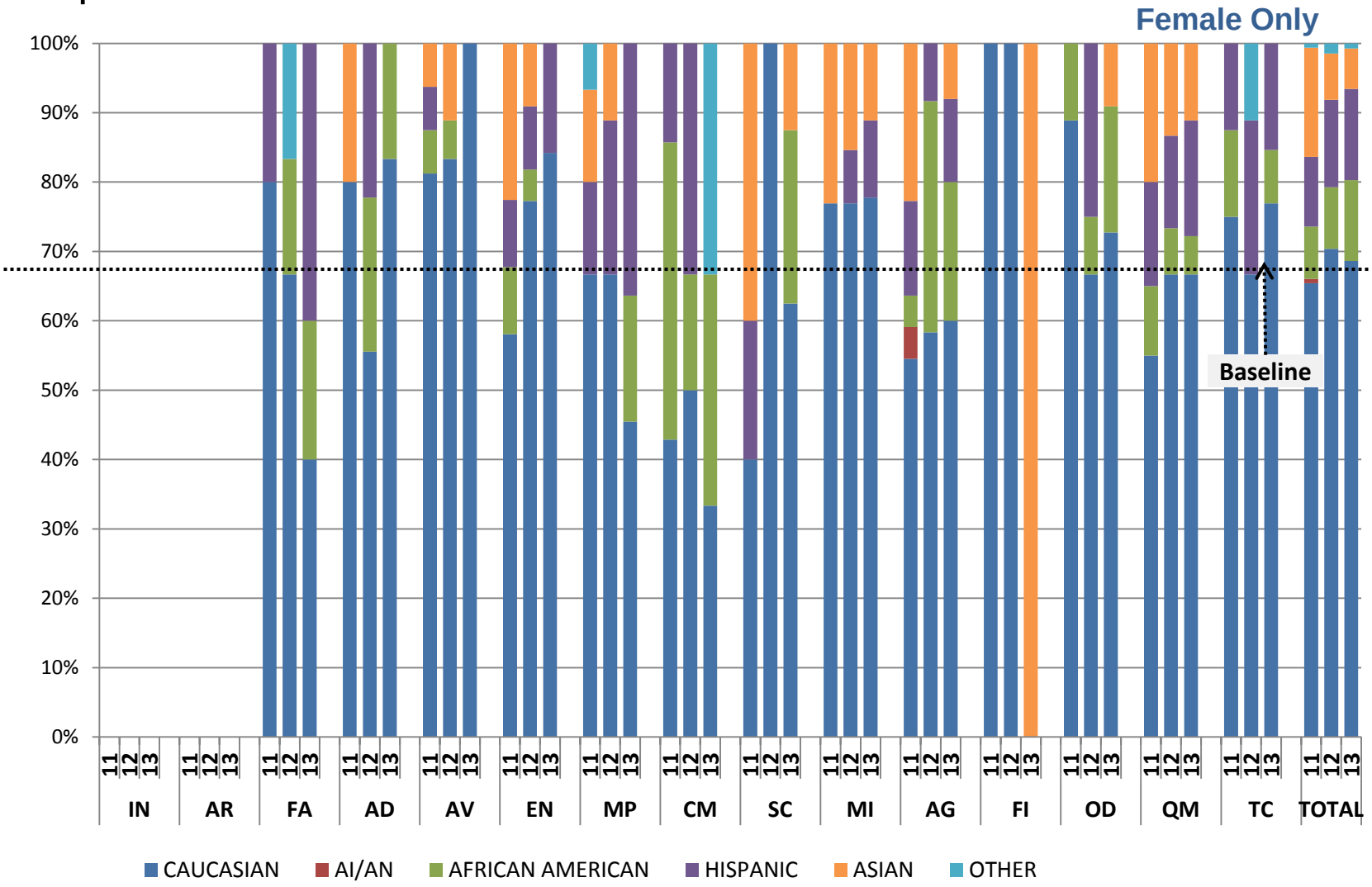
# Female Enrollment by Commissioning Source

- The average enrollment for females is 17% (USMA 16%)



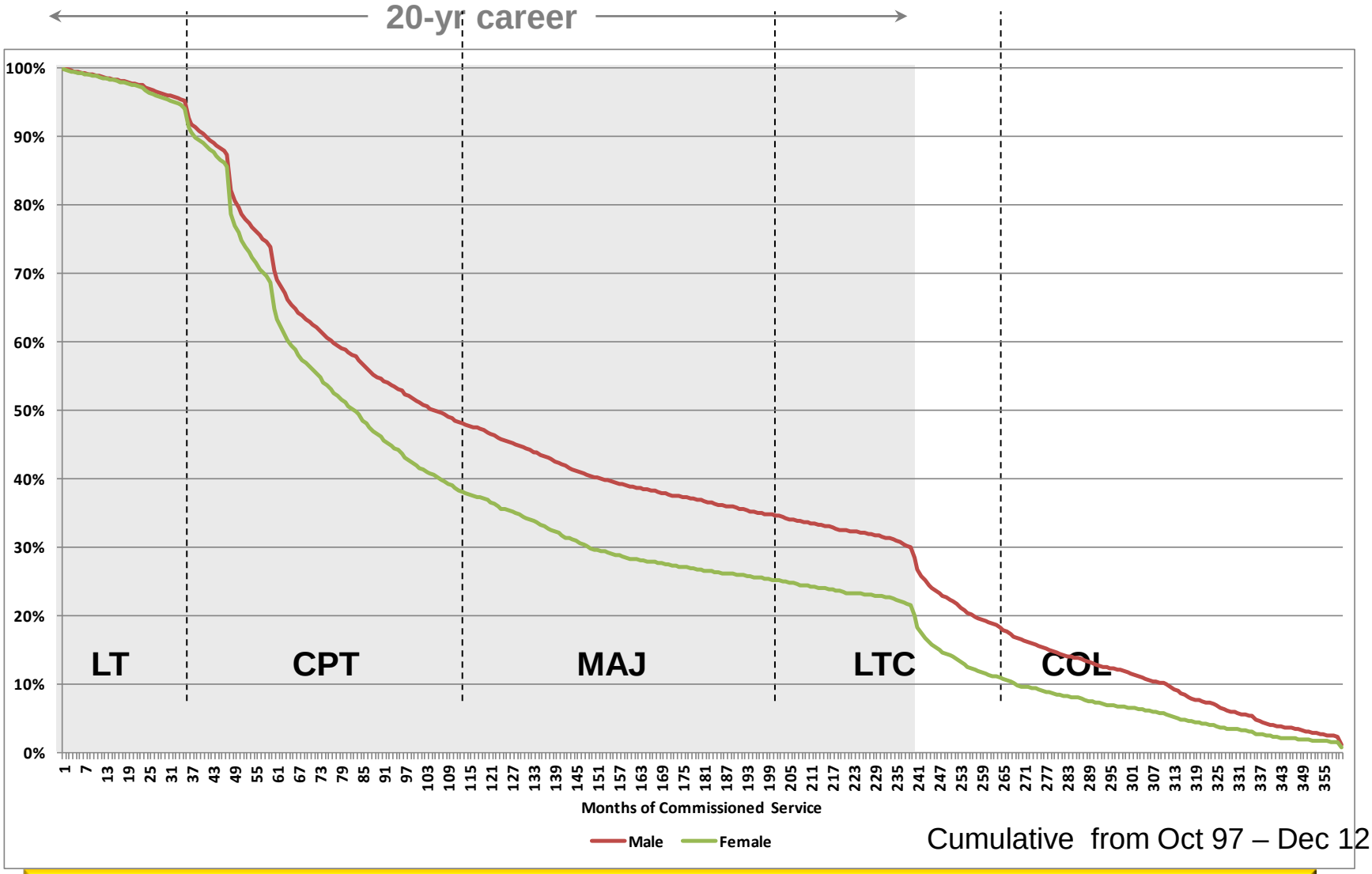
# FY11-13 USMA Branch Allocation Diversity

- Talent enhanced branching has improved the minority/gender representation across all branches.



# Continuity Rate for ACC Officers by Gender

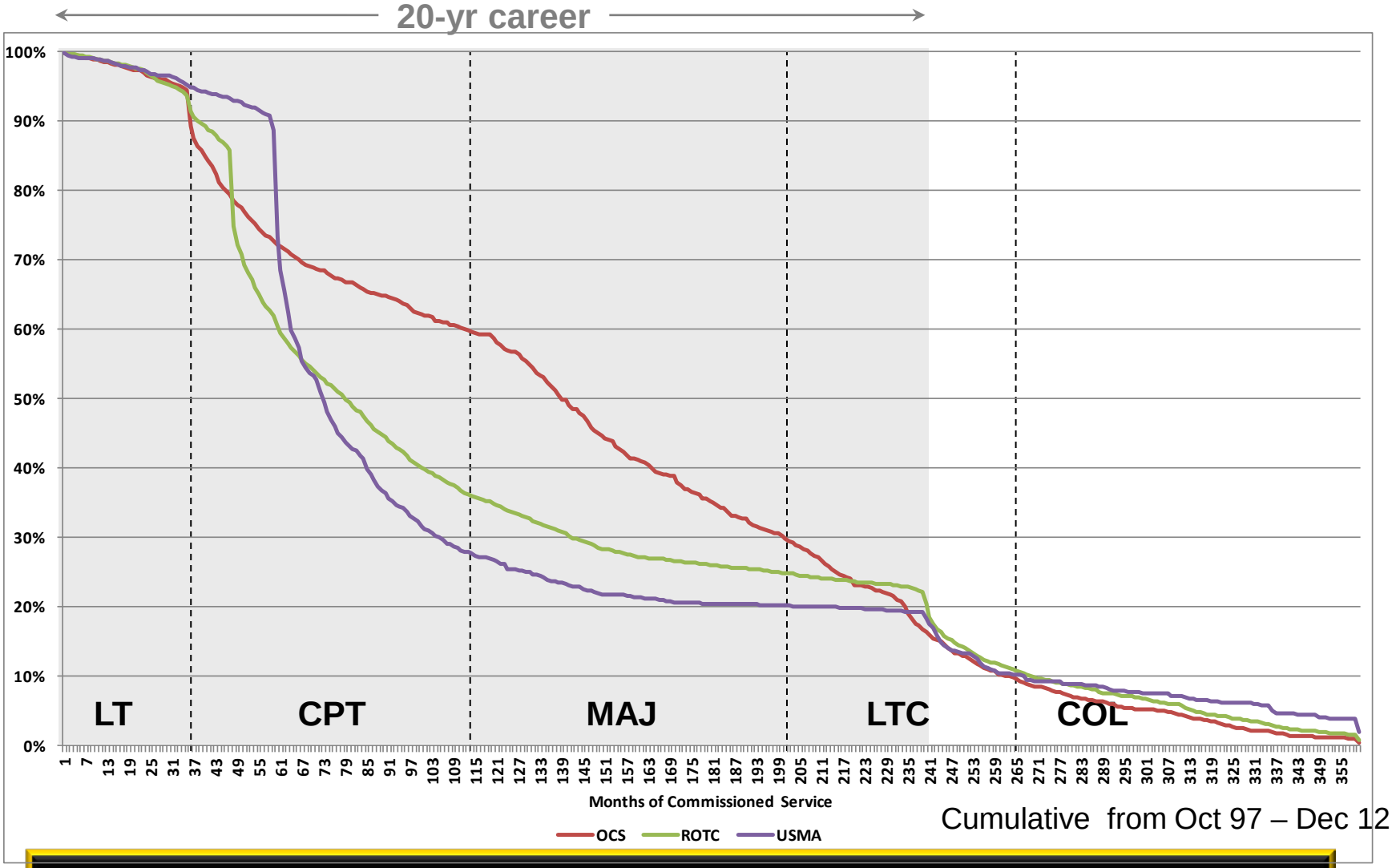
- Females have a lower continuity rate than their male counterparts.




Cumulative from Oct 97 – Dec 12

# Continuity Rate for Female ACC Officers by SOC

- Females commissioned through USMA depart the Army after initial ADSO at higher rate than OCS or ROTC




Cumulative from Oct 97 – Dec 12