A2. The Marine Corps' Infantry Officer Course (IOC) research concludes in June and will no longer be pen to female volunteers. The Committee requests a written response from the Marine Corps on the following:

A2 Question 1. What is the fixed weight requirement for the IOC March?
There are no formal conditioning hikes at IOC for the sole purpose of conditioning and therefore, no 'fixed weight requirement.' All foot movements at IOC are executed as tactical movements to and from a field training exercise, and each with a prescribed load or gear/equipment list that that adds up to an approximate weight; e.g., Assault Load (approx. 95 pounds), Approach March Load (approx. 112 pounds), or Sustainment Load (approx. 150 pounds). Most field training exercises include overnight training and live fire training, all of which will dictate a prescribed load commensurate with the field training requirements. The prescribed load weights increase throughout the course to a weight no greater than 150 total pounds of equipment which includes, weapons, ammunition, chow and water.

A2 Question 2. Does the fixed weight requirement fluctuate between IOC classes? If so, why?
No.

A2 Question 3. What is the overall attrition rate for men who have attended IOC over the past five years?
The overall attrition rate for men who have attended IOC over the past five years is 26%.

A2 Question 4. If there is a higher attrition rate for women due to leg and/or hip injuries, has research been conducted studying potential ways to adjust or modify the gear and/or way the gear is packed in order to help minimize the risk of these types of injuries?
Of the 29 female Marine officers who have attempted IOC, there have been no leg and/or hip injuries. The only injury related attrition was a foot stress fracture suffered by a female in October 2012.

A2 Question 5. Is there any pre-conditioning in place for men or women that best prepares them to complete IOC without or with minimal medical set-back or attrition?
The Marines Awaiting Training (MAT) Platoon is a unit task organized to prepare and remediate Marine Officers for successful completion of IOC. The MAT Platoon Commander is a Captain Instructor who is responsible for the physical and academic preparation of the student officers, that will include daily physical training with a focus on movement under load, endurance and strength training, as well as land navigation and related tactics and field skills training.

A2 Question 6. When were the IOC requirements established (e.g., carrying ruck up the rope)?
Every training event at IOC is part of an approved Program of Instruction (POI), to include 'carrying the ruck up the rope', which is part of the IOC Combat Endurance Test on the first training day. The POI is periodically reviewed through the conduct of a Course Content Review Board (CCRB), to validate instructional requirements based on the Infantry Training and Readiness Manual and the needs of the operating forces. The first formally approved POI (for IOC) was in 1996, with updates in 2007, 2009, and 2012. In December 2014, a CCRB was conducted as a precursor to the POI review currently underway.

A3 Question 1. What efforts were taken to encourage participation of more female IOC volunteers?
Recruitment for the IOC research began in May 2012. Over the course of the research, 18 Basic Officer Classes (BOC) with over 450 female officers having the opportunity to volunteer. In an effort to better inform females, each BOC was presented with two recruitment briefs during their 27-week BOC

period, with preliminary information and recruitment brief at the outset of the BOC, and a second 'reconfirmation' session prior to BOC graduation, with the intent of encouraging participation when providing multiple opportunities to volunteer. As human subject research, recruitment cannot be incentivized; however, to better ensure success in IOC and encourage participation, volunteers also had the opportunity to enter the Marines Awaiting Training (MAT) Platoon prior to starting an IOC classIn an effort to better inform females and potentially more encouraged to volunteer, each BOC was presented with two recruitment briefs during their 27-week BOC period, with preliminary information and recruitment brief at the outset of the BOC, and a second 'reconfirmation' session prior to BOC graduation. As human subject research, recruitment cannot be incentivized; however, to better ensure success in IOC and encourage participation, volunteers had the opportunity to enter the Marines Awaiting Training (MAT) Platoon prior to starting an IOC class, as additional physical and academic preparation time, with their male counterparts preparing to enter an upcoming IOC class. In July 2014, the research protocol was amended to expand recruitment to company grade female captains from the Operating Forces and Supporting Establishment. This expansion produced three captains who started IOC in October 2014.

A3 Question 2. Why did the experiment end in April?

All research efforts within the Marine Corps' Force Integration Campaign Plan must be completed by June 2015, making the IOC 3-15 (1 April – 25 June 2015) class, the last available IOC before the research end date.