

DACOWITS' 2006 Recommendations:

1	Recommend Office of the Secretary of Defense (OSD) conduct a study to assess the feasibility of a 90-day window for entering the spousal preference hiring program.
2	Recommend that pilot programs of on-off ramps be implemented in all of the Services to provide flexibility for work-life balance concerns, such as care for newborns, aging parents, and critically ill family members.
3	Recommend the Navy institutionalize the initiative, discussed by Rear Admiral McDonald in a 4 December 2006 DACOWITS briefing, that provides broader windows in which to achieve career milestones such as sea duty and mandatory schooling.
4	Recommend that the Services with Offices of the Chief of Chaplains conduct surveys of male and female chaplains and chaplain assistants to assess the acceptance of female chaplains across the Services.
5	Recommend that Status of Forces surveys include questions about Service members' experiences with female clergy, as in the examples below: 1. Have you ever had a female chaplain at your military place of worship? 2. If that would be your normal place of worship, would it be counter to your religious beliefs if the female chaplain preached at your service? 3. If that were your normal place of worship, would you elect not to attend chapel services when the female chaplain preached? 4. Would you be comfortable with a female chaplain as a counselor? 5. Do you feel having a female chaplain on post is good for the spiritual life of Service members / important for female Service members / beneficial for military family members? 6. If you were deployed, and the only clergy were a woman, would you feel bereft of spiritual guidance?
6	Recommend that an annual conference, similar to the one in which Air Force female chaplains participate, be held for female Army and Navy clergy. The purpose would be to provide training and to offer an opportunity to voice concerns and exchange advice about how to deal with the unique challenges they face.
7	Recommend training be provided to enhance evaluation report writing skills for male and female clergy and their supervisors.
8	Recommend the Services determine the extent to which there are gender-based clergy assignments and the impact of those assignments on female chaplains' careers.
9	Recommend the Navy and Air Force set goals for recruiting female clergy to increase their overall representation in the military chaplaincy.
10	Recommend tasking additional female clergy to assist in recruiting by highlighting their own roles and contributions to the clergy and military in order to increase the number of female chaplains.
11	Recommend the Services survey all field grade doctors who leave the military in order to determine their reasons for leaving and to assist the Medical Corps in retaining highly qualified individuals.
12	Recommend the Services review the Navy's medical officer career development process, which may provide insight for best practices when addressing promotions rates for female physicians.
13	Recommend that pilot programs of on-off ramps be implemented in all of the Services to provide flexibility for work-life balance concerns, such as care for newborns, aging parents, and critically ill family members.

14	Recommend increasing the exposure of potential doctors to the military lifestyle. In focus groups with members of the JAG Corps, the summer internship program was highly recommended. This is a best practice that the Medical Corps should review.
15	Recommend increasing the exposure of future doctors to the practice of military medicine through shadowing programs for first- and second-year medical students and Reserve Officer Training Corps (ROTC) participants.
16	Recommend that top ROTC science students receive pamphlets with information about USUHS.
17	Recommend increasing the number of educational delay slots granted to ROTC and Service academy graduates for medical school.
18	Recommend increasing the enrollment at the USUHS medical school.