

Minority and Gender Differences in Officer Career Progression

RAND

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Minority And Gender Differences In Officer Career Progression

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Minority And Gender Differences In Officer Career Progression:

Minority and Gender Differences in Officer Career Progression Susan D. Hosek, 2001 Since the military draft ended in 1975 newly commissioned officers have included increasing numbers of minorities and women These officers must be retained and promoted for the senior officer ranks to become as diverse as the junior officer ranks are today This report examines whether minority and women officers obtain these promotions and choose to continue in their careers at the same rate as other officers The authors conducted two research efforts analyzing personnel records and interviewing midcareer officers personnel managers and promotion board members individually and in focus groups Results for minorities other than blacks were limited due to small sample sizes White women were found to be less likely to reach higher officer ranks than were men mostly because they chose to leave the military between promotions Black male and black female officers generally failed promotions in higher proportions than did white males but were more likely to stay in the military between promotions The interviews and focus groups revealed different perceptions about careers Black officers seemed to have greater difficulty forming all important peer and mentor relationships and overcoming initial expectations of lower performance Women's careers have been affected by limited occupational opportunities inconsistent acceptance of their role as military officers harassment and family conflicts

A New Look at Gender and Minority Differences in Officer Career Progression in the Military Beth J. Asch, Trey Miller, Alessandro Malchiodi, 2012 RAND research conducted in the late 1990s documented differences in rates of promotion and retention among male female white and minority officers in the U S military This volume updates the earlier RAND study using data from January 1988 through September 2010 It also examines the career progression of women serving in military occupations that are partially closed to them

Blacks in the Military and Beyond G.L.A. Harris, Evelyn L Lewis, 2019-07-31 African Americans have long used the military for gaining legitimacy and as the ultimate path to citizenship Blacks in the Military and Beyond thoughtfully chronicles their tumultuous journey from slavery through the present extending the our story to pre service in service and post service economic considerations as significant factors in determining whether or not serving in the military has advantaged Blacks and how such mechanisms like the periodic drawing down of forces have impacted Blacks overall G L A Harris and Evelyn L Lewis delve into the role of the military as a conduit in helping to create and sustain the Black middle class challenging the military to be more strategic as to the long term effects of its decisions to be ever mindful of upholding its moral compact with African Americans

Attitudes Aren't Free James E. Parco, David A. Levy, 2010 Attitudes Aren't Free offers a framework for improving policy in the areas of religious expression open homosexuality race gender ethics and other current issues affecting military members Parco and Levy provide us with a unique and robust discussion of divisive topics that everyone thinks about serving our nation in and out of uniform become intimately familiar with this book P 4 of cover

The Need for a Military Draft
Prepare to See the World a Guide to the Selective Service System Boz Hod, 2004-03 The need for a Military Draft

Prepare to see the world A guide to the selective service system is a book that both enflames and excites the community about the mentioning of reinstatement draft Hod is working on his Jurist Doctorate of Law and brings fourteen years of research to the table Hod seemingly gives the community an idea of his politics on the draft with a letter to the President that is at the beginning of the piece Hod then takes the community on the swift sequence of events that will take place when the draft is reinstated In clear and understandable language Hod points out the information that should be known by all residents of the world The need for a military draft Prepare to see the world A guide to the selective service system covers a diverse field of information 1 the selective service lottery 2 classification 3 conscientious objection and alternate service 4 how the draft has changed since Vietnam 5 only sons and the draft 6 men cannot register after 26 years of age 7 who must register 8 when to register 9 quick facts and figures 10 women and the draft 11 Universal Service Act of 2003 Introduced in the Senate 12 H R 163 13 Characteristics of Active Component Non Prior Service Applicants The need for a Military Draft is a useful resource for those of draft age and their family members

The Armed Forces and American Social Change
Troy Mosley, 2021-10-04 The Armed Forces and American Social Change is a powerful depiction of black Americans struggle for equality told through the lens of uniformed military service Troy Mosley uses superb storytelling personal vignettes and historical examples to show how millions of Americans have lifted themselves from oppression through opportunities gleaned from military service Collectively these efforts exerted positive outward pressure on American society which by and large has resisted social change One unique aspect of combat is that rarely are Americans more equal than when thrust into harm s way It has been said there are no atheists in combat similarly racism sexism and homophobia quickly go by the wayside when under enemy fire Yet in the 19th century and well into the 21st America s military policies regarding the use of manpower could best be described as an awkward attempt to balance the requirement to win the nation s wars while supporting a socio political caste system President Harry Truman signed Executive Order 9981 on July 26 1948 in response to police violence perpetrated against black veterans His actions broke this trend and set the military on the path toward true meritocracy Today retired General Lloyd Austin is the first black American Secretary of Defense in part due to the barriers broken down by those who served before him The armed services fiercely resisted integration gender equality and LGBTQ equality but over time have grown to value America s wellspring of diversity as a strategic and operational advantage Under the Trump administration many military policies supporting transgender inclusion were reversed This reversal thrust the U S military among other institutions into the ideological tug of war that lies at the heart of present day polarization in American society This ideological divide is the crux of the public discourse surrounding Critical Race Theory America s racist and sexist past and how we contextualize our history going forward for the betterment of the nation As far as America has come we still have work to do for Truman s vision of equality of opportunity to become a reality for all Americans Join this thought provoking narrative that celebrates brave American military pioneers and challenges us all to continue pushing for a better expression

of America **Iraq and the Lessons of Vietnam** Lloyd C. Gardner, Marilyn B. Young, 2008-06-01 From the launch of the Shock and Awe invasion in March 2003 through President George W Bush's declaration of Mission Accomplished two months later the war in Iraq was meant to demonstrate definitively that the United States had learned the lessons of Vietnam This new book makes clear that something closer to the opposite is true that U S foreign policy makers have learned little from the past even as they have been obsessed with the Vietnam Syndrome Iraq and the Lessons of Vietnam brings together the country's leading historians of the Vietnam experience Examining the profound changes that have occurred in the country and the military since the Vietnam War celebrated historians Marilyn B Young and Lloyd Gardner have assembled a distinguished group to consider how America has again found itself in the midst of a war in which there is no chance of a speedy victory or a sweeping regime change Iraq and the Lessons of Vietnam explores how the Vietnam Syndrome fits into the contemporary debate about the purpose and exercise of American power in the world With contributions from some of the most renowned analysts of American history and foreign policy this is an essential recovery of the forgotten and misbegotten lessons of Vietnam Contributors Christian G Appy Andrew J Bacevich David Elliott Alex Danchev Elizabeth L Hillman Gabriel Kolko Walter LaFeber Wilfried Mausbach Alfred W McCoy Gareth Porter John Prados Marilyn B Young

The U.S. Army and the New National Security Strategy Lynn E. Davis, Jeremy Shapiro, Bruce Nardulli, Roger Cliff, Nora Bensahel, 2003-07-09 This book examines the Army's role in the war on terrorism the Army's homeland security needs the implications of increased emphasis on Asia the Army's role in coalition operations the unfinished business of jointness the lessons learned from operations and how to prepare for the future the Army's deployability logistical and personnel challenges and whether the Army can afford its Transformation These examinations are bracketed by an introduction a description of the Army's place in the new national security strategy and a summary of the authors conclusions

The Matrix of Race Rodney D. Coates, Abby L. Ferber, David L. Brunsma, 2017-09-25 The Matrix of Race for race and ethnic relations courses is written by three leading scholars Rodney D Coates David L Brunsma and Abby L Ferber and reflects a very contemporary way of looking at race minorities and intergroup relations Older texts use a categorical approach and feature a series of chapters that examine one minority group at a time African Americans Latino Americans Asian Americans Native Americans etc Newer texts designed within the last 5 10 years are more likely to be organized topically discuss various racial and ethnic minorities within the context of these topics and use the most current theories and perspectives in this field The Matrix of Race is built around these core ideas Race is both a social construction and a social institution Race is intersectional it is embedded within other statuses such as gender social class sexuality Concepts of race change over time and as we move from one physical location to another We are all active agents in upholding reproducing or resisting constructions of race Women in the Military and in Armed Conflict Helena Carreiras, Gerhard

Kümmel, 2008-08-26 The debate about the role of women in war violent conflict and the military is not only a long and

ongoing one it is also a heated and controversial one The contributions to this anthology come from experts in the field who approach the topic from various angles thus offering different and at times diverging perspectives The reader will therefore gain in depth insight into the most important aspects and positions in the debate

Planning for Diversity Nelson Lim,Michelle Cho,Kimberly Curry Hall,2008-06-06 Discusses initial steps that the Department of Defense DoD should take in developing a department wide strategic plan to achieve greater diversity within its active duty and civilian leadership Key questions include how diversity will be defined how progress toward diversity will be measured and how DoD leaders will hold themselves and others accountable for such progress Includes a summary of findings from the 2007 DoD Diversity Summit

Handbook of Work_Life Integration Among Professionals Debra A. Major,Ronald J. Burke,2013-11-29 This innovative study confronts the similarities and differences in women s and men s work_life experiences Individual and organizational solutions to work_family conflict and strategies for work_life enrichment are explored It will strongly appeal t

History of the U.S. Army Cadet Command Arthur Thomas Coumbe,2008 Provides a detailed account of the U S Army Cadet Command activities between 1996 and 2006 telling of the Army s expectations of the ROTC program and providing an analysis of success and challenges of recruitment within the 20th century and beyond

Publications Combined: Global Diversity And Inclusion Using Cross-Cultural Competence (3C) - When Diversity Training Isn't Enough ,2019-03-05

There are not more than five musical notes yet the combinations of these five give rise to more melodies than can ever be heard There are not more than five primary colors yet in combination they produce more hues than can ever been seen There are not more than five cardinal tastes yet combinations of them yield more flavors than can ever be tasted Sun Tzu The Art of War Contents A Preliminary Investigation into Dynamic Measurement and Implicit Affect in Assessing Cross Cultural Competence A Proposed Developmental Sequence for Cross Cultural Competence Training in the DoD Assessing Alternative Approaches to the Development of a DEOMI Cross Cultural Inventory Behavioral Framework for Effective Intercultural Interactions Cross Cultural Competence 3C and Diversity Management Support Cross Cultural Competence and Strain in the Military The Role of Emotion Regulation and Optimism Cross Cultural Competence What Roles Does It Play Within the Military Cultural Heritage Education Assessment Executive Summary Developing and Managing 3C Finding Value in Human Relations Foundation for Diversity Training Competency Model and Learning Objectives Issues in Diversity Management Leadership in Cross Cultural Contexts One Size Does Not Fit All 3C Training and Development Symposium Regulatory Fit and Equal Opportunity Diversity Implication for DEOMI Relating Values to Military Styles Force Protection and Operational Goals The A Validation Study of the Defense Language Office Framework for Cultural Competence and an Evaluation of Available Assessment Instruments The Development of the CCCI The Effects of Personality Dissimilarity on Mission Readiness The Role of Affect in Cross Cultural Competence Transformational Leadership Role of Diversity Climate When Diversity Training Isn t Enough

Life in the U.S. Armed Forces Anni Baker,2007-12-30 Anni Baker has created a

fascinating exploration of life in the armed forces as it has been experienced by millions of men women and children over the past six decades Her book examines the factors that shape military service and military culture from grueling training exercises to sexual relations with local women from overseas duty to the peculiar life of the military brat The book begins with an examination of the enlistment process follows the military lifecycle through career decisions promotions raising families and retirement explores the impact of war on military society and ends with a discussion of the place of the armed forces in the United States A wide variety of sources were used in this study including contemporary scholarship government and military records public media and most important interviews and written materials from military personnel retirees family members and civilian employees Using a lively and readable style Baker blends clear explanations of elements of military life information on the development of military society and the voices of those who serve into an insightful account of this fascinating subculture It is the author s view that not only is study of the U S military a valuable undertaking in itself but in addition it will enrich our perspective on civilian life and culture in the United States The military is a distinct society based on a set of common values that are sometimes though not always at odds with those of civilian society The extent to which active duty personnel family members and civilians internalize these values dictates their comfort with military life and their choice of a military career Through a discussion of life in the military Baker examines how the values traditions and norms of the armed forces are articulated and shared how they influence the individual and the institution and what their role is in American society as a whole

Women in the United States Armed Forces Darlene M. Iskra, 2010-03-23 This handbook provides the reader with an historical and contemporary overview of the service by women in all branches of the U S military tracing the causes and effects of evolving policies issues structural barriers and cultural challenges on the record and in the future of the accomplishments by women warriors Women in the United States Armed Forces A Guide to the Issues covers over a century of accomplishments of military women from the Civil War to the current wars in the Middle East Readers will learn for example that during World War II 565 women in the Women s Army Corps stationed in the Pacific theater received combat decorations proving that women had the courage strength and stamina to perform in a combat environment They will also learn that perhaps surprisingly it wasn t until the mid to late 1970s that women had their first opportunities to serve at sea and as aviators crew as well as pilots albeit on noncombatant ships and aircraft The book s final four chapters discuss the issues that continue to plague women in the military including sexual harassment noting that women s performance in America s two front wars in Iraq and Afghanistan have made a positive difference in attitudes The handbook closes with an epilogue that is at once a summary of the issues and a call for action

Women Veterans G.L.A. Harris, R. Finn Sumner, M.C. González-Prats, 2018-03-14 Women who fight in wars also have to fight for their right to do so But what are the obstacles impeding their progress in achieving equal status as both active service members and as veterans This book written by a team of female veterans and military scholars demonstrates the ways in which women service

members and veterans experience a unique set of challenges when attempting to both honorably serve their country and reintegrate into civilian society following military service. These challenges include but are not limited to discrimination, staggering rates of suicide and barriers to obtaining treatment for military sexual trauma and other critical benefits through the U.S. Department of Veterans Affairs. **Women Veterans: Lifting the Veil of Invisibility** examines current service-related policies and gender in the military's hierarchical power structure. Here, a confluence of white male privilege and entitlement, the culture of domination and the effeminization of the enemy manifest themselves as a backlash against women calling into question a woman's agency and her very status as a citizen. Special attention in the book is paid to the civil-military divide, representative bureaucracy and the function of the military and civilian justice systems. Moreover, the need for appropriate healthcare policies and structures is examined within a wicked problems framework. The authors conclude that the responsibility for women veterans and all veterans for that matter must become a matter of compelling government interest. This ground-breaking book is required reading for practitioners of public policy and administration with an interest in military and veterans affairs, public health, NGOs and activist groups as well as scholars of gender and public service, public personnel management and nonprofit management.

Inclusion in the American Military Morten G. Ender, Ryan Kelty, David E. Rohall, Michael D. Matthews, 2023-10-30. The US military is one of the largest employers in the country and is a relative microcosm of American society, bringing in people from diverse backgrounds and history to defend the nation from all enemies. Military and civilian leaders address the same challenges as those found in the civilian world, including diversity, inclusion, equity and belonging. The US military has both led and followed the nation in establishing policies of diversity and inclusion. In this second edition, the editors and contributors provide a revised, updated and expanded overview of the ways in which diversity and inclusion are dispatched in the US military by providing information and knowledge about celebrated and contested social characteristics, including race, ethnicity, religion, gender and sexuality, and three new groups comprising the military: the disabled, civilians and immigrants. Astute subject-matter experts contribute contemporary must-have go-to chapters into a fresh, compelling and insightful volume on the roles that each of these groups occupy in the US armed services as well as the laws, rules and regulations regarding their participation. This new edition also provides eleven lived experiences that enliven and humanize each chapter and will assuredly inspire readers.

Can We Explain Gender Differences in Officer Career Progression? Beth J. Asch, Trey Miller, Gabriel Weinberger, 2016-10-12. The report provides a quantitative analysis of the differences in the career progression of officers based on gender as well as the factors that explain these differences. Gender differences in career progression can be partly explained by differences in job-related and individual characteristics such as occupation and marital status and partly by differences in the association between these characteristics and career progression.

American Soldiers in Iraq Morten G. Ender, 2013-06-17. *American Soldiers* is the first book to examine the collective social experiences of soldiers in the Iraq War.

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