

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.

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.

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. The book becomes intimately familiar with this book.

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.

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.

Iraq and the Lessons of Vietnam Lloyd C. Gardner, Marilyn B. Young, 2011-07-19 Essays by Christian G. Appy, Andrew J. Bacevich, John Prados and others offer history at its best meaning at its most useful. Howard Zinn 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 US 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 this book assembles a distinguished group to consider how America found itself once again in the midst of a quagmire and the continuing debate about the purpose and exercise of American power. Also includes contributions from Alex Danchev, David Elliott, Elizabeth L. Hillman, Gabriel Kolko, Walter LaFeber, Wilfried Mausbach, Alfred W. McCoy, Gareth Porter, Essential Bill Moyers.

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

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Whispering the Secrets of Language: An Mental Journey through **Minority And Gender Differences In Officer Career Progression**

In a digitally-driven world wherever screens reign supreme and quick connection drowns out the subtleties of language, the profound strategies and emotional nuances hidden within words often get unheard. However, located within the pages of **Minority And Gender Differences In Officer Career Progression** a captivating literary prize pulsating with organic feelings, lies an exceptional journey waiting to be undertaken. Published by a skilled wordsmith, this marvelous opus attracts visitors on an introspective trip, softly unraveling the veiled truths and profound affect resonating within the very fabric of each word. Within the mental depths of the touching review, we will embark upon a heartfelt exploration of the book is key styles, dissect their charming writing model, and yield to the effective resonance it evokes deep within the recesses of readers hearts.

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