WOMEN IN THE ARMY
A SELECTED BIBLIOGRAPHY
FEBRUARY 1982
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SUBJECT: Women in the Army: A Selected Bibliography

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1. Since May 1981, the Women in the Army Policy Review Groups, ODCSPER-DA, has been involved in a far-reaching analysis of all statutes, policies, and regulations which govern the acquisition, training, assignment, utilization, and professional development of Army women (less female Medical Department Officers). From this review should come far better standards concerning the distribution and MOS training for both Army men and women, with gender-free MOS standards being a major goal of the group. While this is underway, the Army is holding the enlisted women strength at 65,000.

2. Over the past 10 years, a vast body of literature has developed concerning women in the Army. To assist student researchers, the USAWC Library has developed a bibliography of readings concerning Army women. The list does not pretend to be comprehensive; it reflects only those resources readily available in the USAWC Library collection. For additional information, please contact the compiler, Mr Robert Wood, Reference Librarian, Services Branch, US Army War College Library.

FOR THE COMMANDANT:

WILLIAM T. LEGGETT, JR.
Colonel, Infantry
Secretary/Chief of Staff

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"It is for man to establish the reign of liberty in the midst of the world of the given. To gain the supreme victory, it is necessary, for one thing, that by and through their natural differentiation men and women unequivocally affirm their brotherhood."

Simone de Beauvoir
The Second Sex, 1950.
BOOKS AND DOCUMENTS


(A history of female participation in the United States armed forces and a study of female occupational choice, both of which indicate factors for consideration in the procurement of women for the military.)


(The expanded use of women in the Army has focused attention on some difficult problems, but effective policies, expressed clearly down through the chain of command can help commanders deal with these problems.)


(The author argues that qualifications other than sex be used to determine assignments to combat and that women should have the prerogative to decide whether they want to serve in combat.)


(While admitting that women are filling some military jobs, the author urges faster progress toward optimum utilization of women in the military.)


(Castle stresses the armed forces should take a non-sexist approach in its continual search for skilled recruits and make full use of all available resources.)


(Examines the impact that the all-volunteer force, declining number of youths, and political pressures have on the need for women in the Army.)

(Comprised of eight speeches given at the Spring 1977 meeting of DACOWITS.)


(Minutes of the meeting and 15 presentations from the 25th Anniversary Meeting of DACOWITS.)


(Examines the status of the WAC enlisted personnel in the Army Reserve system with special emphasis on recruitment, training, and career management.)


(This report analyzes prior service and non-prior service female enlistees with respect to education, race, term of enlistment, AFQT and age for FY 73 and FY 74.)


(The military has changed, but then, so have women, and believing this, the author feels that the only way to learn the true value of women to the military is to provide opportunities and then evaluate performance, and on a far larger scale than is being done.)


(Provoking comments on the "civilization" of the Army, military unions, and the use of women in the military force.)


(Considers the feasibility and desirability of changes to current policies pertaining to the utilization of WAC personnel.)

(A collection of memoranda from the Army, Navy, Air Force, and Marine Corps on the subject of nonproductive time and lost duty time for men and women.)


(Surveys trends in recruitment of women by the military and looks at the "pause" in female recruitment being pushed by the Reagan Administration.)


(Focuses on a program designed to "utilize effectively in the Army Reserve, the vast reservoir of talent represented by women in our society.")


(Are women in the reserve components a mobilization asset or liability in view of the vital role assigned to the Reserves? Answers are provided from historical, legal, physiological, and sociological viewpoints.)


(This study examines the historical background, present situation, and future indicators of the role women play in the Army.)


(Answers the question of whether women can be good soldiers from the viewpoint of the women soldiers themselves.)

(A study which includes recommendations on which M.P. units and which M.P. functions in the corps battle area are appropriate for women soldiers.)


(Reflects the extent to which soldiers in 1974 believed certain jobs were appropriate for women and the extent to which these beliefs were related to selected personnel characteristics of the respondents.)


(This study examines the relationships between traditional and contemporary ways of thinking as reflected in the answers to questions submitted to students at the USACGSC on the subject of using women in combat.)


(A review of research conducted in four English-speaking countries concerning women in their own armed forces. Topics emphasized were enlistment and retention, assignments, interpersonal factors, and utilization.)


(Author presents the view that until the laws and regulations preventing full utilization of female personnel are repealed or reinterpreted, military women will experience a dissonance between their expectations and experiences.)

(Analyze all officer specialties closed to women and attempts to determine which ones could be opened and the impact of such utilization.)

29. United States Army Command and General Staff College. Women in the Army. Fort Leavenworth: 1978. (U415 A41 RB 20.2)

(A reference book assembled to provide commanders with a concise guide to pertinent regulations affecting their woman soldiers.)


(Provides insight in evaluating the impact of assigning women to selected Army units.)


(Evaluates the current use of enlisted women serving on active duty in the military and estimates the number of women needed in the future.)


(A review of the armed services female officer and enlisted accession and retention policies in use for the last ten years. Also contains study of the utilization of women by the services.)


(Support units on both sides of Reforger 77 contained 10% women soldiers, whose performance was analyzed in comparison with their male counterparts. The study concluded that a 10% mix produced negligible deficiencies; mixed units performed as well as all-male units.)


(Reviews Army programs and policies as they apply to women in the Reserve Components; 27 separate areas are discussed.)


(Discusses current and planned policy on the utilization of women in the Army. Recommendations touch on 11 different areas.)
MAGAZINE ARTICLES


(Research study of selected West Point plebes, which attempts to answer how women can contribute best as military leaders.)


(The author feels that an army of a truly democratic society has no recourse but to put its women in combat.)


(Sexual tension still exists in the Army, caused by frequent pregnancies, discrepancies in strength, and male prejudice.)


(Details the significant progress made by the WAC over the last 10 years and suggests what lies ahead for the corps.)


(Many top Army generals privately oppose the all-volunteer army and also Secretary of the Army Alexander's use of women in that force.)


(The author found that the male-female ratio of soldiers within Army units does not make a difference in the military effectiveness of those units.)


(Committed to doubling the number of women in its ranks, the U.S. Army must now wrestle with several resultant problems, not the least of which, is how to entice women to volunteer for the jobs most beneficial to the services.)


(The author proposes a universal national service for both men and women, which would include, but not be limited to, military service.)
   (Profiles Captain Roberta Jordan, first woman to attend the field artillery school for officers at Fort Sill, Oklahoma.)

   (Discussion of women attending the service academies.)

   (New assignments for women will have an impact on Air Defense Artillery Units. With cooperation, this experiment in integration can benefit everyone.)

   (A look at how the Army is managing the problem of a declining manpower pool.)

   (Examples of fraternization and the consequences involved for the Army and the individuals.)

   (Special report on women in combat and on the expanded role they play in other areas.)

   (Results of an Aviation Center study which analyzed school performance of 29 women aviators. Comparison was also made to the performance levels of male aviators in the same environment.)

   (Women juggling two careers - as soldiers and as mothers.)

(Focus on the Army's first two woman airborne instructors.)


(Describes the pitfalls of preferential treatment toward woman soldiers.)


(A first-hand account of early WAC life by a member of the first woman officer candidate class.)


(Progress report on how women are succeeding in adapting to Army life.)


(A survey of women in the Army - covering their past accomplishments and their plans for the future. Additional comment by Mildred Bailey, Major General, US Army, Retired.)


(Women students at the 3rd Army's drill sergeant's school.)


(WACs performed so well in M-16 marksmanship training at Fort Jackson, South Carolina that the program is now the same for both male soldiers and WACs.)


(Attitudes and perceptions of enlisted men and women regarding the role of women in the Army.)

(Kessler argues that women should be sent into combat, while Gabriel firmly believes that they should not.)


(Brief argument for the use of women in combat.)

27. Lester, Marianne. "What Happens When the Boss is a Woman?" Times Magazine (magazine supplement to Army Times/Air Force Times/Navy Times.) Vol. 40, 14 January 1980, pp. 4-10.

(Several examples of the trials and tribulations which arise when women supervise men- plus causes, comments, and solutions.)


(Discussion of Army jobs open to women under the new guidelines announced by the Secretary of the Army.)


(West Point prepares itself for the first women cadets.)


(The author contends that women have proven themselves a valuable resource which the Army should use wisely.)


(A troop commander finds that female soldiers, when treated as soldiers, but recognizing their differences, responded ably and performed their duties well.)


(Women soldiers give their views on their military jobs and their futures.)

(U.S. Military seeks to accommodate motherhood in its ranks.)


(Brief profile of Major General Jeanne Holm as she embarks on a new career as special advisor to President Ford.)


(Review of Helen Rogan's book *Mixed Company: Women in the Modern Army*, discusses strengths and weaknesses of women soldiers and describes their experiences.)


(The first woman cadets find that with a few adjustments on their part and a few on the part of the academy, they are gradually becoming accepted as part of the West Point student body.)


(Co-ed West Point and what it went through to get that way.)


(Part 1 compares basic training for women with that given to men and concludes that the Army is shortchanging the women, the Army, and the country by giving inadequate combat preparation. Part 2 states that the time has come for the American people and the Army to stop marvelling at what women soldiers can do and decide what combat role we want them to take.)

(The answer to full employment of women in the Army is being found, not in schools or in staff sections, but in the field units.)


(Advise for leaders of female soldiers which elaborates on capabilities, differences, problems, and policies.)


(A study of one of the Army's most significant personnel problems which suggests guidelines for future policy.)


(A Marine Corps veteran watches some new, female ROTC cadets undergo summer combat training and comes away impressed.)


("Yes," says Jeanne Holm, MC, USA Retd., "No," replies Elizabeth Hoisington, BG, USA Retd.)


(An argument for permitting women in combat in order to solve pressing personnel problems.)

(Discussion of the integration of women into previously all-male units.)


(The circumstances and reasons usually given for exempting women from combat—the implications of such a policy—and the opposing arguments. A reply to this article and further comment by this author appear in the September 1980 *Parameters*, Vol. 10, pp. 92-94.)


(A call for Army leaders to accept, integrate, and utilize properly women through the entire chain of command.)


(A glowing report of women performing well as part of the National Guard.)


(Successful integration of women at West Point seen as the result of able and persevering women and an institution committed to a specific.)


(The end of the draft brings new responsibilities for WACs.)

(Brief comment against further expansion of women's role in the Army.)


(Discusses women in the military and the continuing ambivalence toward them.)


(Expanding role and responsibility for women in the U.S. armed forces exceeds those of any other country's forces.)


(A commander reveals his surprise at just how ably his female soldiers adapt to military life and perform their duties.)


(A look at the WAC and at some of its most notable members.)
NEWSPAPER ARTICLES

   (General B. Rogers gives his plans for use of women in the Army.)

   (Army states that it has corrected discriminatory recruitment practices.)

   (Army expresses concern that a higher percentage of women fail to complete their enlistment than do men.)

   (Army orders investigation of charges against Green Berets by Captain Wilder.)

   (US Army major policy change opens missile units and other combat support assignments to women.)

   (First co-ed basic training experiment at Fort Jackson, South Carolina.)

   (Describes decision to give men and women same basic training program after October 1978.)

   (Army's MAX-WAC study concludes that women can be used in combat support companies and tells how, in what numbers, and where they should be used.)

(Recruiting success results in overflow in present WAC population and places a strain on available facilities.)


(First of three articles on women in the military discloses American public opinion on this controversial question.)


(Second article in the series deals with women in non-traditional jobs and the reasons for enlistment.)


(Last article in 3-part series examines sexual harassment at Fort Benning, Georgia and its unfortunate consequences.)


(Report on Army's year-old experiment with co-ed barracks.)


(Spotlights the first woman Army chaplain.)


(West Point assessment of women cadets after a year's experiences.)


(More than half of the first women West Point graduates are assigned to combat branches.)

(A look at the first women to be accepted as West Point cadets.)


(Captain Kathleen Wilder, after undergoing training and then flunking the final exam, files sex discrimination suit against the Green Berets.)


(The argument against using women in combat units.)


(Army orders all commanders to deal swiftly and fairly with cases of sexual harassment.)


(Expanded opportunities for women in the armed services—including admission to the service academies.)


(LTC King disputes General Rogers ban on women in combat as "career-crippling.")


(Changes and cancellation of several regulations which discrimates against women in the Army are explained.)


(Anna Hayes and Elizabeth Hoisington are interviewed upon their promotions to Brigadier General.)

(U.S. women soldiers' personnel problems in Europe are viewed as part of an overall Army problem.)


(Air Force and Army women missed three times as many hours from duty as men in the first half of 1977.)


(Spotlights the first woman graduate of the US Army helicopter flight school.)


(Introduces the first woman to command a NATO military unit.)


(Indicates that Army recruitment of women has fallen short of its goal ever since November 1978.)


(Editorial states that attitudes are changing toward women soldiers.)


(Army orders an end to sexual fraternization between soldiers of different ranks.)


(Senator Proxmire contends sexual harassment has become pervasive at certain Army posts in the U.S.)


(Promotion of Col. Hazel Johnson makes her the highest ranking black woman ever to serve in the Army.)

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( Discusses founding of the WAC on its 30th anniversary and discusses the early years and present situation and duties.)


( The problems of women soldiers serving in Europe intertwine with the serious problems affecting the overall force there.)


(General Rogers praises performance of Army women and believes serious consideration should be given to drafting women if conscription is restored.)


(Reflections by U.S. Army manpower chief on female recruitment shortages.)


(Army study says leaders need training in how to cope with the growing number of women in their ranks.)


(Captain Kathleen Wilder files administrative complaint against Green Beret to counter what she feels is sex discrimination.)


(Captain Kathleen Wilder qualifies as a Green Beret, but may not be transferred to a Special Forces Unit.)

(Captain Kathleen Wilder gets another chance to qualify as a Green Beret.)


(Report on Project MAX WAC - the impact of women soldiers on unit effectiveness.)


(Women Vietnam vets begin to seek held for mental health disorders connected with that war.)


(A woman soldier describes her military training at Fort Bragg, North Carolina and concludes she was treated fairly and equally.)
BIBLIOGRAPHIES


The U.S. Army War College Library Reference Section also has a vertical file which contains numerous clippings and other ephemeral material on the subject of women in the Army.