United States General Accounting Office

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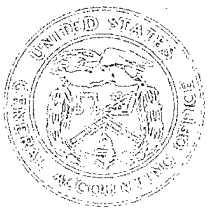
Report to the Ranking Minority Member, Subcommittee on Readiness, Committee on Armed Services, U.S. Senate

May 1998

GENDER ISSUES

Analysis of Promotion and Career Opportunities Data



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United States
General Accounting Office
Washington, D.C. 20548

National Security and
International Affairs Division

B-279797

May 26, 1998

The Honorable Charles S. Robb
Ranking Minority Member
Subcommittee on Readiness
Committee on Armed Services
United States Senate

Dear Senator Robb:

In 1993 and 1994, changes in policy and legislation[1] opened more than 250,000 positions in the armed services to women. Currently, 90 percent of the services' career fields and 80 percent of the services' approximately 1,425,000 positions are open to women. Recent studies have highlighted differing perceptions of the treatment of men and women who serve in the military. For example, an Army report on sexual harassment[2] stated that about half of the Army women surveyed thought that men have an advantage over women when it comes to having a successful military career while only about 20 percent of the men agreed with this statement. Another study[3] reported 50 percent of the Army women surveyed believed that the Department of Defense (DOD) policy limiting women's participation in combat had hurt promotion opportunities for enlisted women. In that same survey, 61 percent of female Army officers and 49 percent of female noncommissioned officers believed that this policy had hurt promotion opportunities for women officers in the Army.

Because of the variety of perceptions regarding men and women in the military, you asked us to determine whether the military was selecting women and men at similar rates for (1) promotion, (2) professional military education (PME), and (3) key assignments.[4]

To determine if selection rates for promotions, PME, and key assignments were similar, we used service-provided data for the active-duty force for fiscal years 1993 through 1997 and applied a rule of thumb test developed

[1]The fiscal year 1992-93 National Defense Authorization Act, P.L. 102-190 (Dec. 5, 1991), lifted the ban on the assignment of women to combat aircraft. The fiscal year 1994 National Defense Authorization Act, P.L. 103-160 (Nov. 30, 1993), lifted the ban on the assignment of women to combat ships.

[2]U.S. Army, Senior Review Panel Report on Sexual Harassment, Volume II, page A-31, July 1997.

[3]Miller, Laura, "Feminism and the Exclusion of Army Women from Combat," Working Paper No. 2, Project on U.S. Post-Cold War Civil-Military Relations: John M. Olin Institute for Strategic Studies, Harvard University, 1995, page 12.

[4]The services define key assignments to include command opportunities as well as opportunities to serve as executive officers or senior enlisted advisors.

by the federal agencies responsible for equal employment opportunity enforcement. Under this test, a selection rate for a subgroup that is less than four-fifths (or 80 percent) of the rate for the group with the highest selection rate is considered a significantly different rate. For this report, the two subgroups being compared are men and women.

Results in Brief

Our analysis of the promotion, professional military education, and key assignment data for the services between fiscal year 1993 and 1997 showed that the military selected men and women for promotion at similar rates over 80 percent of the time and selected men and women for professional military education and key assignments at similar rates approximately half of the time. However, when the data for promotions, professional military education, and key assignments are viewed on a service-by-service basis, the results, in some cases, vary significantly from the aggregate data. Appendix I provides more data on the services' aggregate data.

The military as a whole selected men and women for promotion to the top three non-flag officer and enlisted grades at similar rates in about 82 percent of the promotion boards or examinations reviewed. For the remaining instances, 15 percent were in favor of women, and 3 percent were in favor of men. Only the Army had more significant differences in favor of men. Of 30 Army promotion selections, 5 had significant differences, and 3 of these were in favor of men. Appendix II provides details on promotions by rank, gender, and service.

When the data for the four services were combined, the military selected men and women for professional military education opportunities at basically similar rates in about 46 percent of the board or decentralized selections. The remaining 54 percent of the selections slightly favored women, 29 to 25 percent. However, when the data was analyzed service by service, the Army and the Navy had more significant differences in favor of men, while the Marine Corps and the Air Force had higher numbers of significant differences in favor of women. (See app. III for additional information on the selection of men and women for professional military education opportunities.)

For key assignment selections, the military as a whole selected men and women at similar rates in about 53 percent of the board or decentralized selections. For the remaining selections where there were significant differences in selection rates, 32 percent were in favor of men, and

15 percent were in favor of women. The Air Force and the Navy had higher instances of significant differences in favor of men, while the Army had slightly more significant differences in favor of women. The Marine Corps had no instances of significant differences for key assignment opportunities. Appendix IV provides more details on the selection rates for key assignments.

The existence of significant differences does not necessarily mean they are the result of discrimination. Many factors can contribute to significant differences and further analyses would be required to determine the causes of the significant differences.

Background

The role of women in the military has changed dramatically over the years. For example, women were not allowed to constitute more than 2 percent of the total enlisted force or be promoted beyond the rank of lieutenant colonel until 1967. In 1993 and 1994, significant changes in legislation and policy occurred that allowed women to fly combat aircraft, serve on combat ships, and liberalized the assignment policy for women. Under the current policy, women can be assigned to all positions for which they are qualified, except for those positions below the brigade level whose primary mission is to engage in direct combat on the ground. This direct ground combat exclusion policy impacts job opportunities in the Army and the Marine Corps more so than in the Air Force and the Navy.

Women now comprise about 14 percent of the armed forces. The percentages vary among the services from about 5 percent for the Marine Corps, 13 percent for the Navy, 15 percent for the Army, and 17 percent for the Air Force. Table 1 shows the number of men and women in the services at the end of fiscal year 1997.

Table 1: Number of Women and Men in the Military Services at the End of Fiscal Year 1997

Service	Total number of servicemembers	Number of women	Number of men
Air Force	373,357	65,176	308,181
Army	487,812	72,238	415,574
Marine Corps	173,976	9,286	164,690
Navy	390,477	49,110	341,367

Source: Service Fiscal Year 1997 Military Equal Opportunity Assessment Reports.

Uniformed members of the armed forces are not covered by the same equal employment opportunity laws as the general public.[5] However, in 1969 and in 1994, DOD issued a Human Goals Charter that became the basis for its equal opportunity program. The charter states that DOD is to strive to provide everyone in the military the opportunity to rise to as high a level of responsibility as possible based only on individual talent and diligence. The charter also states that DOD should strive to ensure that equal opportunity programs are an integral part of readiness and to make the military a model of equal opportunity for all, regardless of race, color, sex, religion, or national origin.

Our November 1995 report entitled, Military Equal Opportunity: Certain Trends in Racial and Gender Data May Warrant Further Analysis (GAO/NSIAD-96-17, Nov. 17, 1995), examined military equal opportunity reports for fiscal years 1989 through 1993. We found that women were being promoted at slightly higher rates than men in all of the services but were receiving fewer key assignment opportunities in the Air Force and the Navy. We did not analyze data for professional military education in that review.

Agency Comments

We provided a draft of this report to the Office of the Secretary of Defense, the Army, the Air Force, the Marine Corps, and the Navy. All the services orally concurred with our report. Additionally, the Army, the Air Force, and the Marine Corps provided technical corrections, which we incorportated as appropriate.

Scope and Methodology

A 1995 DOD directive and related instruction require that the services prepare annual Military Equal Opportunity Assessments (MEOA) to help ensure equal opportunity in the services.[6] In preparing their MEOAs, the services collect, assess, and report gender and racial data in 10 categories. Among the categories the services collect data for are promotions, key assignments, and PME opportunities. The services do not report all of the promotions in the MEOAs. They report those promotions that are obtained in what the services considered the normal length of time. The promotion data included in the MEOA reports constitute the majority of all promotions. In addition, the services do not always report the same officer promotion

[5]See Randall vs. U.S., 95 F.3d 339 (4th Cir. 1996) (holding that title VII of the Civil Rights Act of 1964 does not apply to uniformed members of the armed forces).

[6]DOD Directive 1350.2, DOD Military Equal Opportunity Program, dated August 1995, and DOD Instruction 1350.3, Affirmative Action Planning and Assessment Process, dated February 29, 1988.

data in their MEOA reports. For example, the Army and the Air Force do not include promotions of doctors, nurses, medical corp personnel, lawyers, and chaplains in their MEOA reports. The Navy and the Marine Corp do.

To determine whether the military was promoting, selecting professional military education, and selecting key assignments for women and men at similar rates, we obtained and analyzed MEOAs from fiscal years 1993 to 1997. We then discussed the MEOA data on promotions, PME, and key assignments with officials from the Office of Secretary of Defense, Office of Military Equal Opportunity; the Air Force Directorate of Civilian Personnel, Policy, Personnel and Plans, Human Resource Development Division; the Army Human Resources Directorate; the Marine Corps, Office of the Deputy Chief of Staff for Personnel; and the Bureau of Naval Personnel, Equal Opportunity Division.

We discussed the policies and procedures used to ensure the reliability of MEOA data with the Air Force Personnel Center, Randolph Air Force Base, Texas; the Army Directorate Military Personnel Management; Headquarters Marine Corps, Deputy Chief of Staff for Manpower and Reserve Affairs; and the Bureau of Naval Personnel. Although we did not verify the MEOA data, we found that the procedures used to collect and record the data were sufficient to ensure reliable data.

To determine whether possible gender significant differences existed for promotions, professional military education, and key assignments, we compared the percentage of women considered and selected to the percentage of men considered and selected. We then applied the "four-fifths" test. This test is a rule of thumb established by the four federal agencies responsible for equal employment opportunity enforcement (the Departments of Justice and Labor, the Equal Employment Opportunity Commission, and the Office of Personnel Management).[7] Under this test, a selection rate for a subgroup that is less than four-fifths (or 80 percent) of the rate for the group with the highest selection rate is considered a significantly different rate (for this report, the two subgroups being compared are men and women). One limitation with this test is that, when sample sizes are small, this test may flag a small difference as being significant. Likewise, for a large sample size, the four-fifths test may provide too much latitude before a difference would be seen as significant. For example, if 100 percent of one group received promotions and 80 percent of the other group received promotions, this would not be a

[7]See Uniform Guidelines on Employee Selection Procedures, 29 C.F.R. part 1607 (1997). We recognize that title VII of the Civil Rights Act of 1964, which protects individuals against employment discrimination, does not apply to the uniformed members of the armed forces. See footnote 5, infra.

significant difference under the four-fifths test even though there is a difference of 20 percentage points between the two groups. However, if 4 percent of one group received promotions compared to 3 percent of the other group, the four-fifths test would classify this difference as significant even though there is only 1 percentage point difference between the two groups.

The existence of significant differences using the four-fifths test does not necessarily mean they are the result of unwarranted or prohibited discrimination. Many job-related or societal factors can contribute to gender significant differences. Further analyses would be required to determine the cause(s) of these significant differences.

We conducted our review between October 1997 and May 1998 in accordance with generally accepted government auditing standards.

We are sending copies of this report to other interested congressional committees; Members of Congress; the Secretaries of Defense, the Air Force, the Army, and the Navy; and the Commandant of the Marine Corps. We will also make copies available to any other interested parties.

If you or your staff have any questions concerning this report, please contact me on (202) 512-5140. Major contributors to this report are listed in appendix V.

Sincerely yours,

Mark E. Gebicke

Mark E. Gebicke
Director, Military Operations
and Capabilities Issues

Contents

Figures

Abbreviations

BOOST	Broadened Opportunities for Officer Selection and Training
DOD	Department of Defense
MEOA	Military Equal Opportunity Assessments
PME	professional military education

Selection Rates for Promotions, Professional Military Education, and Key Assignments Reviewed

Tables I.1 through I.3 detail the number of promotion, professional military education (PME), and key assignment selection boards or examinations we included in our review. The tables also show the number of boards that have no significant differences and the number that had significant differences in favor of men or women.

Table I.1: Promotion Boards With No Significant Differences and Boards With Significant Differences by Gender

Service	Periods covered	Number of comparisons	Number showing no difference	Percent showing no difference	Number in favor of women	Percent in favor of women	Number in favor of men	Percent in favor of men
All promotions								
Air Force	1993-97	29	23	79.3	6	20.7	0	0
Army	1993-97	30	25	83.3	2	6.7	3	10.0
Marine Corps	1993-97	29	22	75.9	6	20.7	1	3.4
Navy	1993-97	30	26	86.7	4	13.3	0	0
Total		**118**	**96**	**81.4**[a]	18	**15.3**	**4**	**3.4**
Officer promotions								
Air Force	1993-97	14	10	71.4	4	28.6	0	0
Army	1993-97	15	13	86.7	0	0	2	13.3
Marine Corps	1993-97	14	9	64.3	4	28.6	1	7.1
Navy	1993-97	15	15	100.0	0	0	0	0
Total		**58**	**47**	**81.0**	**8**	**13.8**	**3**	**5.2**
Enlisted promotions								
Air Force	1993-97	15	13	86.7	2	13.3	0	0
Army	1993-97	15	12	80.0	2	13.3	1	6.7
Marine Corps	1993-97	15	13	86.7	2	13.3	0	0
Navy	1993-97	15	11	73.3	4	26.7	0	0
Total		**60**	**49**	**81.7**	**10**	**16.7**	**1**	**1.7**

[a]Percentages may not match text material due to rounding.

Table I.2: PME Boards With No Significant Differences and Boards With Significant Differences by Gender

Service	Periods covered	Number of comparisons	Number showing no difference	Percent showing no difference	Number in favor of women	Percent in favor of women	Number in favor of men	Percent in favor of men
Air Force	1993-97	10	7	70.0	2	20.0	1	10.0
Army	1993-97	10	5	50.0	1	10.0	4	40.0
Marine Corps	1993-97	20	7	35.0	11	55.0	2	10.0
Navy	1993-97	15	6	40.0	2	13.3	7	46.7
Total		**55**	**25**	**45.5**	**16[a]**	**29.1**	**14**	**25.5**

[a]Percentages may not match text material due to rounding.

Table I.3: Key Assignment Boards With No Significant Differences and Boards With Significant Differences by Gender

Service	Periods covered	Number of comparisons	Number showing no difference	Percent showing no difference	Number in favor of women	Percent in favor of women	Number in favor of men	Percent in favor of men
Air Force	1993-97	20	13	65.0	1	5.0	6	30.0
Army	1993-97	15	6	40.0	5	33.3	4	26.7
Marine Corps	1993-97	5	5	100.0	0	0	0	0
Navy	1993-97	20	8	40.0	3	15.0	9	45.0
Total		**60**	**32**	**53.3**	**9**	**15.0**	**19**	**31.7**

The selection processes for promotions, PME, and key assignments and the data that is required for the MEOA report are discussed in the following sections.

Promotions

The services are required to report officer promotions in the MEOA at the major, lieutenant colonel, and colonel levels for the Air Force, the Army, and the Marine Corps and the lieutenant commander, commander, and captain levels for the Navy. For the enlisted force, the services are required to report the master sergeant, senior master sergeant, and chief master sergeant levels for the Air Force; sergeant first class, master sergeant, and sergeant major levels for the Army; chief petty officer, senior chief petty officer, and master chief petty officer levels for the Navy; and gunnery sergeant, first sergeant/master sergeant, and sergeant major/master gunnery sergeant levels for the Marine Corps. Some of the services reported other levels of promotion. However, to be consistent among the services, we only analyzed the levels stated above.

The services do not report all of the promotions in MEOAS. They only report the "in the zone" promotions. Officer promotion selection boards consider three cohort groups known as "below the zone," "in the zone," and "above the zone." Most promotions are in the zone, which is considered the normal length of service for promotion for that cohort group. However, a relatively small number of officers who have demonstrated outstanding leadership potential are promoted ahead of their cohort group, or below the zone. Similarly, a small number of officers are promoted after their cohort group, or above the zone. A similar system is used for enlisted promotions in the Marine Corps. Those below the zone and above the zone selections are not included in MEOAS. In addition, the services do not always report the same officer promotion data in their MEOA reports. For example, the Army and the Air Force do not include promotions of doctors, nurses, medical corp personnel, lawyers, and chaplains in their MEOA reports. The Navy and the Marine Corps do.

The services conduct centralized promotion boards for officer promotions. Each promotion board reviews all qualified candidates being considered for promotion to a given rank. For enlisted promotions, the services generally conduct examinations or boards for promotions.

PME

The Army, the Air Force, the Marine Corps, and the Navy select service members for PME opportunities by conducting centralized boards. All of the services provide PME opportunities to both officers and enlisted servicemembers.

The services report PME opportunities differently. For example, the Army and the Air Force do not report enlisted PME opportunities while the Marine Corps and the Navy do. Also, opportunities to attend the various service and DOD schools vary among the services. The Air Force provides the majority of its officers with PME opportunities. For example, Air Force majors, selected as candidates on their promotion board, have a 3-year window to attend an intermediate service school and have a 70-percent chance of attending. Non-candidates may also be nominated and selected to attend, however, at a significantly smaller percentage. Air Force lieutenant colonels are eligible to attend the senior service school the year following selection to lieutenant colonel and remain eligible up to 23 years of total active federal commissioned service. The Navy on the other hand, is more selective in regards to PME. According to a Navy official, only the "best of the best" attend the different schools.

Key Assignments

The services decide which key assignments they will include in the MEOA report. For example, the Navy and the Marine Corps provide data on selection rates for executive officer positions, while the Army and the Air Force do not.

Key assignment selection procedures differ among the services. The Marine Corps and the Navy conduct a centralized board process to rank nominated candidates while the selection process is generally decentralized in both the Army and the Air Force. The Army conducts a centralized board process for selection to command sergeant major, lieutenant colonel command assignments, and colonel command assignments. The Air Force changed its procedures for colonel-level key assignments in fiscal year 1996. In earlier years, the Air Force would conduct a board process for nominated colonels only. Starting in 1996, the Air Force conducted boards for all colonels.

Comparison of Promotions by Rank, Gender, and Service

Figure II.1 summarizes the percentage of promotion boards or examinations the services conducted that were categorized as having similar selecton rates and the percentage that did not meet the four-fifths rule and were categorized as having significantly different rates. Figures II.2 through II.25 show, by rank, the percentage of men and women promoted in fiscal year 1993 through 1997. The graphs display the percent selected and the tables display the actual numbers of men and women considered and selected. Caution should be used when just comparing the percentages because the number of women eligible for promotions is sometimes small.

Our analysis of 58 officer promotion boards[1] and 60 enlisted boards or examinations from fiscal years 1993 through 1997 showed that the military as a whole selected men and women for promotion at similar rates in the vast majority of board or examination selections. In 47 of the 58 officer boards and 49 of the 60 enlisted boards or examinations, the military made selections at similar rates. For those selections in which significant differences occurred, the majority were in favor of women for both the enlisted force and officers. Only the Army had more significant differences that were in favor of men. Of the Army's 30 promotion boards or examinations, 25 resulted in men and women being selected at similar rates. For the remaining five, one was in favor of enlisted men, two were in favor of male officers, and two were in favor of enlisted women.

[1]In 1995, the Air Force did not hold promotion boards for promotion to the rank of colonel. Also in 1995, there were no women eligible for promotion to colonel in the Marine Corps.

Figure II.1: Percent of Promotion Boards Whose Results Showed Similar Selection Rates or Differences in Favor of Women or Men

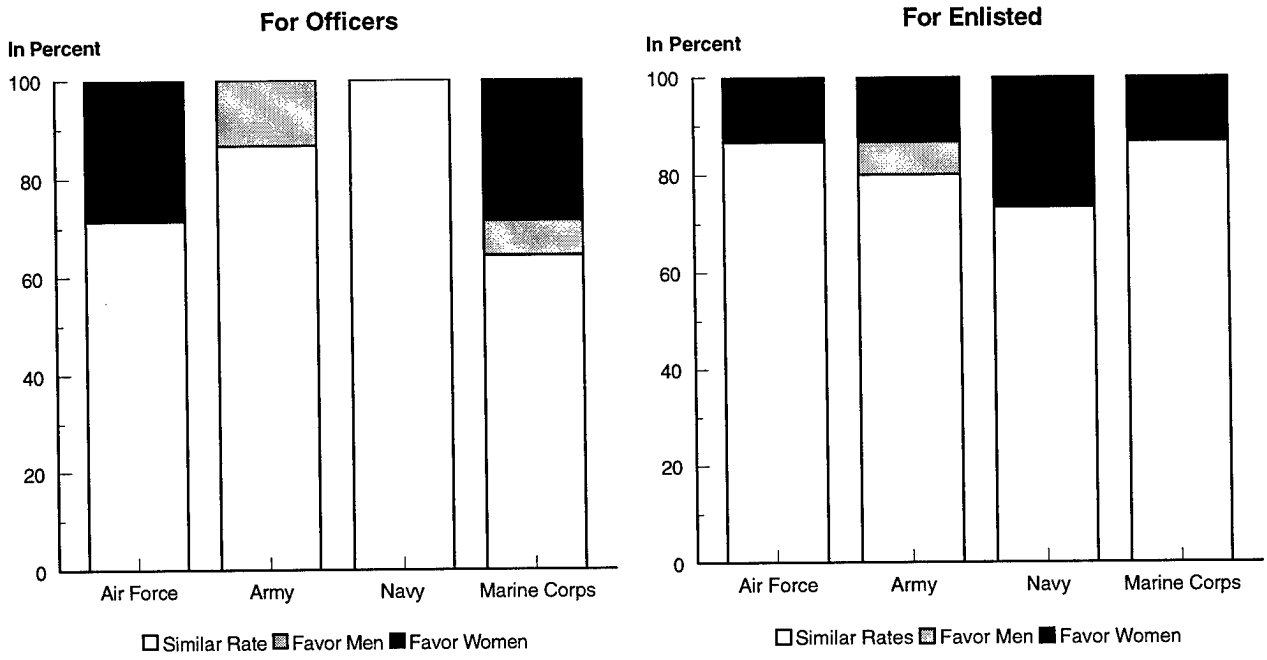
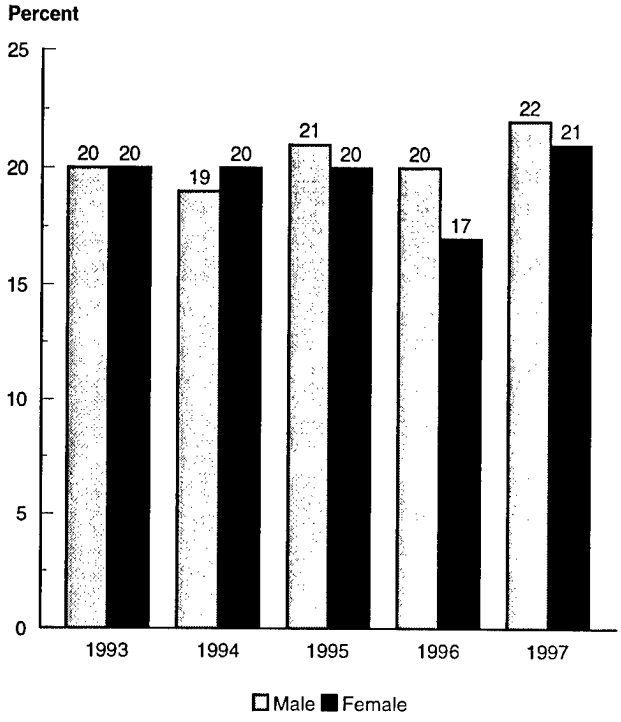


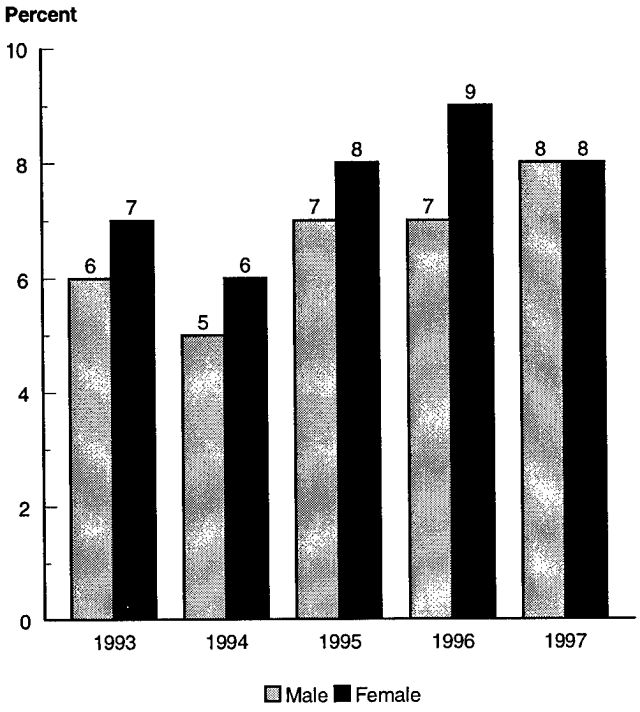
Figure II.2: Air Force Promotions to Master Sergeant (E-7) for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	27,391	5,563	3,734	756
1994	27,173	5,245	3,775	752
1995	23,675	4,978	3,158	630
1996	21,722	4,292	2,902	502
1997	20,407	4,433	2,826	591

As shown in figure II.2, the Air Force promoted men and women to master sergeant (E-7) at roughly the same rate from fiscal years 1993 through 1997.

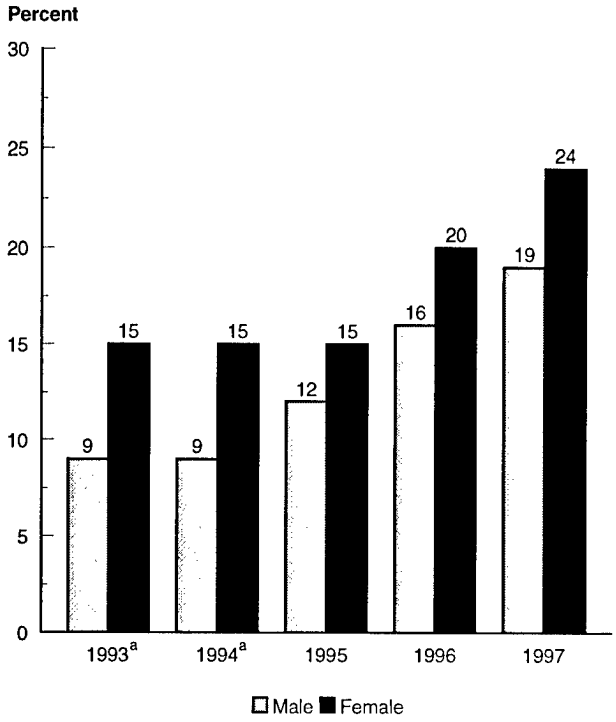
Figure II.3: Air Force Promotions to Senior Master Sergeant (E-8) for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	22,137	1,242	2,084	138
1994	21,798	1,002	2,172	128
1995	20,082	1,439	2,146	166
1996	19,773	1,395	2,242	209
1997	18,918	1,422	2,296	181

The Air Force also promoted men and women to senior master sergeant (E-8) at roughly the same rate from fiscal years 1993 through 1997 (see fig. II.3).

Figure II.4: Air Force Promotions to Chief Master Sergeant (E-9) for Fiscal Years 1993-97

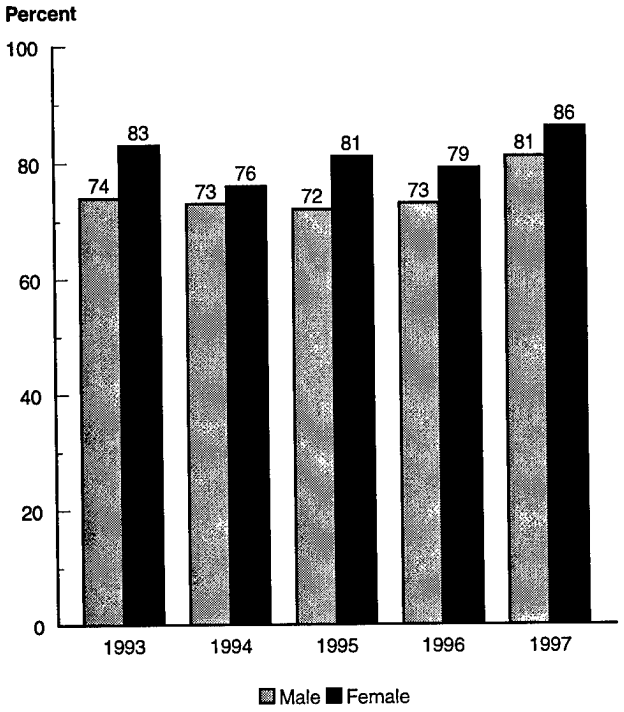


	Men Considered	Men Selected	Women Considered	Women Selected
1993	4,426	398	285	44
1994	4,255	377	335	51
1995	3,863	452	332	51
1996	3,516	565	334	67
1997	2,890	547	307	74

[a]Difference is significant using the four-fifths test.

The Air Force promoted women to the chief master sergeant (E-9) at significantly higher rates during fiscal years 1993 and 1994 (see fig. II.4). In addition, if the Air Force had promoted just one additional woman during fiscal years 1995 and 1997, then the differences would have been significant for those years as well.

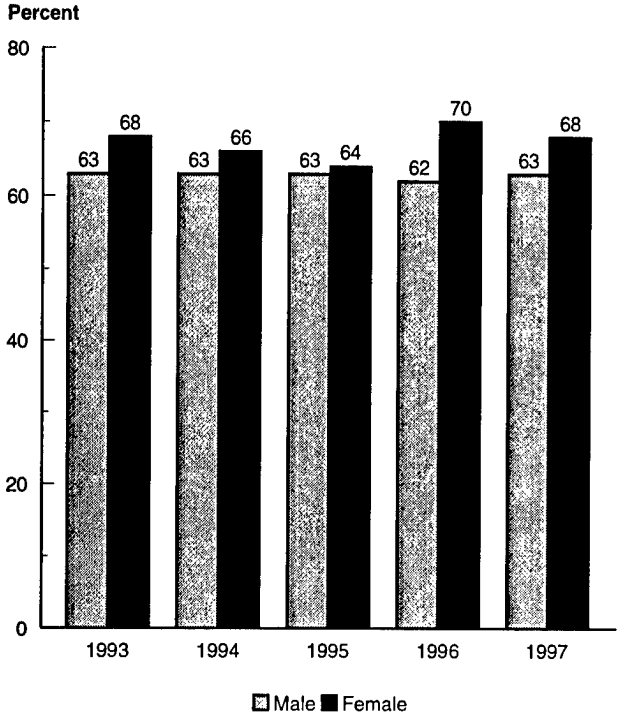
Figure II.5: Air Force Promotions to Major (O-4) for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	2,678	1,995	237	196
1994	5,186	3,760	446	341
1995	2,548	1,841	202	163
1996	2,615	1,896	244	192
1997	2,640	2,131	222	192

As shown in figure II.5, during fiscal years 1993 through 1997, the Air Force promoted men and women to major (O-4) at similar rates.

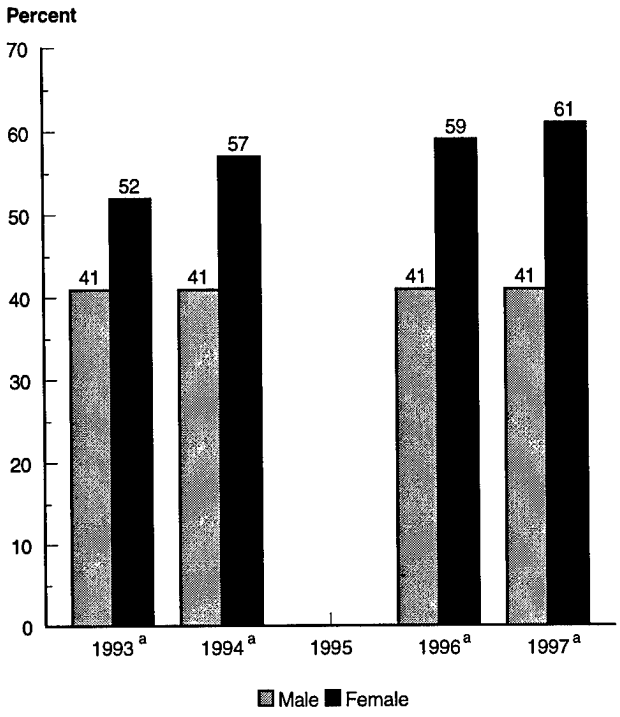
Figure II.6: Air Force Promotions to Lieutenant Colonel (O-5) for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	1,746	1,100	141	96
1994	1,991	1,245	255	168
1995	2,533	1,587	397	256
1996	1,918	1,190	282	196
1997	1,697	1,062	148	101

The Air Force promoted men and women to the rank of lieutenant colonel (O-5) at roughly the same rate from fiscal years 1993 through 1997 (see fig. II.6).

Figure II.7: Air Force Promotions to Colonel (O-6) for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	1,077	445	25	13
1994	1,262	522	46	26
1995	0	0	0	0
1996	1,157	478	41	24
1997	801	329	33	20

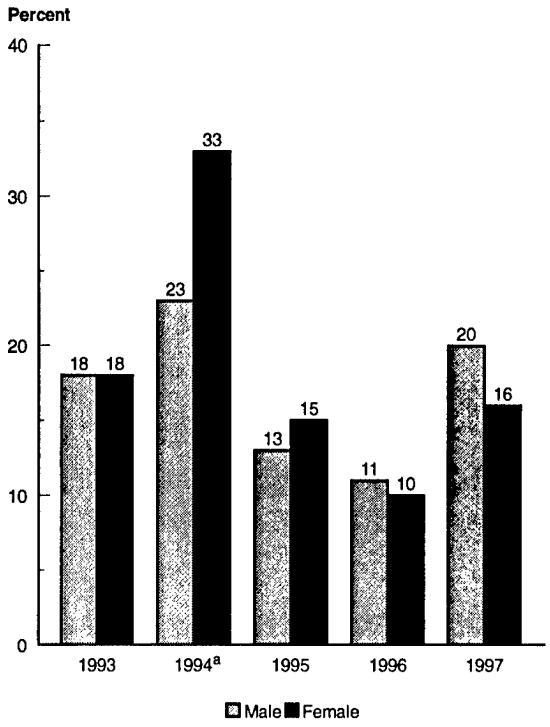
[a]Difference is significant using the four-fifths test.

As shown in figure II.7, from fiscal years 1993 through 1997, the Air Force promoted women to colonel (O-6) at significantly higher rates, excluding 1995 when no boards were held. However, the number of women eligible for and obtaining the promotions was relatively small. For example, in fiscal year 1993, 25 women were eligible for promotion to this rank and 13 were promoted. In that same fiscal year, 445 men were promoted from the 1,077 eligible men. If the Air Force promoted one fewer woman in fiscal year 1993, then there would have been no significant differences in the promotion rates between men and women that year.

According to an Air Force official, the reason the Air Force promoted 41 percent of the men each year is because promotional opportunities to colonel are limited to 50 percent of the eligible lieutenant colonels. The 50 percent includes the above and below zone promotions, which make up about 8 percent of the promotions. The number of women being promoted

at this level is small—less than 1 percent, leaving 41 percent of the men in the zone obtaining promotions.

Figure II.8: Army Promotions to Sergeant First Class (E-7) for Fiscal Years 1993-97

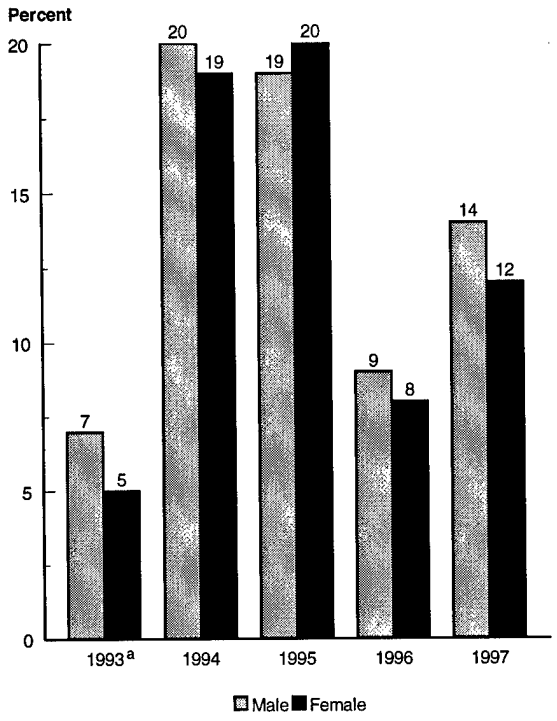


	Men Considered	Men Selected	Women Considered	Women Selected
1993	45,717	8,364	4,839	853
1994	32,035	7,356	3,791	1,259
1995	29,030	3,768	3,082	460
1996	30,653	3,443	3,523	347
1997	28,371	5,651	3,504	549

[a]Difference is significant using the four-fifths test.

The Army promoted men and women to sergeant first class (E-7) at about the same rate for all fiscal years except fiscal year 1994, when the Army promoted women at a significantly higher rate (see fig. II.8).

Figure II.9: Army Promotions to Master Sergeant (E-8) **for Fiscal Years 1993-97**

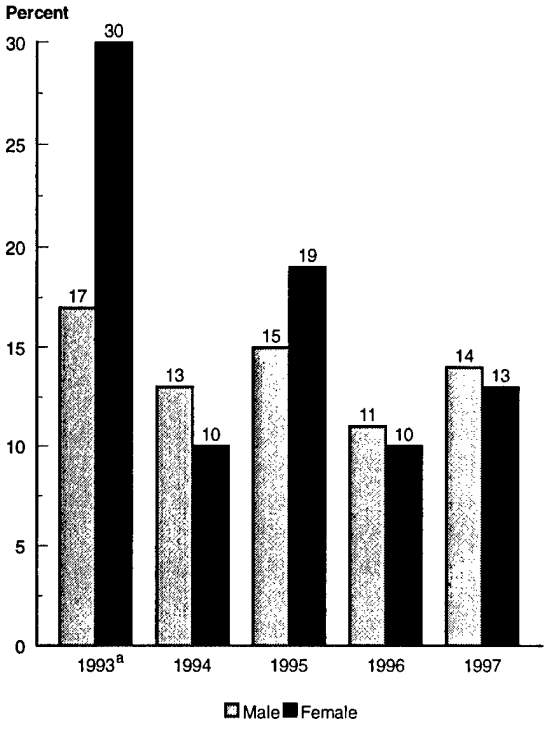


	Men Considered	Men Selected	Women Considered	Women Selected
1993	21,375	1,549	1,709	79
1994	21,542	4,291	2,127	414
1995	16,675	3,216	1,871	367
1996	14,825	1,270	1,738	138
1997	16,461	2,330	1,993	242

[a]Difference is significant using the four-fifths test.

The Army promoted men and women to master sergeant (E-8) at roughly the same rate for all fiscal years except fiscal year 1993 when the Army promoted men at a significantly higher rate (see fig. II.9).

Figure II.10: Army Promotions to Sergeant Major (E-9) for Fiscal Years 1993-97

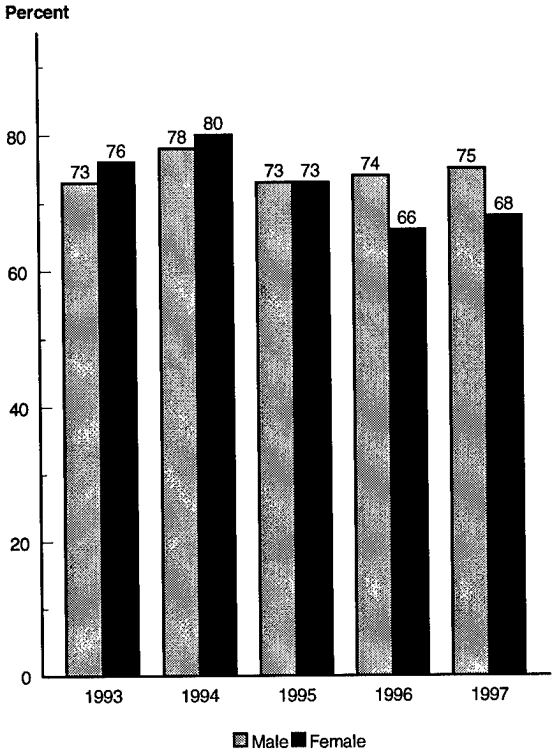


	Men Considered	Men Selected	Women Considered	Women Selected
1993	4,940	856	194	58
1994	3,913	523	182	19
1995	4,380	661	270	50
1996	3,257	354	243	24
1997	3,063	425	285	36

[a]Difference is significant using the four-fifths test.

As shown in figure II.10, the Army promoted men and women to sergeant major (E-9) at roughly the same rate for all fiscal years except fiscal year 1993 when the Army promoted women at a significantly higher rate.

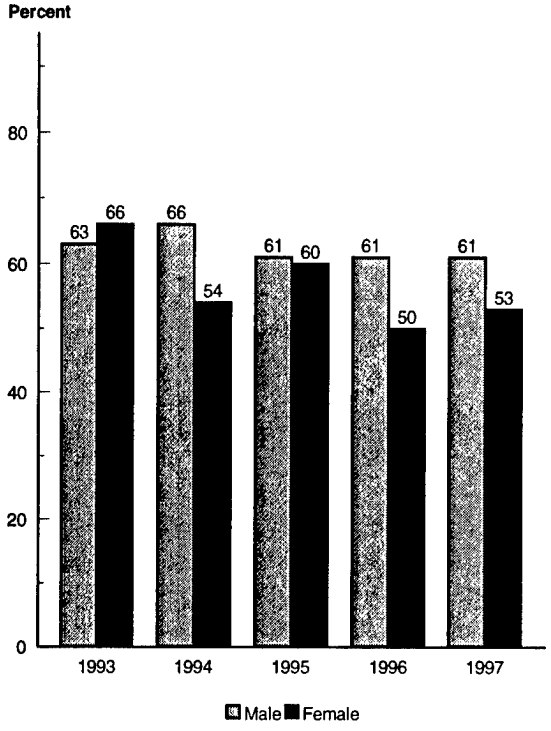
Figure II.11: Army Promotions to Major (O-4) for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	1,798	1,317	151	115
1994	1,963	1,523	166	132
1995	1,892	1,387	171	124
1996	1,787	1,324	180	118
1997	1,998	1,496	224	152

Men and women were promoted to the rank of major (O-4) by the Army at similar rates in the fiscal years reviewed (see fig. II.11).

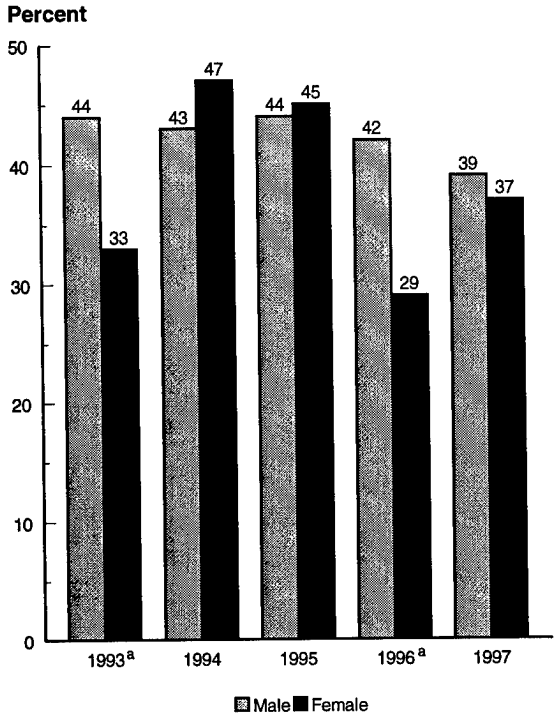
Figure II.12: Army Promotions to Lieutenant Colonel (O-5) for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	1,766	1,110	161	106
1994	1,551	1,023	105	57
1995	1,497	913	144	87
1996	1,662	1,015	176	88
1997	1,539	934	175	93

As shown in figure II.12, the Army promoted men and women to lieutenant colonel (O-5) at roughly the same rate for fiscal years 1993 through 1997.

Figure II.13: Army Promotions to Colonel (O-6) for Fiscal Years 1993-97

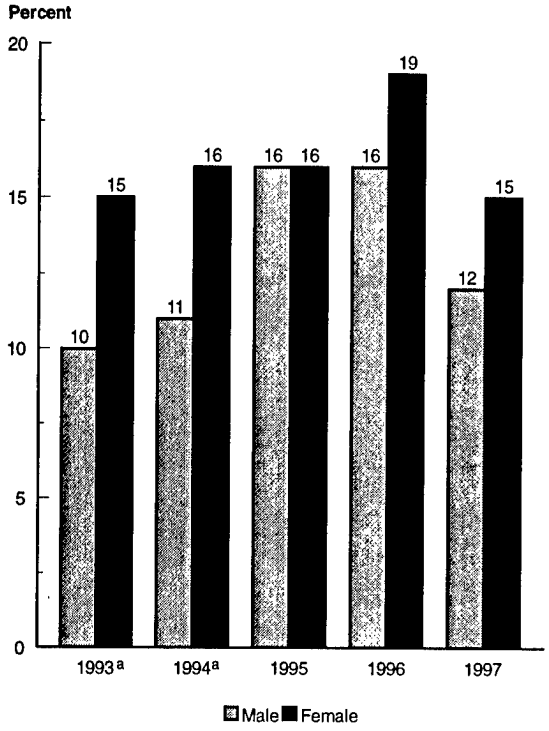


	Men Considered	Men Selected	Women Considered	Women Selected
1993	796	352	21	7
1994	764	326	32	15
1995	686	305	31	14
1996	672	279	17	5
1997	844	330	38	14

[a]Difference is significant using the four-fifths test.

As shown in figure II.13, the Army promoted men and women to colonel (O-6) at roughly the same rate for fiscal years 1994, 1995, and 1997, but at significantly higher rates for men during fiscal years 1993 and 1996. However, the number of women eligible for promotion was relatively small. For example, only 17 women were eligible for promotion to that rank in fiscal year 1996, and 5 were promoted. During the same year, the Army promoted 279 of the 672 eligible men. If the Army had promoted just one additional woman during fiscal years 1993 and 1996, then there would have been no significant differences in the promotion rates.

Figure II.14: Navy Promotions to Chief Petty Officer (E-7) for Fiscal Years 1993-97

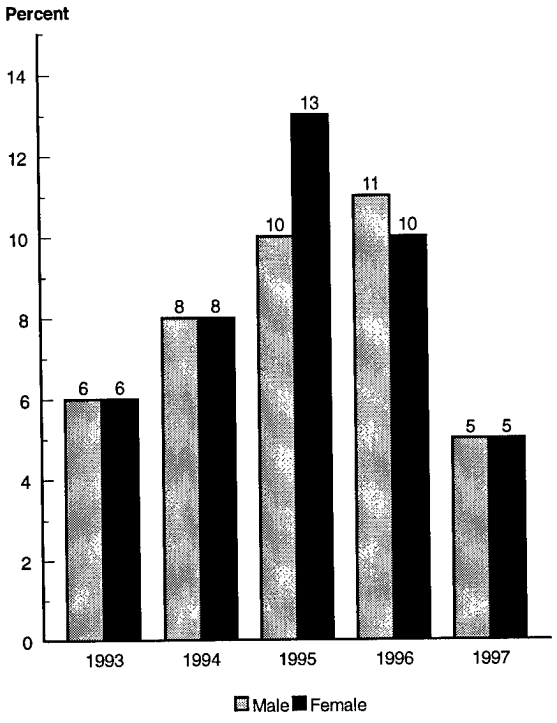


	Men Considered	Men Selected	Women Considered	Women Selected
1993	28,708	2,848	2,177	325
1994	27,821	2,954	2,174	341
1995	25,938	4,254	1,996	328
1996	23,979	3,750	1,902	359
1997	23,949	2,929	1,854	275

[a]Difference is significant using the four-fifths test.

The Navy promoted men and women to chief petty officer (E-7) at roughly the same rate for fiscal years 1995-97 but at significantly higher rates for women during fiscal years 1993 and 1994 (see fig. II.14).

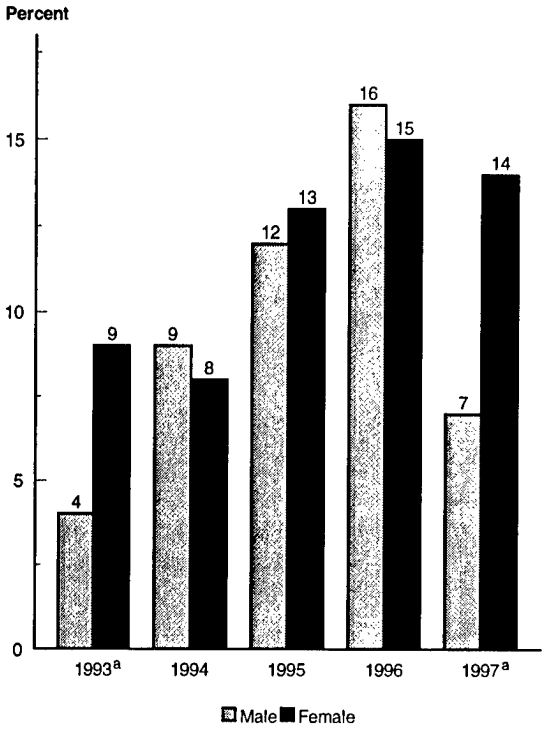
Figure II.15: Navy Promotions to Senior Chief Petty Officer (E-8) for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	20,204	1,307	1,183	71
1994	20,288	1,600	1,272	100
1995	18,340	1,783	1,178	151
1996	16,580	1,787	1,143	114
1997	16,147	812	1,165	63

The Navy promoted men and women to senior chief petty officer (E-8) at roughly the same rate for fiscal years 1993 through 1997 (see fig. II.15).

Figure II.16: Navy Promotions to Master Chief Petty Officer (E-9) for Fiscal Years 1993-97

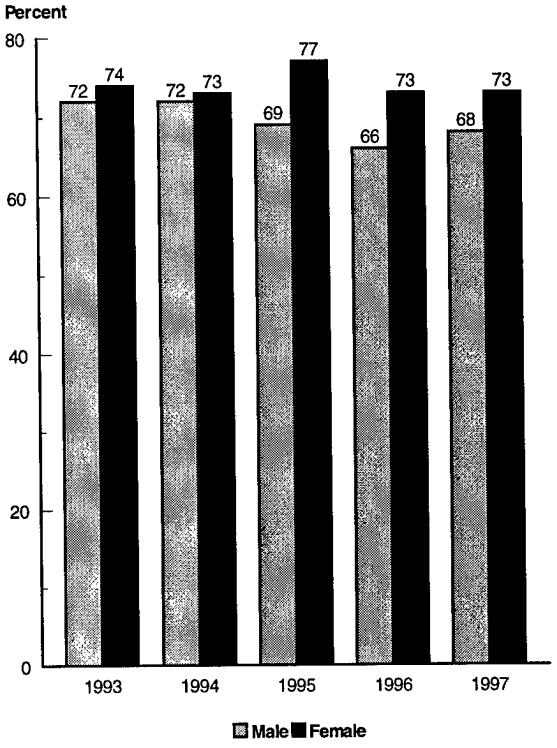


	Men Considered	Men Selected	Women Considered	Women Selected
1993	5,013	195	201	19
1994	4,946	434	199	16
1995	4,535	526	197	26
1996	4,135	668	182	27
1997	1,388	97	197	28

[a]Difference is significant using the four-fifths test.

As shown in figure II.16, the Navy promoted men and women to master chief petty officer (E-9) at roughly the same rate for fiscal years 1994-96, but at significantly higher rates for women during fiscal years 1993 and 1997. While the percentages of women promoted were higher then the percentages of men promoted, the number of women promoted was relatively small. In fiscal year 1997, for example, 197 women were eligible for promotion to that rank and 28 were promoted, while 1,388 men were considered and 97 were promoted. In fiscal year 1993, the Navy considered 5,013 men and 201 women and promoted 195 and 19, respectively.

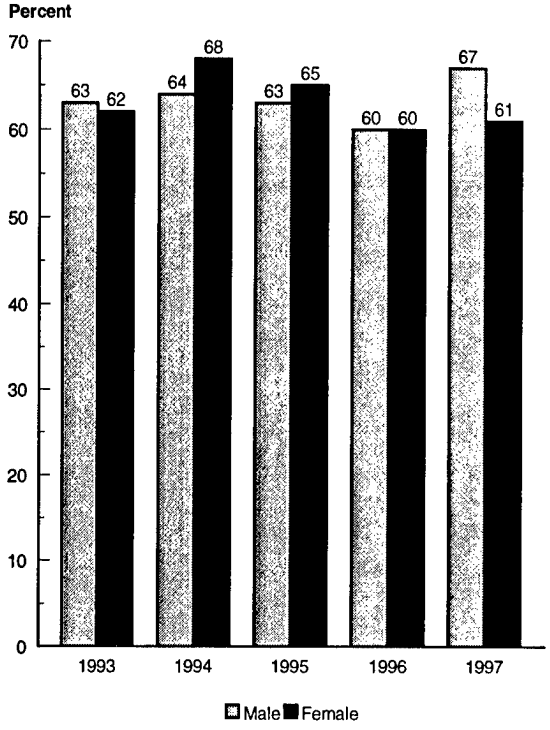
Figure II.17: Navy Promotions to Lieutenant Commander (O-4) for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	2,398	1,724	356	264
1994	2,944	2,111	475	347
1995	1,900	1,312	896	689
1996	2,118	1,402	344	251
1997	2,370	1,612	294	216

The Navy promoted men and women to lieutenant commander (O-4) at approximately the same rate for the years reviewed (see fig. II.17).

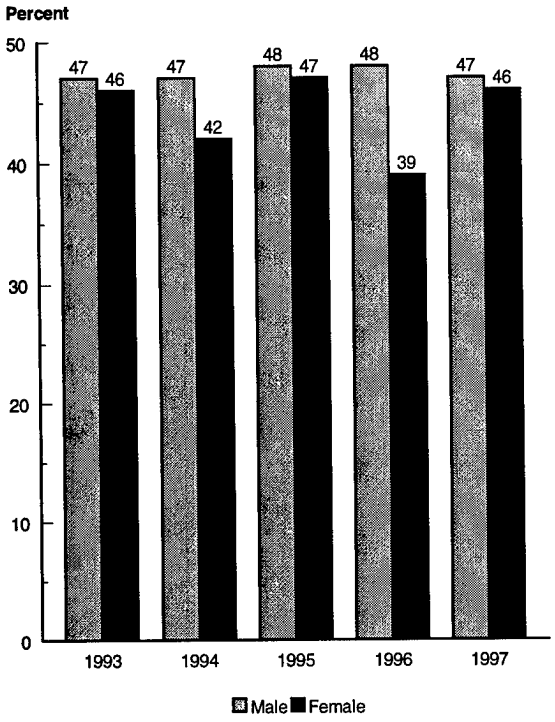
Figure II.18: Navy Promotions to Commander (O-5) for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	1,297	811	247	152
1994	1,745	1,114	263	178
1995	1,293	821	269	176
1996	1,329	794	186	111
1997	1,660	1,105	193	118

The Navy promoted men and women to commander (O-5) at similar rates during fiscal years 1993 through 1997 (see fig. II.18).

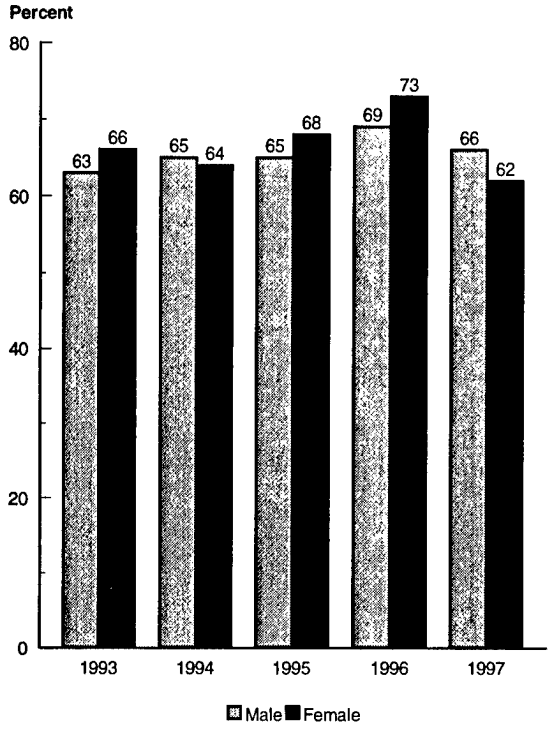
Figure II.19: Navy Promotions to Captain (O-6) for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	896	417	100	46
1994	813	383	92	39
1995	738	352	94	44
1996	859	409	79	31
1997	860	407	126	58

The Navy promoted men and women to captain (O-6) at roughly the same rate for fiscal years 1993 through 1997 (see fig. II.19).

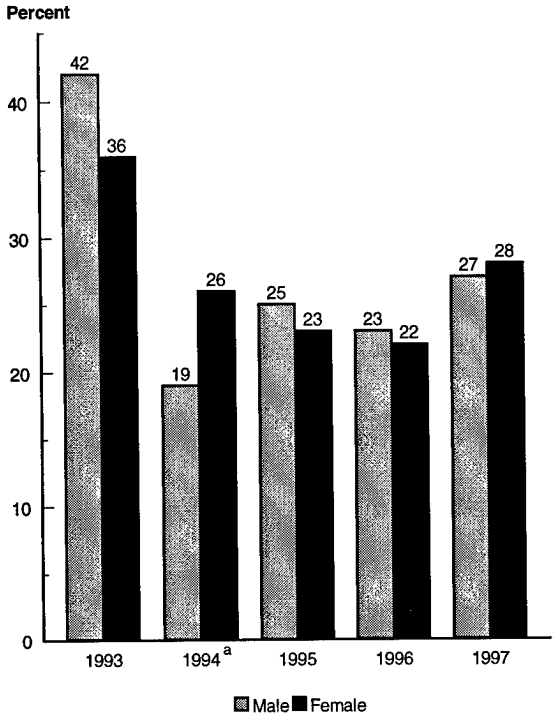
Figure II.20: Marine Corps Promotions to Gunnery Sergeant (E-7) for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	2,073	1,315	134	89
1994	2,012	1,317	148	95
1995	1,912	1,239	122	83
1996	2,300	1,591	124	90
1997	2,591	1,707	123	76

As shown in figure II.20, the Marine Corps promoted men and women to gunnery sergeant (E-7) at roughly the same rate for fiscal years 1993 through 1997. The promotion rates were higher than the other services for this level (E-7) because the pool of eligible candidates in the Marine Corps was much smaller than in the other services. As a result, the Marine Corps selected a higher percentage of eligible candidates.

Figure II.21: Marine Corps Promotions to First Sergeant/Master Sergeant (E-8) for Fiscal Years 1993-97

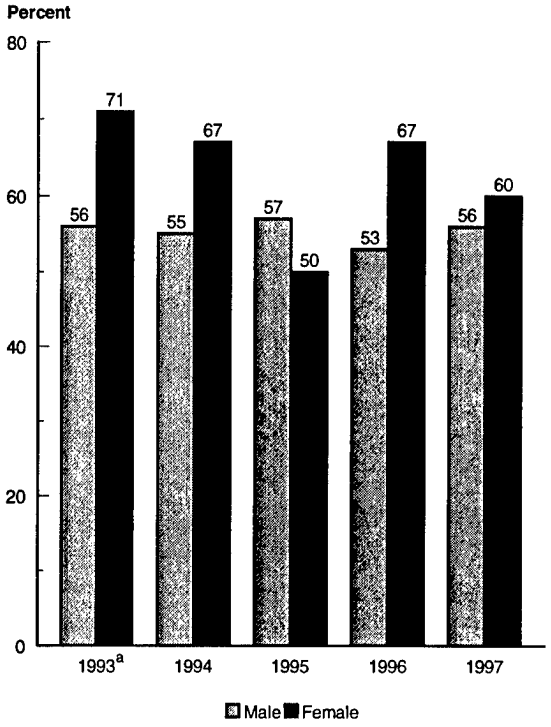


	Men Considered	Men Selected	Women Considered	Women Selected
1993	1,194	500	55	20
1994	3,497	679	141	36
1995	2,976	739	133	30
1996	3,274	743	125	27
1997	2,913	788	145	40

[a]Difference is significant using the four-fifths test.

The Marine Corps promoted men and women to first sergeant/master sergeant (E-8) at roughly the same rate for fiscal years 1993 and 1995-97, but at significantly higher rates for women in fiscal year 1994 (see fig. II.21).

Figure II.22: Marine Corps Promotions to Sergeant Major/Master Gunnery Sergeant (E-9) **for Fiscal Years 1993-97**

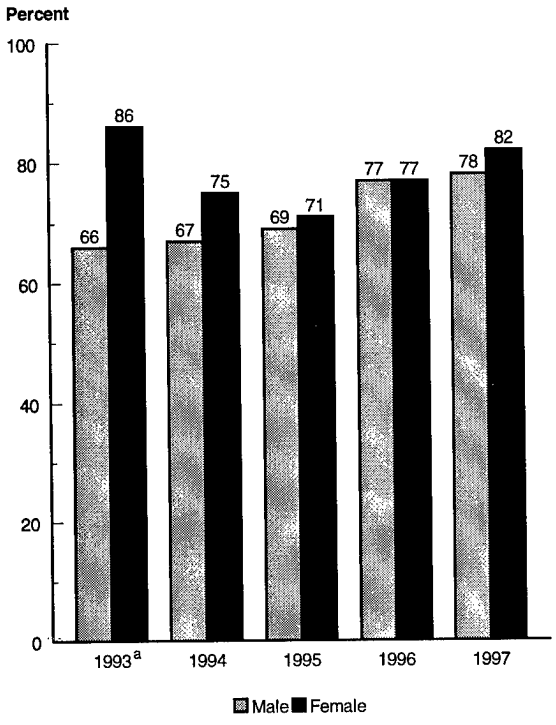


	Men Considered	Men Selected	Women Considered	Women Selected
1993	394	221	7	5
1994	332	183	3	2
1995	310	176	2	1
1996	401	213	6	4
1997	317	178	10	6

[a]Difference is significant using the four-fifths test.

As shown in figure II.22, the Marine Corps promoted men and women to sergeant major/master gunnery sergeant (E-9) at roughly the same rate for fiscal years 1994-97, but at significantly higher rates for women in fiscal year 1993. However, the number of women eligible for promotion at this level was small. For example, in fiscal year 1993, only seven women were eligible for promotion and five promoted. In contrast, 221 men were promoted out of 394 men considered. If the Marine Corps had promoted one fewer woman in fiscal year 1993, then there would have been no significant differences in the promotion rates. If one fewer woman had been promoted in fiscal years 1994 and 1995, then there would be significantly higher rates for men. On the other hand, if the Marine Corps had promoted just one additional woman in fiscal years 1994, 1995, and 1996, then there would have been significantly higher promotion rates for women.

Figure II.23: Marine Corps Promotions to Major (O-4) for Fiscal Years 1993-97

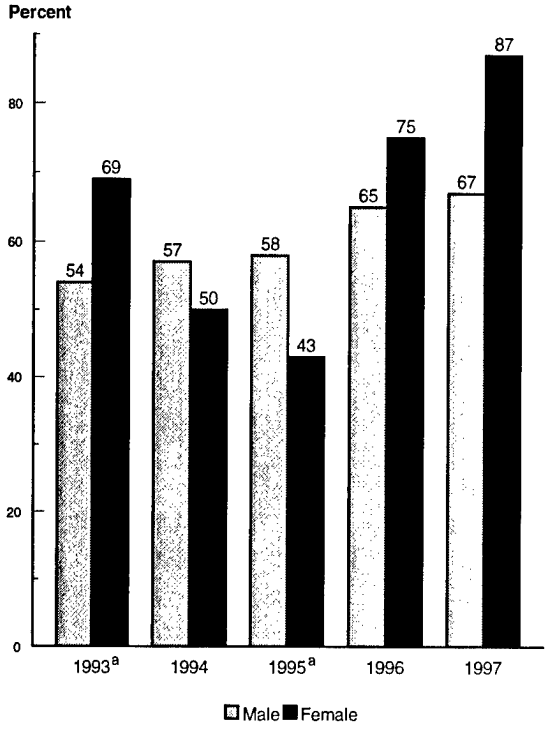


	Men Considered	Men Selected	Women Considered	Women Selected
1993	409	271	14	12
1994	773	521	16	12
1995	971	667	28	20
1996	783	599	26	20
1997	641	500	17	14

[a]Difference is significant using the four-fifths test.

As shown in figure II.23, the Marine Corps promoted men and women to major (O-4) at roughly the same rate for fiscal years 1994-97, but at a significantly higher rate for women in fiscal year 1993. However, the number of women eligible for promotion to this level was relatively small. For example, in fiscal year 1993, only 14 women were eligible for promotion and 12 received promotions. If the Marine Corps had promoted just one fewer woman during fiscal year 1993, then there would have been no significant difference for that year.

Figure II.24: Marine Corps Promotions to Lieutenant Colonel (O-5) for Fiscal Years 1993-97

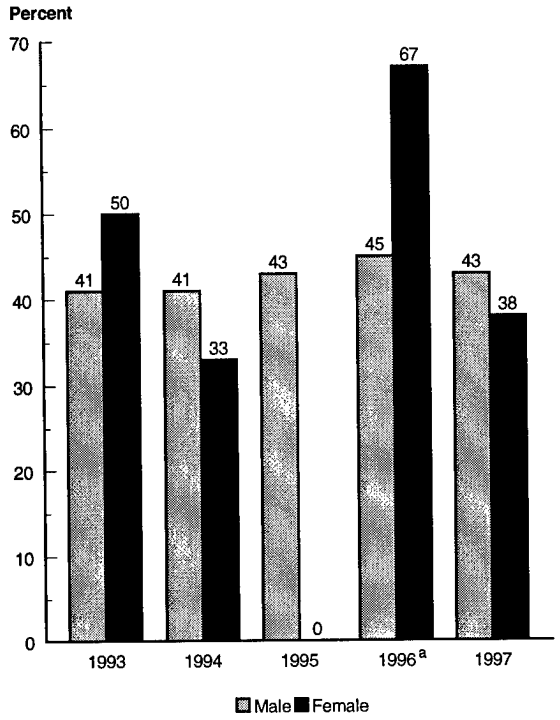


	Men Considered	Men Selected	Women Considered	Women Selected
1993	319	171	13	9
1994	244	139	6	3
1995	493	284	14	6
1996	482	313	20	15
1997	481	324	15	13

[a]Difference is significant using the four-fifths test.

As shown in figure II.24, the Marine Corps promoted men and women to lieutenant colonel (O-5) at significantly higher rates for women during fiscal years 1993 and 1997 and at a higher rate for men in fiscal year 1995, but at roughly the same rate for fiscal years 1994 and 1996. The number of women eligible for promotion to lieutenant colonel was relatively small in the years we reviewed. For example, in fiscal year 1994, six women were eligible for promotion, of which three received promotions. If the Marine Corps had promoted one fewer woman during fiscal years 1993 and 1997, then there would have been no significant difference. In addition, if the Marine Corps had promoted one fewer woman in fiscal year 1994, then there would have been a significant difference in favor of men that year.

Figure II.25: Marine Corps Promotions to Colonel (O-6) for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	210	86	2	1
1994	163	67	3	1
1995	163	70	0	0
1996	204	91	3	2
1997	209	89	8	3

[a]Difference is significant using the four-fifths test.

As shown in figure II.25, the Marine Corps promoted men and women to colonel (O-6) at roughly the same rate for fiscal years 1993, 1994, and 1997, but women were promoted at a significantly higher rate in fiscal year 1996. However, the number of women eligible for promotion to this level was small. For example, in fiscal year 1996, only three women were eligible for promotion and two were promoted. Furthermore, if the Marine Corps had promoted one more woman in fiscal years 1993 and 1994, then there would have been significant differences in favor of women. On the other hand, if the Marine Corps had promoted one fewer woman each year (excluding fiscal year 1995 when no women were eligible), then there would have been significant differences each year in favor of men.

Comparison of PME by Rank, Gender, and Service

Figure III.1 summarizes the percentage of PME boards the services conducted that were categorized as having similar selecton rates and the percentage that did not meet the four-fifths rule and were categorized as having significantly different rates. Figures III.2 through III.12 show by rank, the percentage of men and women selected for PME in fiscal years 1993 through 1997. The graphs display the percentage of men and women selected, the tables display the actual number of women and men considered and selected. Caution should be used when comparing the percentages because the number of women eligible for PME selection is sometimes small.

PME is the only area we reviewed that had more significant differences than nonsignificant differences in the rate selection. Our analysis showed that selection rates for 25 of the 55 boards held from fiscal years 1993 through 1997 were similar. When significant differences occurred, in the aggregate, they were slightly in favor of women. However, the Army and the Navy had more instances of significant differences in favor of men.

Figure III.1: PME Boards Whose Results Showed Similar Selection Rates or Differences in Favor of Women or Men

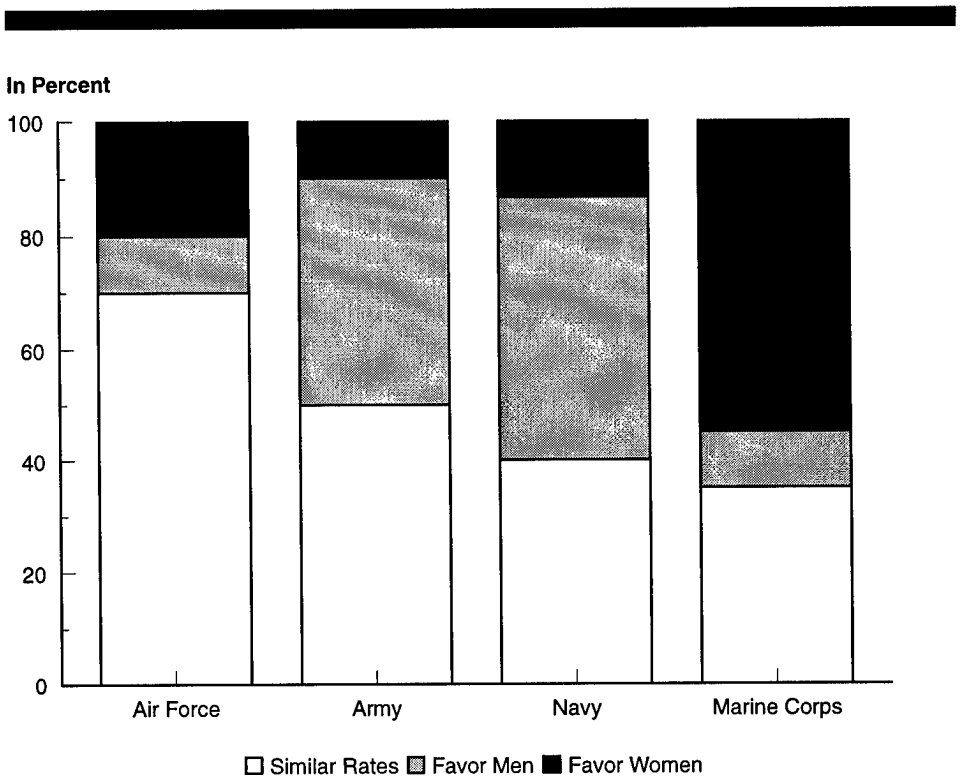
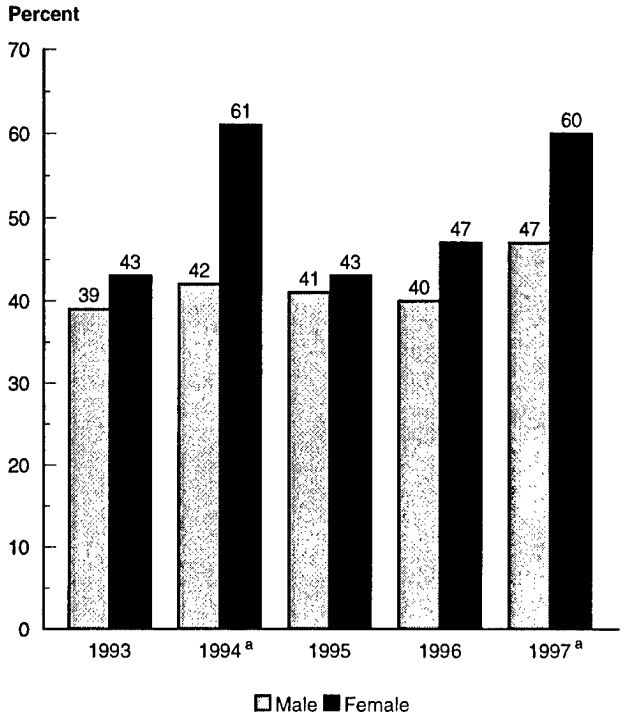


Figure III.2: Air Force PME for Intermediate Service Schools for Fiscal Years 1993-97

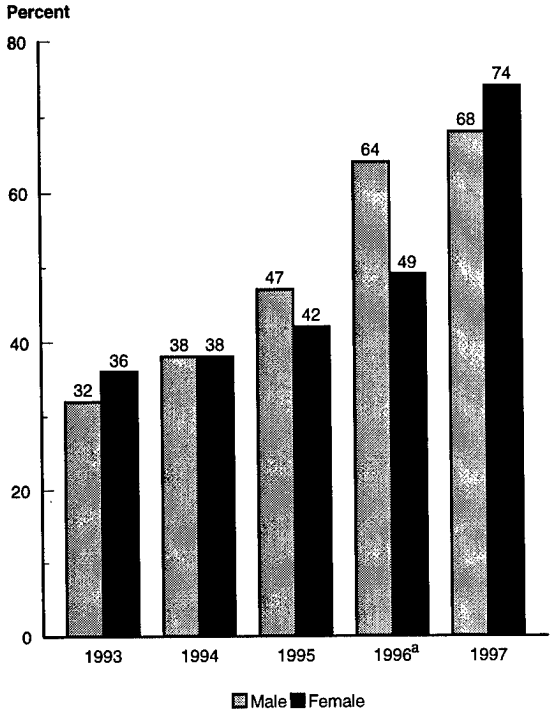


	Men Considered	Men Selected	Women Considered	Women Selected
1993	1,061	411	203	87
1994	1,044	435	136	83
1995	1,087	446	134	57
1996	1,047	422	138	65
1997	883	413	104	62

[a]Difference is significant using the four-fifths test.

As shown in figure III.2, the Air Force selected men and women for intermediate service schools such as the Air Command and Staff College at roughly the same rate for fiscal years 1993, 1995, and 1996; women were selected at a significantly higher rate during fiscal years 1994 and 1997. However, if the Air Force had selected just one fewer woman in fiscal year 1997, then there would have been no significant difference for that year.

Figure III.3: Air Force PME for Senior Service Schools for Fiscal Years 1993-97

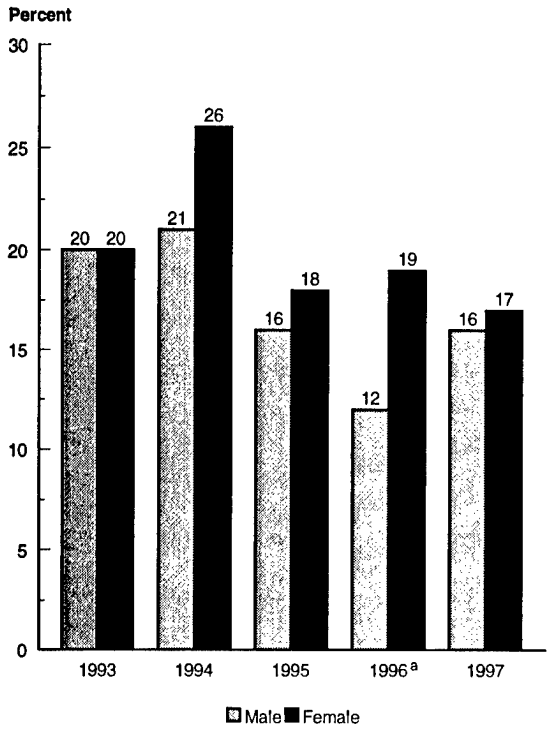


	Men Considered	Men Selected	Women Considered	Women Selected
1993	708	226	83	30
1994	616	235	55	21
1995	514	244	65	27
1996	300	192	61	30
1997	300	204	42	31

[a]Difference is significant using the four-fifths test.

The Air Force selected men and women for the Air War College or its equivalent at roughly the same rate for fiscal years 1993-95 and 1997, but at a significantly higher rate for men in fiscal year 1996 (see fig. III.3). However, if the Air Force had selected just one additional woman, then there would have been no significant difference for fiscal year 1996.

Figure III.4: Army PME for Command and General Staff College for Fiscal Years 1993-97

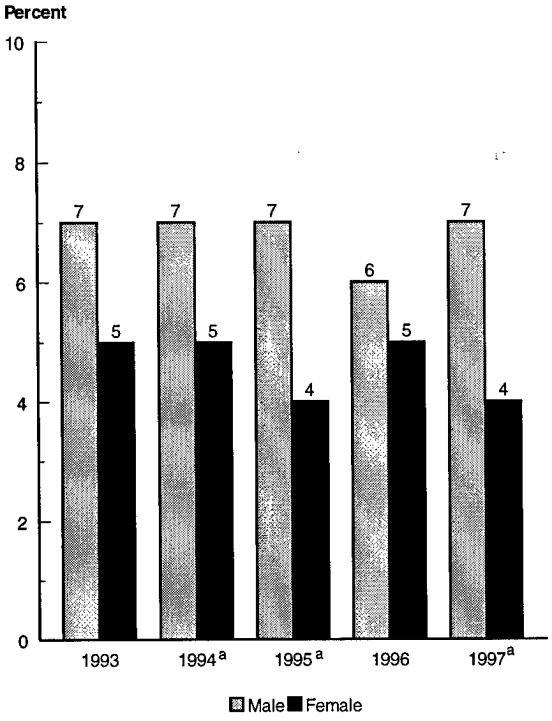


	Men Considered	Men Selected	Women Considered	Women Selected
1993	4,407	895	449	89
1994	4,354	913	427	110
1995	4,001	646	347	63
1996	4,038	496	349	68
1997	4,318	675	378	65

[a]Difference is significant using the four-fifths test.

As shown in figure III.4, the Army selected men and women for the Command and General Staff College at roughly the same rate for fiscal years 1993-95 and 1997, but at a significantly higher rate for women in fiscal year 1996. Generally, promotable captains and majors attend this school.

Figure III.5: Army PME for Army War College for Fiscal Years 1993-97

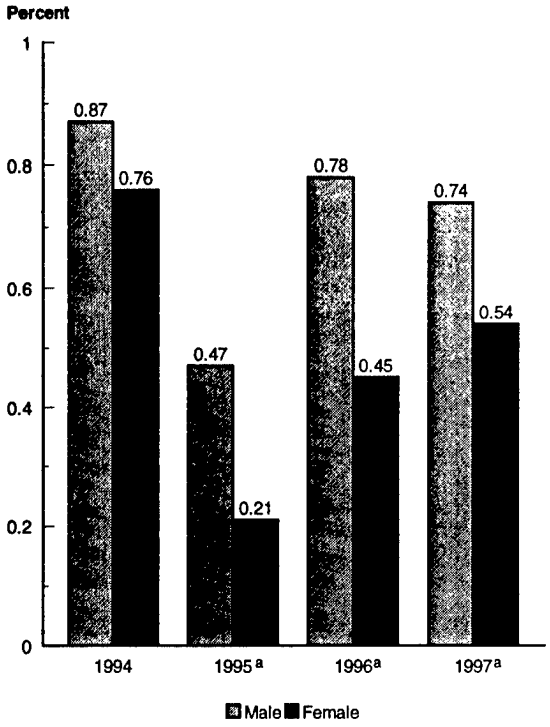


	Men Considered	Men Selected	Women Considered	Women Selected
1993	4,151	309	193	9
1994	4,275	305	248	12
1995	4,338	284	279	11
1996	4,277	268	301	15
1997	4,250	295	321	14

[a]Difference is significant using the four-fifths test.

The Army selected men and women for the Army War College at a significantly higher rate for men during fiscal years 1993-95 and 1997, but at roughly the same rate for fiscal year 1996 (see fig. III.5). However, since the selection rates are low, the percentages used for calculating the four-fifths test are small and consequently more likely that differences will appear significant. Lieutenant colonels and colonels attend this school.

Figure III.6: Navy PME for Senior Enlisted Academy for Fiscal Years 1994-97

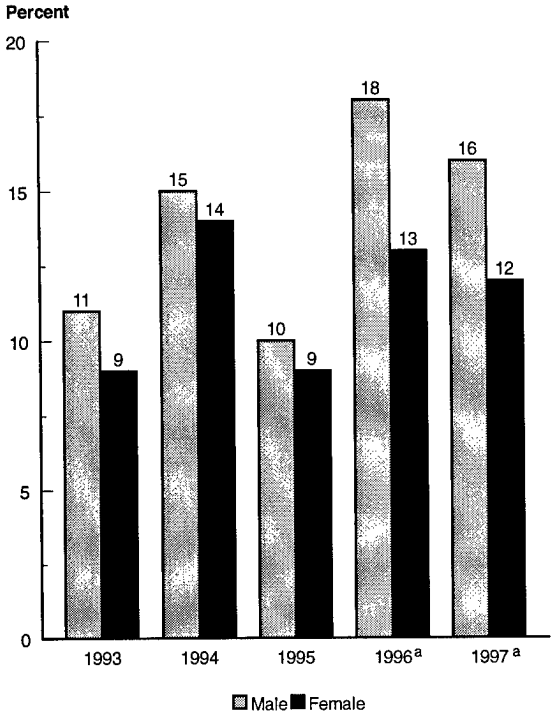


	Men Considered	Men Selected	Women Considered	Women Selected
1994	40,289	349	2,495	19
1995	36,713	174	2,427	5
1996	35,870	280	2,422	11
1997	36,717	270	2,766	15

[a]Difference is significant using the four-fifths test.

As shown in figure III.6, the Navy selected men at a significantly higher rate for the Senior Enlisted Academy for fiscal years 1995-97 and men and women at roughly the same rate in fiscal year 1994. However, the selection percentages are so small during fiscal years 1994-97, that they trigger the four-fifths test of a significant difference easily. The Navy selected women at a significantly higher rate in fiscal year 1993. Data for that fiscal year, however, were not included in this figure because the number of enlisted personnel eligible to attend the Senior Enlisted Academy was so much smaller in fiscal year 1993 than the other years (about 2,200 in fiscal year 1993 vs. about 40,000 during fiscal years 1994-97). The difference in the eligible population made a meaningful year-by-year comparison impossible. The Navy did not provide an explanation for the difference in the eligible population.

Figure III.7: Navy PME for Postgraduate Education for Fiscal Years 1993-97

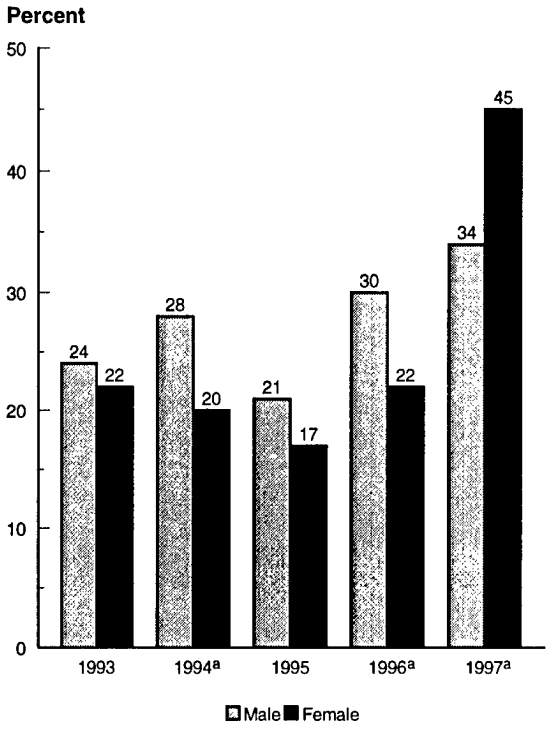


	Men Considered	Men Selected	Women Considered	Women Selected
1993	5,937	656	956	87
1994	3,723	563	567	82
1995	5,082	494	867	77
1996	2,789	504	517	69
1997	2,788	451	516	61

[a]Difference is significant using the four-fifths test.

As shown in figure III.7, the Navy selected men and women for postgraduate education at schools such as the Naval Postgraduate School at roughly the same rate for fiscal years 1993-95, but selected men at a significantly higher rate for fiscal years 1996-97. However, if the Navy had selected one additional woman in fiscal year 1996, then there would have been no significant difference for that year.

Figure III.8: Navy PME for Navy War College for Fiscal Years 1993-97

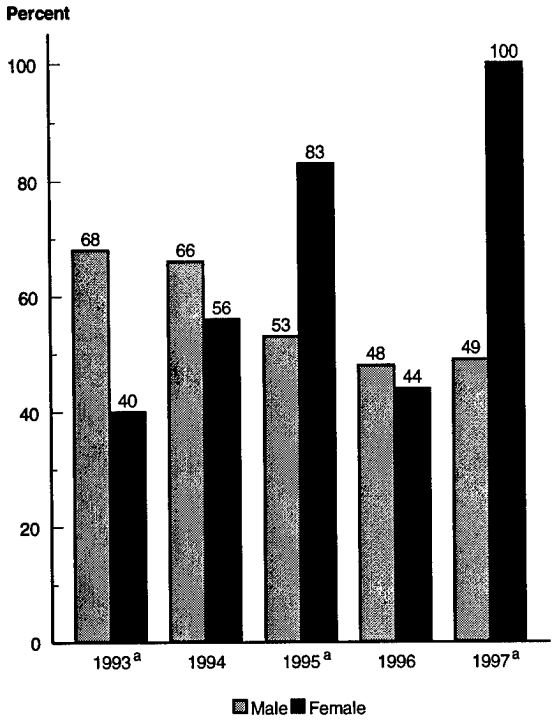


	Men Considered	Men Selected	Women Considered	Women Selected
1993	2,034	489	214	47
1994	1,686	466	255	52
1995	1,996	416	302	52
1996	1,509	452	213	46
1997	1,212	415	75	34

[a]Difference is significant using the four-fifths test.

The Navy selected men at significantly higher rates for the Navy War College in fiscal years 1994 and 1996 and selected women at a significantly higher rate in 1997. In fiscal years 1993 and 1995, men and women were selected at roughly the same rate (see fig. III.8).

Figure III.9: Marine Corps PME for BOOST for Fiscal Years 1993-97

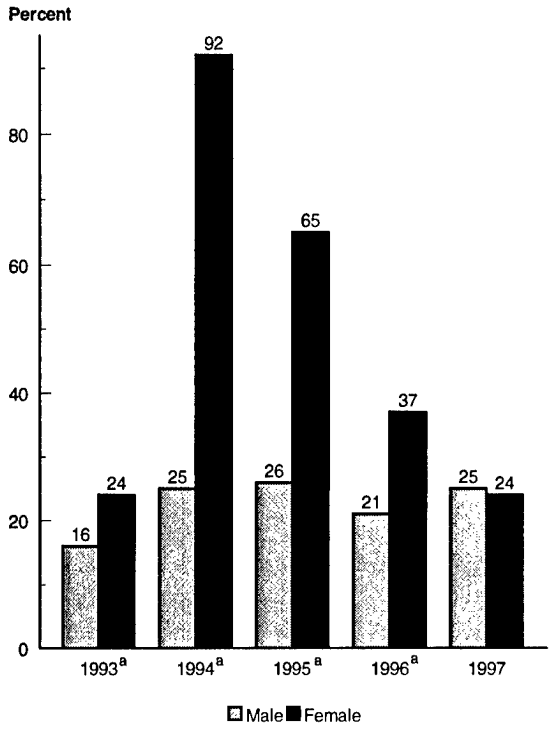


	Men Considered	Men Selected	Women Considered	Women Selected
1993	71	48	5	2
1994	86	57	9	5
1995	134	71	6	5
1996	120	58	9	4
1997	111	54	6	6

[a]Difference is significant using the four-fifths test.

As shown in figure III.9, the Marine Corps selected women at a significantly higher rate for the enlisted Broadened Opportunities for Officer Selection and Training (BOOST) program in fiscal years 1995 and 1997 and selected men at a significantly higher rate for fiscal year 1993. The Marine Corps selected men and women at roughly the same rate during fiscal years 1994 and 1996. However, the number of women eligible for this program was small and can affect whether the difference is or is not significant. For example, in fiscal year 1995, six women were eligible for the BOOST program and five were selected. If the Marine Corps had selected one additional woman in fiscal year 1993, then there would have been no significant difference in favor of men that year. In addition, if the Marine Corps had selected one fewer woman, then there would have been significant differences in favor of men in fiscal years 1994 and 1996 and no significant difference in favor of women in fiscal year 1995.

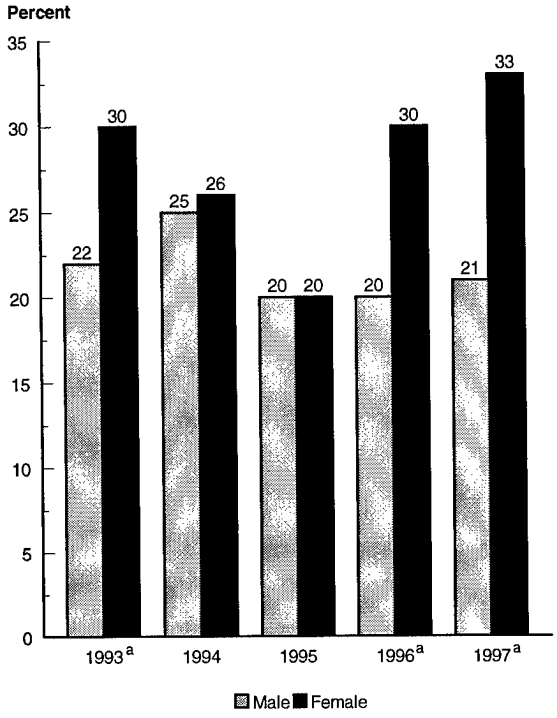
Figure III.10: Marine Corps PME for Career Level Schools for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	1,334	208	54	13
1994	1,155	292	12	11
1995	1,108	291	20	13
1996	1,416	297	38	14
1997	1,226	302	38	9

The Marine Corps selected women at a significantly higher rate for Career Level Schools during fiscal years 1993 through 1996 (see fig. III.10). In fiscal year 1997, the Marine Corps selected men and women at roughly the same rate. However, the number of women eligible to attend these schools is relatively small.

Figure III.11: Marine Corps PME for Intermediate Level School for Fiscal Years 1993-97

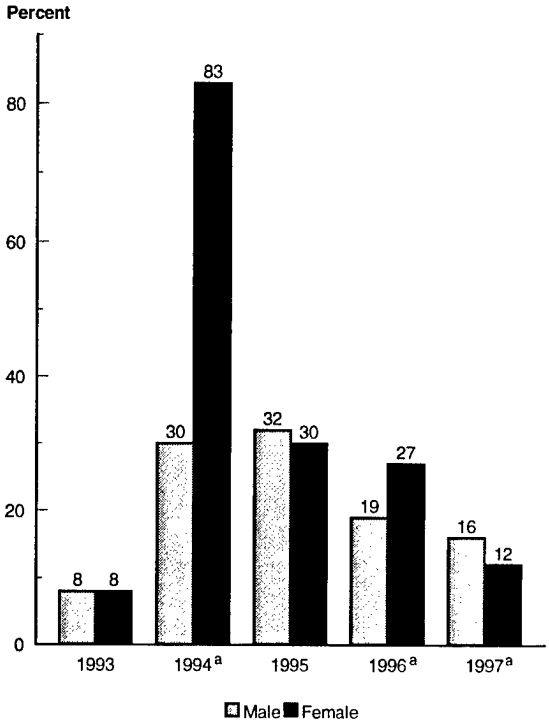


	Men Considered	Men Selected	Women Considered	Women Selected
1993	731	164	30	9
1994	656	166	23	6
1995	825	167	30	6
1996	779	153	30	9
1997	767	158	24	8

[a]Difference is significant using the four-fifths test.

As shown in figure III.11, the Marine Corps selected women at a significantly higher rate for intermediate level schools, such as the Command and Staff College, during fiscal years 1993, 1996, and 1997 and at roughly the same rate for men and women during fiscal years 1994 and 1995. However, the number of women eligible to attend these schools was relatively small. For example, in fiscal year 1997, 24 women were eligible to attend and 8 were selected. If the Marine Corps selected one fewer woman in fiscal year 1993, then there would have been no significant difference for that year.

Figure III.12: Marine Corps PME for Top Level Schools for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	1,003	76	24	2
1994	263	78	6	5
1995	337	107	10	3
1996	449	84	11	3
1997	459	75	17	2

[a]Difference is significant using the four-fifths test.

As shown in figure III.12, the Marine Corps selected women at a significantly higher rate for schools like the Marine Corps War College or other service war colleges during fiscal years 1994 and 1996 and at a significantly higher rate for men in fiscal year 1997. During fiscal years 1993 and 1995, men and women were selected at roughly the same rate. However, the number of women eligible for this level of school was relatively small, which can radically change the selection rate. For example, in fiscal year 1994, six women were eligible of which five were selected. If the Marine Corps selected one additional woman during fiscal years 1993 and 1997, then there would have been a significant difference in favor of women in fiscal year 1993 and no significant difference in fiscal year 1997. If the Marine Corps had selected one fewer woman, then there would have been significant differences in favor of men in fiscal years 1993 and 1995 and no significant difference in fiscal year 1996.

Comparison of Key Assignments by Rank, Gender, and Service

Figure IV.1 summarizes the percentage of key assignment selections processes the services conducted that were categorized as having similar selecton rates and the percentage that did not meet the four-fifths rule and were categorized as having significantly different rates. Figures IV.2 through IV.13 show by rank, the percentage of men and women selected for key assignments in fiscal years 1993 through 1997. The graphs display the percentage of men and women selected, the tables display the actual number of women and men considered and selected. Caution should be used when comparing the percentages because the number of women eligible for key assignments selection is sometimes small.

Our analysis of 60 key assignment selection boards showed that the military as a whole selected men and women for key assignments at similar rates in the majority of board selections from fiscal years 1993 to 1997. In 32 of the 60 selection boards, the military made selections at similar rates. However, when significant differences occurred, we found that they were in favor of men in most cases. For the 28 key assignment selection boards where significant differences occurred, 19 were in favor of men. The Air Force and the Navy had more instances of significant differences in favor of men, the Army had slightly more significant differences in favor of women, and the Marine Corps had no significant differences.

Figure IV.1: Key Assignment Selections Whose Results Showed Similar Selection Rates or Differences in Favor of Women or Men

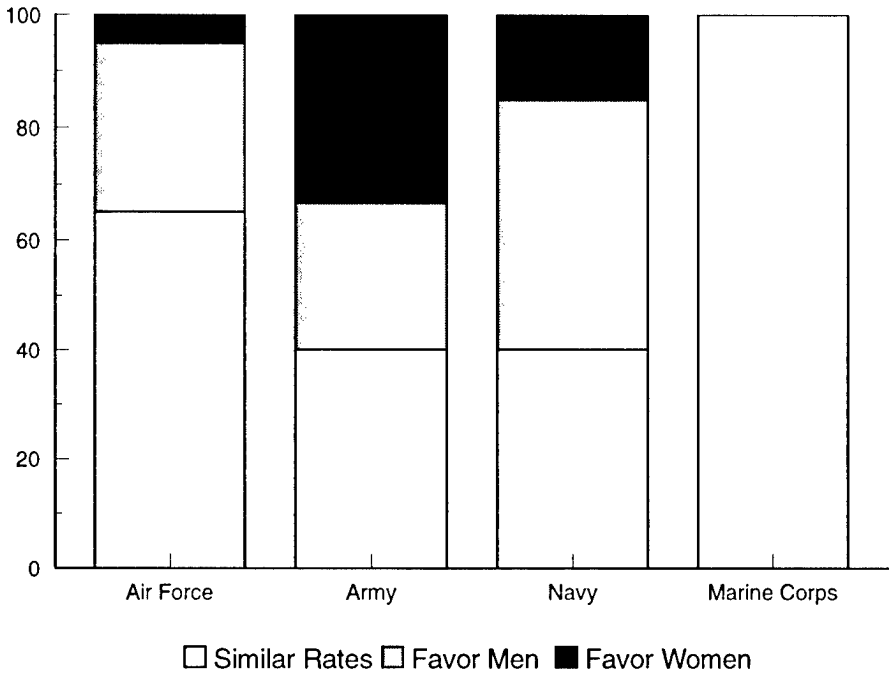
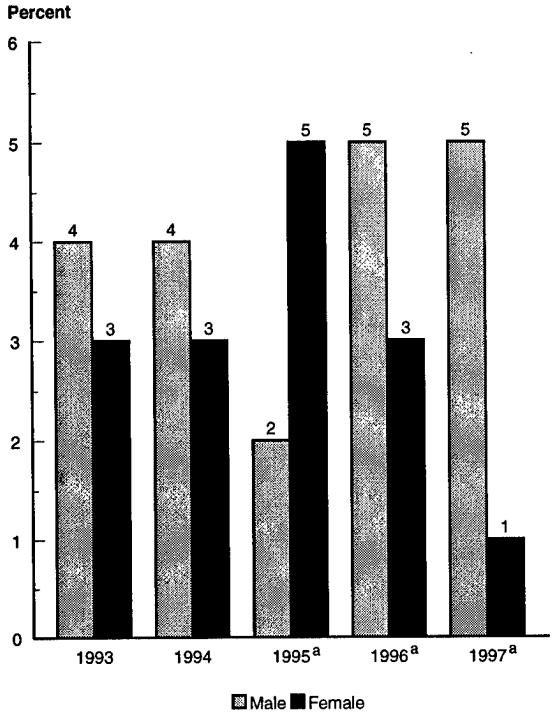


Figure IV.2: Air Force Key Assignment for Senior Enlisted Advisor for Fiscal Years 1993-97

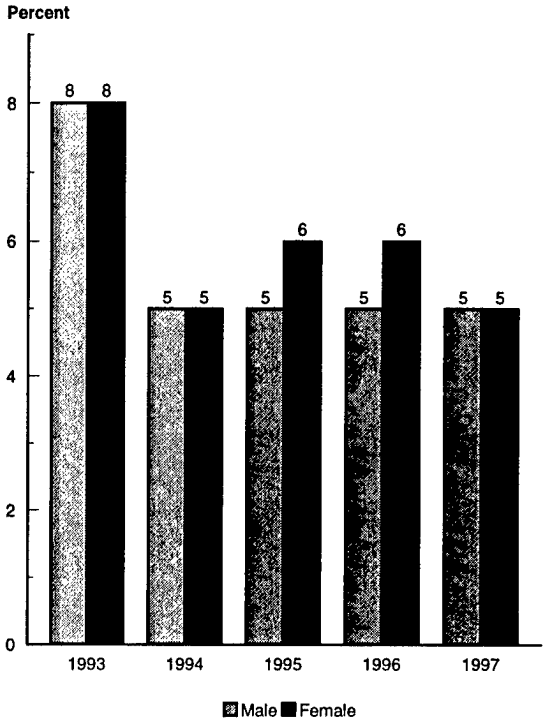


	Men Considered	Men Selected	Women Considered	Women Selected
1993	3,495	144	118	3
1994	3,230	138	168	5
1995	2,983	65	192	9
1996	2,830	130	235	6
1997	2,760	133	262	3

[a]Difference is significant using the four-fifths test.

As shown in figure IV.2, the Air Force selected men for senior enlisted advisor positions at significantly higher rates during fiscal years 1996 and 1997 and selected women at a significantly higher rate for fiscal year 1995. Men and women were selected at roughly the same rate during fiscal years 1993 and 1994. However, the selection rates are small, which makes them sensitive to the four-fifths test. For example, if the Air Force selected one fewer woman in fiscal year 1993, then there would have been significant differences in favor of men that year.

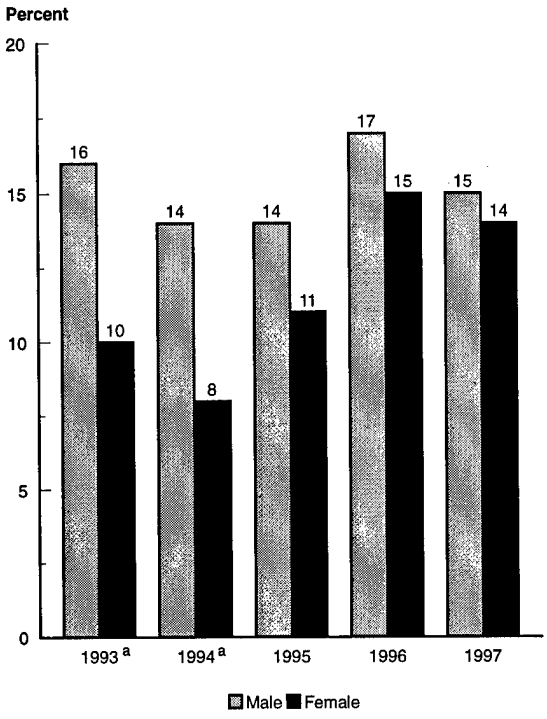
Figure IV.3: Air Force Key Assignment for Commanding Officer at the O-4 Level for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	14,117	1,109	2,571	198
1994	13,364	653	2,476	130
1995	13,183	605	2,333	137
1996	13,682	643	2,344	132
1997	13,532	648	2,245	116

The Air Force selected men and women for commanding officer at the major level at roughly the same rate for fiscal years 1993-97 (see fig. IV.3).

Figure IV.4: Air Force Key Assignment for Commanding Officer at the O-5 Level for Fiscal Years 1993-97

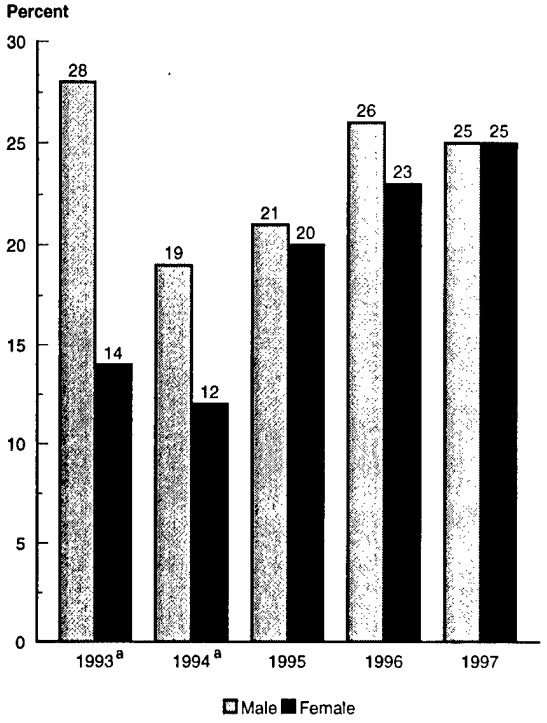


	Men Considered	Men Selected	Women Considered	Women Selected
1993	10,309	1,647	847	83
1994	9,905	1,369	1,008	85
1995	9,597	1,319	1,062	114
1996	9,283	1,576	1,095	163
1997	8,858	1,327	1,204	171

[a]Difference is significant using the four-fifths test.

The Air Force selected men and women for commanding officer at the lieutenant colonel level at roughly the same rate for fiscal years 1995-97 and at a significantly higher rate for men in fiscal years 1993 and 1994 (see fig. IV.4).

Figure IV.5: Air Force Key Assignments for Commanding Officer at the O-6 Level for Fiscal Years 1993-97

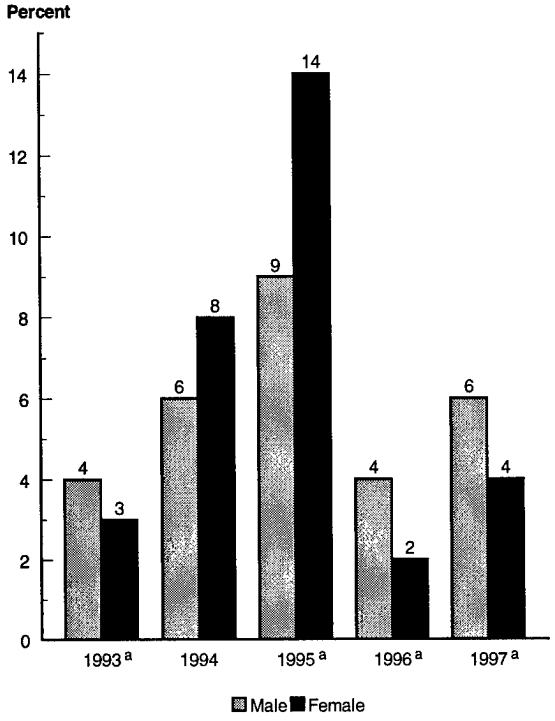


	Men Considered	Men Selected	Women Considered	Women Selected
1993	4,172	1,176	181	25
1994	4,130	796	193	24
1995	3,953	818	203	41
1996	3,817	1,011	204	47
1997	3,578	890	240	59

[a]Difference is significant using the four-fifths test.

The Air Force selected men and women for commanding officer at the colonel level at roughly the same rate for fiscal years 1995-97 and at a significantly higher rate for men in fiscal years 1993 and 1994 (see fig. IV.5).

Figure IV.6: Army Key Assignment for Command Sergeant Major for Fiscal Years 1993-97

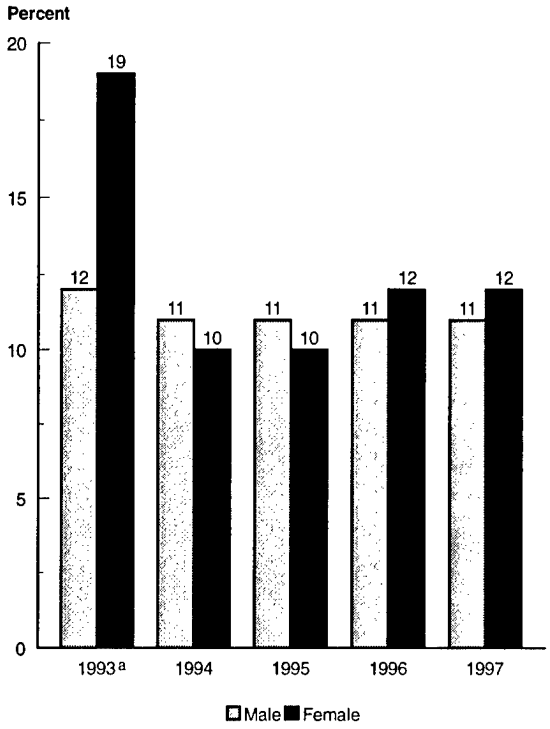


	Men Considered	Men Selected	Women Considered	Women Selected
1993	4,933	221	203	7
1994	5,189	334	279	22
1995	1,144	105	51	7
1996	4,129	184	262	6
1997	3,610	204	273	10

[a]Difference is significant using the four-fifths test.

As shown in figure IV.6, the Army selected men for command sergeant major at significantly higher rates during fiscal years 1993, 1996, and 1997 and selected women at a significantly higher rate in fiscal year 1995. In fiscal year 1994, the Army selected men and women at roughly the same rate. However, most of the selection rates were low, which makes them sensitive to the four-fifths test. For example, if the Army selected one fewer man in fiscal year 1997, then there would have been no significant difference that year. If the Army had selected one additional woman, then there would have been no significant difference in fiscal year 1993 and a significant difference in favor of women in fiscal year 1994. If the Army had selected one fewer woman in fiscal year 1995, then there would have been no significant difference.

Figure IV.7: Army Key Assignment for Lieutenant Colonel Command for Fiscal Years 1993-97

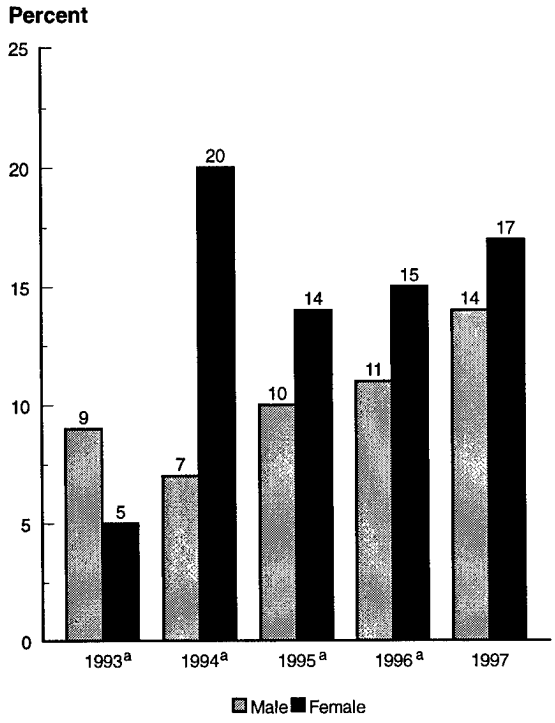


	Men Considered	Men Selected	Women Considered	Women Selected
1993	2,837	345	139	27
1994	3,125	334	185	19
1995	3,025	323	197	20
1996	3,179	356	238	29
1997	2,789	303	231	27

[a]Difference is significant using the four-fifths test.

The Army selected men and women for lieutenant colonel command at roughly the same rate for fiscal years 1994-97. In fiscal year 1993, the Army selected women at a significantly higher rate. During that year, the Army selected 27 out of 139 women for key assignments (see fig. IV.7).

Figure IV.8: Army Key Assignment for Colonel Command for Fiscal Years 1993-97

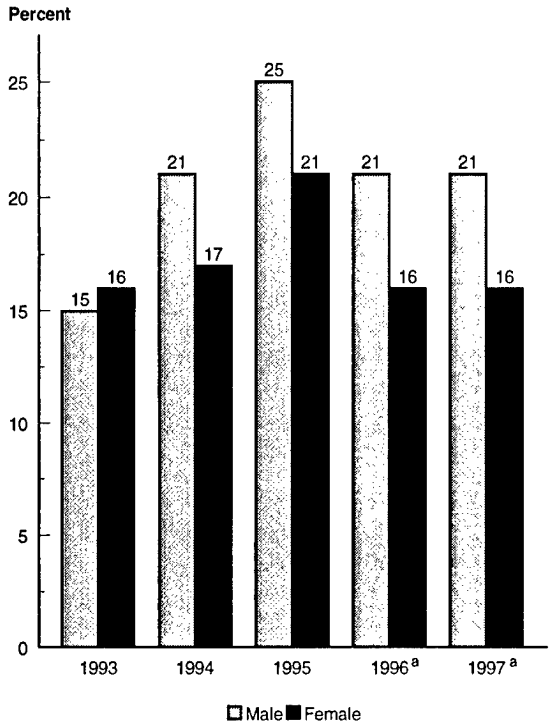


	Men Considered	Men Selected	Women Considered	Women Selected
1993	1,608	144	20	1
1994	1,455	100	25	5
1995	1,235	119	28	4
1996	1,011	107	33	5
1997	918	128	29	5

[a]Difference is significant using the four-fifths test.

As shown in figure IV.8, the Army selected women for colonel command at a significantly higher rate in fiscal years 1994-96 and selected men at a significantly higher rate in fiscal year 1993. In fiscal year 1997, the Army selected men and women at roughly the same rate. However, if the Army had selected one additional woman, then there would have been no significant difference in fiscal year 1993 and a significant difference in favor of women in fiscal year 1997. On the other hand, if the Army had selected one fewer woman, then there would have been no significant differences in fiscal years 1995 and 1996.

Figure IV.9: Navy Key Assignment for Command Master Chief for Fiscal Years 1993-97

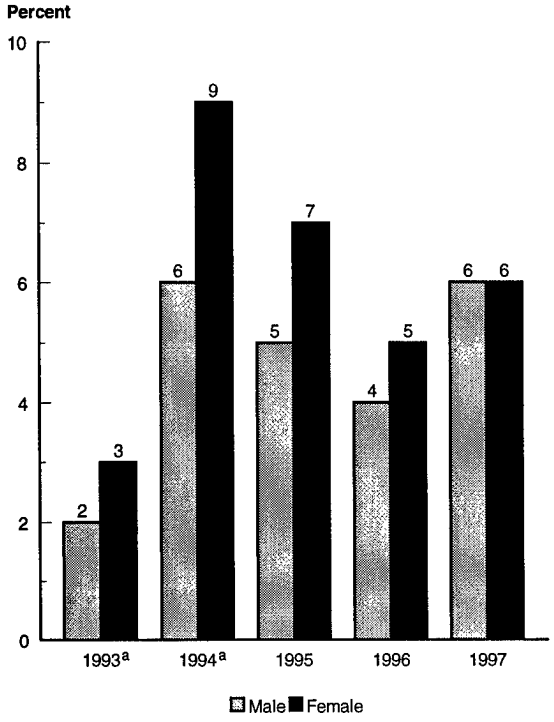


	Men Considered	Men Selected	Women Considered	Women Selected
1993	4,638	688	103	16
1994	3,923	813	109	18
1995	3,196	790	86	18
1996	3,124	645	85	14
1997	3,185	678	102	16

[a]Difference is significant using the four-fifths test.

The Navy selected men and women for command master chief positions at roughly the same rate during fiscal years 1993-95 but selected men at significantly higher rates during fiscal years 1996 and 1997 (see fig. IV.9). The addition or subtraction of one man or woman can make a difference to the significance test. For example, if the Navy had selected one fewer man or one more woman in fiscal year 1996, there would have been no significant difference. If the Navy had selected one additional woman in fiscal year 1997, there would have been no significant difference. Finally, while there was no significant difference in fiscal year 1994, if the Navy had selected one fewer woman that year, there would have been a significant difference in favor of men.

Figure IV.10: Navy Key Assignment for Executive/Command Officer at the O-4 Level for Fiscal Years 1993-97

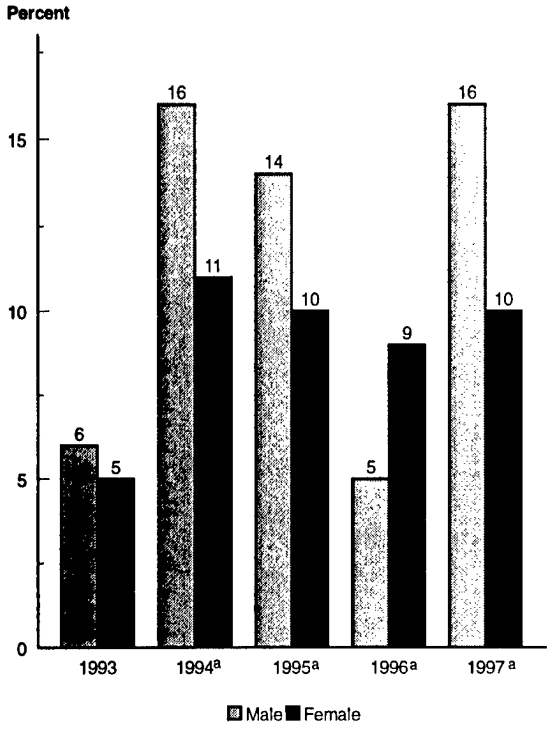


	Men Considered	Men Selected	Women Considered	Women Selected
1993	12,030	291	1,766	56
1994	9,799	603	1,513	143
1995	9,622	513	1,540	104
1996	9,592	423	1,597	86
1997	9,279	592	1,610	92

[a]Difference is significant using the four-fifths test.

As shown in figure IV.10, the Navy selected men and women for executive/command officer positions at the lieutenant commander level at roughly the same rate in fiscal years 1995 through 1997, but women were selected at significantly higher rates in fiscal years 1993 and 1994. However, the selection rates were small in fiscal year 1993, which makes them sensitive to the four-fifths test. For example, if the Navy selected one fewer woman that year, then there would have been no significant difference.

Figure IV.11: Navy Key Assignment for Executive/Command Officer at the O-5 Level for Fiscal Years 1993-97

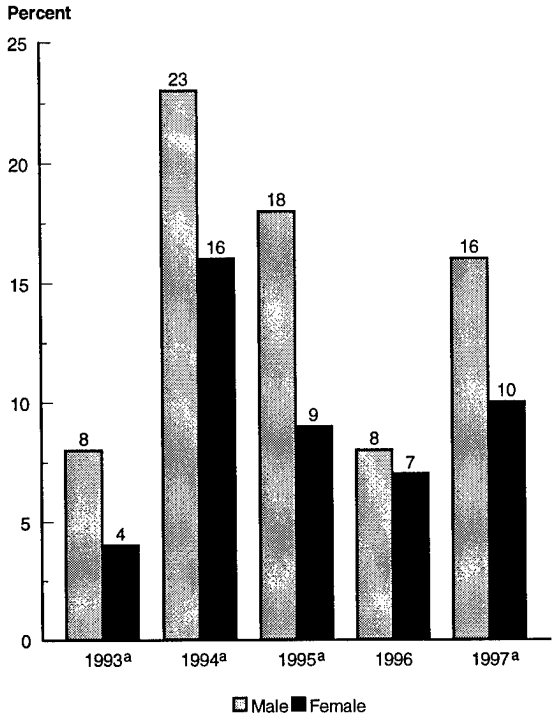


	Men Considered	Men Selected	Women Considered	Women Selected
1993	7,284	422	831	39
1994	6,487	1,056	846	95
1995	6,335	904	903	93
1996	6,246	322	973	87
1997	6,127	964	998	101

[a]Difference is significant using the four-fifths test.

As shown in figure IV.11, the Navy selected men for executive/command officer positions at the commander level at a significantly higher rate in fiscal years 1994, 1995, and 1997 and selected women at a significantly higher rate in fiscal year 1996. During fiscal year 1993, the Navy selected men and women at roughly the same rate. According to a Navy official, women are beginning to move through the command pipeline. For example, women will assume command of combat ships for the first time in 1998.

Figure IV.12: Navy Key Assignment for Commanding Officer at the O-6 Level for Fiscal Years 1993-97

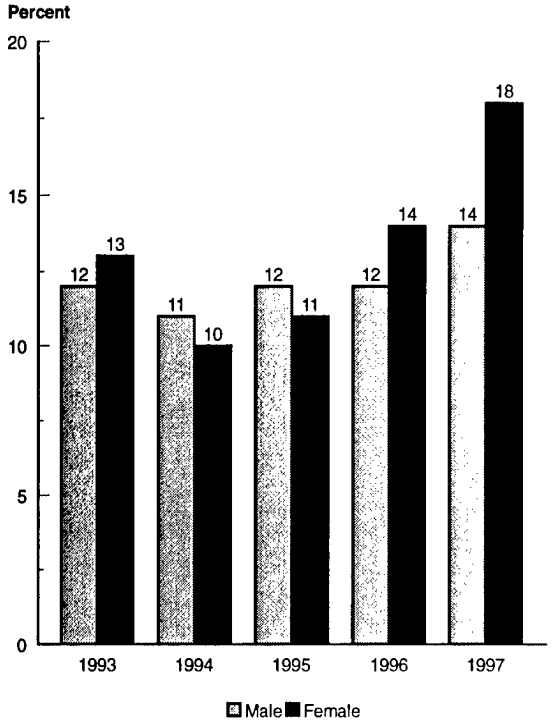


	Men Considered	Men Selected	Women Considered	Women Selected
1993	3,705	314	164	6
1994	3,320	758	184	29
1995	3,107	571	204	18
1996	3,132	246	248	17
1997	3,122	486	260	27

[a]Difference is significant using the four-fifths test.

The Navy selected men for executive/command officer positions at the captain level at a significantly higher rate than women in fiscal years 1993 through 1995 and 1997. In fiscal year 1996, the Navy selected men and women at roughly the same rate. However, the number of women considered and selected is relatively small when compared to men. For example, in fiscal year 1993, the Navy selected 6 out of 164 women while the Navy selected 314 out of 3,705 men (see fig. IV.12).

Figure IV.13: Marine Corps Key Assignment for Command/Executive Officers for Fiscal Years 1993-97



	Men Considered	Men Selected	Women Considered	Women Selected
1993	13,810	1,723	442	57
1994	13,504	1,441	410	43
1995	13,320	1,579	420	46
1996	13,507	1,558	451	64
1997	12,933	1,873	489	86

The Marine Corps selected men and women for command/executive officer positions at roughly the same rate for fiscal years 1993-97 (see fig. IV.13).

Major Contributors to This Report

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