



WASHINGTON UPDATE

A MONTHLY NEWSLETTER



Vol. 11 no. 10

Published by the AUSA Institute of Land Warfare

December 1999

White, blacks differ in perception of state of race relations in the armed forces. A 1997 survey of race relations in the armed forces showed marked differences between white service members' and minority service members' perceptions on the state of race relations in the military, but they agree that race relations are better in uniform than in civilian society

More than 40,000 service members responded to the survey conducted by the Defense Manpower Data Center. The department is to conduct another survey next year on race relations, again seeking service members' opinions on the overall state of race relations in the military and specific racial interactions from the previous year. Defense manpower officials said they expect to complete work on the next survey in four months.

Speaking at a Pentagon press conference Nov. 23, Jacquelyn Scarville from the manpower center said, "We see that some of the branches did better in some areas, and other branches did better in other areas. But there is something to keep in mind. One of the things that we found, as you might expect, is that racial and ethnic minorities are more likely to experience certain kinds of incidents than whites."

The survey was sent to more than 76,000 service members from private to colonel. Racial and ethnic groups surveyed were, whites, blacks, Hispanics, Asian/Pacific islanders and native Americans/Alaskan natives.

"One of the things that we found was, overall, the more senior your pay grade, the less likely you are to have these kinds of incidents. There is one exception to that finding; however, and that is we found amongst blacks, junior enlisted, senior enlisted and officers were likely to have an incident of racial and ethnic insensitivity, harassment or discrimination."

On Nov. 23, the day it released the 300-plus page survey results, the Defense Department released a study on minority and women officers' career progression.

Promotion rates for officers differ by race, gender. While the numbers of minority and women officers have steadily increased from 1977 to 1997, black men and black women officers do not do as well other in promotions, a Defense Department study of minority and women officers found.

Speaking Nov. 23 at a Pentagon press conference, Curtis Gilroy, director of special projects and research for the Defense Department's manpower chief, said, "If we look at the promotion rates of white men and compare that as the benchmark, compare that to white women, to black men and to black women. White women generally do as well as white men beyond the rank of O-4. ...Black men do not do as well as white men, and black women do a bit worse than black men. So we have a problem more racially than we do gender-wise, in terms of promotion rates."

Oliver said that the percentage of women officers has risen from 6 percent in 1977 to 14 percent in 1997, and accessions were running at about 19 percent. Over the same time, the percentage of minority officers has risen from 7 percent to 15.3 percent.

In 1997, there were 212,000 officers and two-thirds of those were in the Army.

He said that over time he expected more and more breakthroughs for women in terms of promotions because of increased job opportunities. But now, "We find the concentration of women in the supply and the administrative jobs. And because of the combat exclusion and that tactical issues, we find that their numbers are relatively small (in tactical operations)."

The study noted that to increase minority and women's presence in general and flag officer ranks, they will need to be "in career-enhancing occupations in lower ranks." One of those areas is aviation, which will the numbers of minority and women officers is still low the numbers are increasing.

Toll-free number and Web site open for Korean War incident review. The Army has opened a toll-free number and unveiled a Web site to help in its review of an incident early in the Korean War in which civilians were killed, possibly by U.S. forces.

The number is 1-(877) 379-5595 and is staffed from 8 a.m. to 4 p.m. Monday to Friday Eastern Standard Time. Callers may leave voice messages for the review team after hours. The same number is capable of receiving a fax transmission.

The Web site may be found off the Army home page.

The review, being conducted by the Army's inspector general, will eventually lead to a report on the facts surrounding the events at the Nukuen-Ri bridge. A parallel review is being conducted by the Republic of Korea in Korea.

FY 2000 budget battle ends; pay raise intact. The administration and Congress agreed Nov. 19 upon a compromise budget package that would trim \$1.3 billion from the federal budget, but spare the military pay raise, pay table overhaul and retirement formula restoration.

The across-the-board cut is .38 percent. The Joint Chiefs of Staff spoke out publicly against a proposed 1 percent across-the-board cut.

Both sides the Fiscal Year 2000 budget will reduce the federal debt by \$147 billion.

Peacekeeping takes toll on two divisions' readiness. The 10th Mountain Division and the 1st Infantry Division are now rated C-4 by their commanders because of peacekeeping missions in the Balkans. Nearly half of the 10th Mountain is in Bosnia and more than one-third of the 1st Infantry is in Kosovo.

The other eight active divisions are rated C-2, the second highest readiness measure. It is the first time in five years that even one division has been rated C-4.

Gen. Eric K. Shinseki, chief of staff, said in early November that he will begin to fill vacancies in the ranks of combat units by taking soldiers from training and support institutions as one way of improving combat readiness.

China takes steps toward manned space flight. China announced the successful recovery of an unmanned spacecraft Nov. 21. The New China News Agency said the Long March rocket was launched Nov. 20 and completed 14 orbits before it was sent a signal to slow for a parachute landing in Inner Mongolia.

The Long March rocket is similar to those used by Chinese nuclear forces.

Hamre calls market 'short-sighted' in gauging defense industry. A top Pentagon official called the stock market "short sighted" when it "seems to punish the stable high-tech" companies in the defense industry and rewards newer companies who have yet to show a profit.

Deputy Defense Secretary John Hamre, speaking Nov. 3 at a conference on national security in Washington said, "The finance world doesn't see the kind of growth potential in defense companies" that it sees in other sectors of the economy.

Departing from his prepared speech, he said, "The stock market in recent weeks has pummeled our contractors" for their steady growth. Adding, actions like that "reflect kind of a herd mentality."

The implications for defense and national security means the market wants efforts to boost short-term profits at the expense of long-term health.

"There is a lot of pressure to cut" research and development in both government and defense industry. Adding, "I do think we ought to study this. ... We're not going to be without defense companies (but) we can't have wounded defense companies."

WASHINGTON UPDATE is published monthly by the AUSA Institute of Land Warfare to highlight current events of significance to the Army and defense from the Washington perspective. Reproduction and distribution of this newsletter is encouraged.

John Grady - Editor
2425 Wilson Blvd., Arlington, VA 22201
Phone: 703-841-4300, Ext. 213
FAX: 703-841-3505

Israel's military and society's relationship changing. While Israel's defense budget remains about 15 to 20 percent of the nation's gross domestic product GDP, for the first time it has declined and the armed forces relationship with the citizenry is hanging as well.

Dr. Reuven Gal, founder of the Israeli Institute for Military Studies, said recently the historically close ties between the armed forces and civilian population that "were always unique and special, stemming from the birth of the nation in the 1948 war" between Israelis and Palestinian Arabs and other Arab states are changing.

Speaking at the Association of the United States Army's national headquarters in late October, he said anecdotal evidence of this shift is seen in a decline in the number of young people from kibbutzes enlisting in elite units, military issues—sexual harassment, insurance, promotion and pay—now being decided by the Israeli Supreme Court and the changing nature of Israeli culture because of immigration from Russia and Ethiopia.

Israeli society is also moving away from its roots in socialism and zionism. "Idealism is still there, but not in the same degree or intensity."

"It's still a people's army," he said. Compulsory military service remains—three years for men and two years for women, and 80 percent of the population will be drafted.

But the Intifada, the continuing Palestinian demonstrations against Israeli control of the West Bank of the Jordan River, and the lessening of tensions with neighboring Arab states has had an impact.

In early November, the Israeli government and Palestinians were meeting in Oslo trying to work out new arrangements concerning Jewish settlements on the West Bank and Gaza and status of the Palestinian regime.

The violence on the West Bank and Gaza required the involvement of the Israeli defense Force. ...Troops were pulled from combat units and became peacekeepers or controlling riots. These are constabulary missions."

How many D-Model Apaches are going to the reserve components? How many D-Model Apaches will be heading to the Army Reserve and Army National Guard comes down to a question of money.

Brad Rounding, manager of domestic business development for Boeing's Apache Longbow helicopter, said, "The Army's reserve component AH-64A aviators actually augment the active components. It's not unusual for reserve Apache units to be sent on combat or peacekeeping missions. They can do that today because everyone is flying the same aircraft."

"But as more D-Models are fielded and A-Models are upgraded, the mix will make it more difficult to share resources. The solution is for everyone to fly the same aircraft."

He added, "We're trying to help the Army understand that it is actually less expensive to remanufacture the whole fleet. It is a difficult challenge," Rounding said.

Because of Defense Department processes and different colors of money, Rounding said aviation procurement funding constraints might prevent the guard and reserve units from getting D-Models and would be forced to fly their A-Models indefinitely. Without common resources, guard and reserve units would find their role in future deployments very limited."

Rounding stressed that it costs about \$6 million to remanufacture an A-Model to a D-Model—significantly less than buying any new aircraft on the market.

"When you look at the advantages of the D-Model over the A-Model, it's obvious the Defense Department can get its money's worth many times over just by re-manufacturing its AH-64As," Rounding said.

"It's a tremendous opportunity that they are about to lose."

Bosnia rotation plan will demonstrate integration of active and reserve components.

The Army is calling its rotation plan for service in the Stabilization Force in Bosnia a demonstration of the increasing integration of the active and reserve components.

Under the plan announced in late October, active and reserve component units from the continental United States will rotate to Bosnia for six to 12 month periods under a single integrated command structure, commanded by either an active or reserve component division headquarters. The rotation plan will increase the Army's readiness by providing better linkages between the active and reserve component

The Army said the plan would provide predictability for soldiers and units, and mitigating the effects of operational tempo.

The rotation plan builds on the earlier relationships established between active and reserve component divisions and within the two Continental Army Headquarters with the National Guard Bureau and the State adjutants general.

Known as "teaming," this concept formally pairs a reserve component division with an Active Army division. Under the SFOR rotation plan, active and reserve component divisions will form "AC/RC mission capabilities teams." These teams will share responsibility for carrying out the SFOR mission.

Currently, active Army divisions routinely train with their reserve component team partners and will play a key role in the pre-rotation training of its reserve component team partner. The ultimate goal is to improve combat readiness by providing training and mentoring for the reserve component unit.

Under the rotation plan, three of the next six SFOR rotations will be commanded by Army National Guard divisions — Texas's 49th Armored Division in March 2000, Virginia's 29th Infantry Division in October 2001 and Pennsylvania's 28th Infantry Division in October 2002.

The Army set a historical precedent earlier this year when it designated the 49th Armored Division as the headquarters for Active and Reserve Component forces participating in SFOR 7.

Manning the 'Army vision.' At least 8,000 soldiers more than usual will move to divisions and armored cavalry regiments over the next year as they begin receiving pinpoint orders from the U.S. Army Personnel Command this summer.

About 6,000 of those soldiers will move from garrison positions to divisions and cavalry regiments as soldiers stationed with Table of Distribution and Allowance units come down on rotation orders, said Maj. Gen. Timothy Maude, assistant deputy chief of staff for personnel.

This redistribution of soldiers is part of Army Chief of Staff Gen. Eric K. Shinseki's vision of a lighter, more deployable force manned at 100 percent. While the long-term plan will beef up manning across the entire force, the initial focus, Maude said, will be on units key to the Army's readiness for warfighting: the divisions and armored cavalry regiments.

Shinseki's plan on reaching that goal was sent out in a message to commanders Army wide Nov. 8. In the message, Shinseki outlines how the Army will reach 100 percent manning strength in divisions and cavalry regiments in enlisted grade and skill by the second quarter of fiscal year 01 and throughout the force by fiscal year 03.

Maude recently talked about the three parts of the plan: recruiting, synchronizing force structure to Congressionally-mandated end strength and redistribution of soldiers.

The last part of the plan will have an immediate affect on soldiers.

Beginning this summer, Maude said soldiers will be sent to divisions and armored cavalry regiments. This rotation to Table of Equipment units should only affect soldiers who are due for a permanent change-of-station move, Maude said.

About 160,000 soldiers rotate a year to new assignments, he said. This summer, he said an additional 8,000 to 10,000 are expected to change units as a result of the new manning priorities. However, he said the Army will attempt to handle these moves within installations to the maximum extent possible.