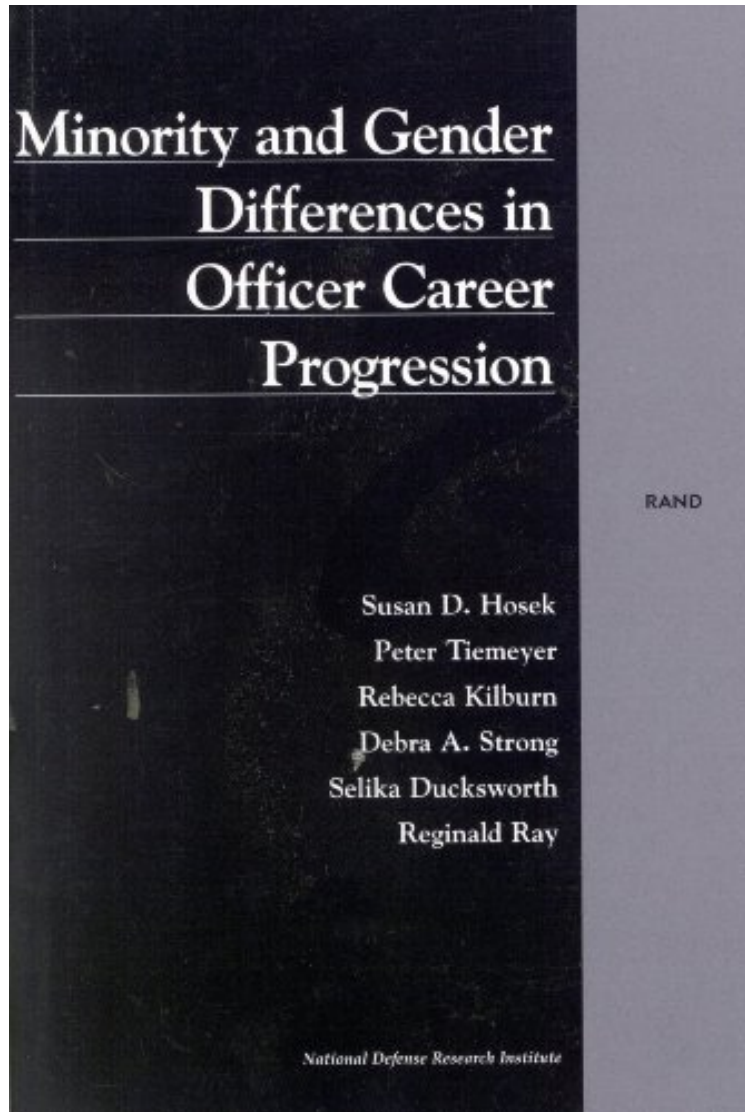


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## Minority and Gender Differences in Officer Career Progression (2001)

*Susan D. Hosek, Rebecca M. Kilburn, Peter Tiemeyer, Debra A. Strong, Selika Ducksworth*  
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**Susan D. Hosek, Rebecca M. Kilburn, Peter Tiemeyer, Debra A. Strong, Selika Duckworth : Minority and Gender Differences in Officer Career Progression (2001)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Minority and Gender Differences in Officer Career Progression (2001):

Since the military draft ended in 1975, newly commissioned officers have included increasing numbers of minorities

and women. These officers must be retained and promoted for the senior officer ranks to become as diverse as the junior officer ranks are today. This report examines whether minority and women officers obtain these promotions and choose to continue in their careers at the same rate as other officers.

From the Publisher This report documents research on the career progression of the different minority and gender groups in the officer corps. The research, which was conducted in 1994-1996, contributed to a Department of Defense (DoD) study of equal opportunity in the officer pipeline. Therefore, the officer management policies and procedures described in this report are the ones that were in place at the time the research was conducted. Since that time, numerous changes have been made; important changes are described in the footnotes to the report. The DoD report, titled Career Progression of Minority and Women Officers, was released by the Office of the Under Secretary of Defense for Personnel and Readiness in August 1999. The DoD study was requested by Secretary William Perry in a 1994 memorandum and carried out by the Office of the Under Secretary of Defense for Personnel and Readiness. The Joint Service Equal Opportunity Task Force and the Defense Equal Opportunity Council have continued to address the issues raised in the DoD report and this RAND report. The RAND project was sponsored by the Assistant Secretary of Defense for Force Management Policy and conducted in the Force and Resources Policy Center of the National Defense Research Institute (NDRI), a federally funded research and development center sponsored by the Office of the Secretary of Defense, the Joint Staff, the unified commands, and the defense agencies. About the Author Susan Hosek (Northwestern University MA and ABD in Economics, 1970) is a Professor of Policy Analysis, Rand Graduate School. M. Rebecca Kilburn (Ph.D., Economics, University of Chicago) is Director of the Rand Child Policy Project, Rand, Santa Monica, CA. Research areas include human capital and education, child care and child outcomes, military manpower, labor force participation, wages and occupational choice. Excerpt. copy; Reprinted by permission. All rights reserved. This report examines whether minority and women officers obtain promotions and choose to continue in their careers at the same rate as other officers.