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*At a time when traditional concepts regarding the role of women in society are coming increasingly under close scrutiny, it is most appropriate for the Navy to reexamine the opportunities it offers to women in uniform. The following article analyzes both the roles women line officers theoretically play in today's Navy and the actual positions they now hold down. Finally, a wide range of policy options is presented, any one of which might serve as a basis for future participation by women line officers in the Navy.*

## **THE RESTRICTED UNRESTRICTED LINE OFFICER: THE STATUS OF THE NAVY'S WOMAN LINE OFFICER**

An article

by

**Lieutenant Commander Beth F. Coye, U.S. Navy**

**Introduction.** Within the past year the U.S. Navy as an institution has been effecting wide-ranging innovations in its personnel policies, moving toward the goal of "humanizing" the organization in accord with changing modern societal values and needs. While these changes are meeting the needs of the greater Naval Establishment, the question of their meeting the needs of its distaff personnel is another matter. It would appear that few current policy changes reflect either an understanding or an appreciation of the gathering momentum the women's movement has achieved in our country over the last decade.

Society in general is attempting to understand and resolve the dissonances between the feminine ideal as traditionally understood and the role reality of the American woman in the working

environment. Navy personnel generally, however, have dismissed this new movement as ridiculous or amusing, believing that the Navy is immune to implications of, and can therefore remain aloof from, the resurgent feminine movement. The basis for such a hypothesis is questionable, however, and the need for Navy management to be more responsive to the changing image for the American woman is manifest to this writer.

During the ensuing decades, the U.S. Navy will face many stresses and strains generated by national security requirements, budgetary constraints, and the American public's attitudes regarding the proper role for the United States in the world. Public attitudes will have a bearing on our personnel standards by having a considerable influence in the Navy's ability to attract and retain

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quality personnel. A basic assumption underlying the discussion in this article is that women do play an integral role in the overall personnel requirements of the U.S. Navy.

Present Navy policies and attitudes of the majority of officers lean toward support of a traditional viewpoint of woman's role. Any moves toward changing this situation would only have the support of a minority, most of whom would be junior officers. There is an analogy here: In the feminist movement of today, the women who most feel the need for reform are powerless to achieve it, and the women most able to work for such reform are slow to recognize that times have changed. In a highly structured organization such as the Navy, the juniors, who most feel the need for new policy criteria and guidelines, are helpless to enact them; while their seniors, who are in a position to work for new policies, either do not need them themselves or fail to recognize or appreciate the desires and goals of their juniors.

In order best to utilize its manpower, or womanpower in this instance, the author argues in this article\* the need to reevaluate the career development and roles of women naval officers.

**Background.** Historically the woman line officer has been assigned to her traditional fields of administration and communications and has found little success in bridging into other occupational specialties. Figure 1 provides a comparison of the number of women assigned to nine occupational groupings and also a comparison of the relative percentage of change that has taken place between these groupings in the past 5 years. At first observation, figure 1 reveals the heavy concentration of

women officers in the general occupational grouping of administration, and engineering and maintenance. When one further examines the billet structure in engineering and maintenance, one finds that 98 percent of these billets are in the field of communications. Thus, we see that the woman officer continues to be assigned to her traditional role in the fields of administration\* and communications.

In comparing the relative changes that have taken place between the groupings in the past 5 years, one is struck by the reduction in the number of women assigned to supply (4 to 1 percent), scientific (6 to 2 percent), and intelligence (5.5 to 2 percent) groupings, and the gains made by both the administrative (74 to 76 percent) and communications (9 to 15 percent) groupings.

From the above discussion and information gained through personal interviews with women officers, the following general observations and trends in women officer utilization are apparent:

- While today's military personnel requirements have established the need for specialists, present policies theoretically encourage generalist career patterns and discourage specialists. On the other hand, the practice of channeling women into administration has had the effect of making them into specialists in administration.

- Career pattern models for the woman subspecialist do not exist. The majority of today's senior women consider themselves as managers and general line officers, while at the women's midcareer and junior officer levels a

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\*This article is an edited version of a more comprehensive research effort conducted by the author titled "The Future of the Restricted Unrestricted Line Officer."

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\*In the general field of administration, four-fifths of the billets assigned are in areas of general administration, training administration, and manpower and personnel administration. For amplification and further breakdown, see appendix I. For a distribution of these same women by fields used in the Manual of Navy Officer Distribution, see appendix II.

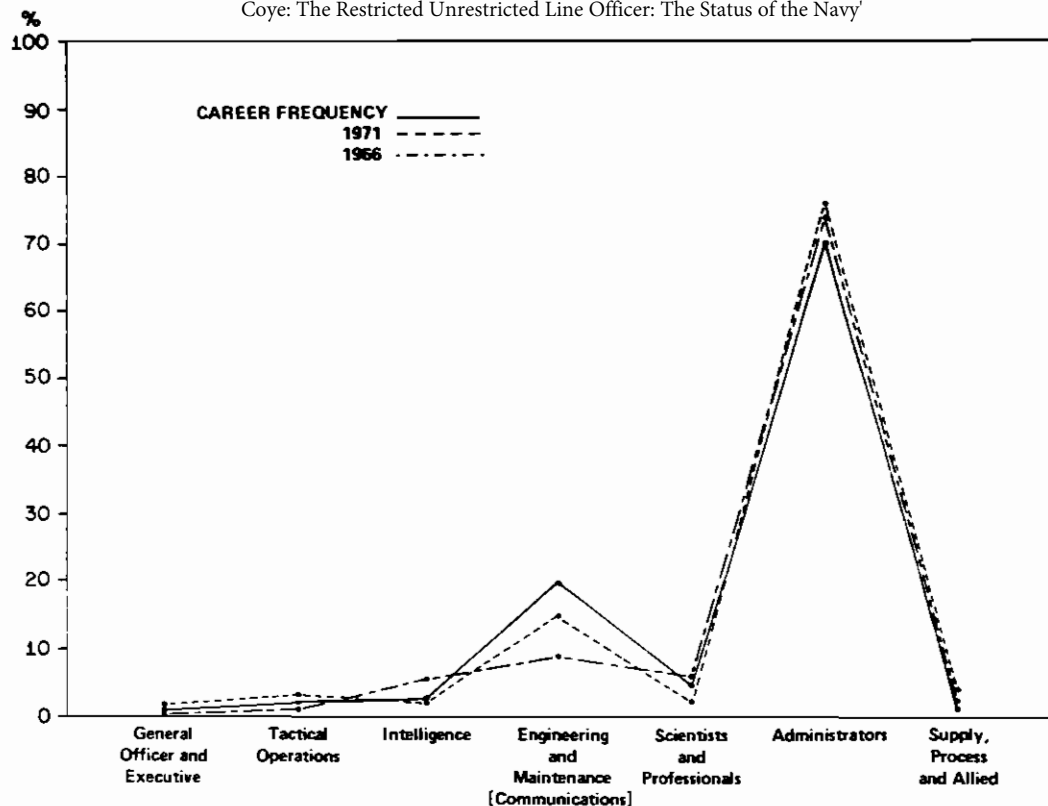


Fig. 1—Comparison of Women Line Officer Distribution

Sources: 1966 DACOWITS Report on Utilization of Women, and Bupers Computer PRINTOUT dated 29 April 1971.

Note: Career frequency percentages were derived from data on the Officer Data Cards (ODCs) of women officers on active duty as of 29 April 1971. In the case of some women officers, the ODC reflected duty stations back to 1949. (The ODC records up to seven duty stations, excluding temporary duty, temporary additional duty, and duty stations at which the individual served less than 5 months.)

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trend is developing toward specialization and subspecialization along similar lines as male line officer programs. These women have no career development patterns to follow, unless those of the male subspecialists are used. However, such an avenue is not practical as the career development patterns for the male unrestricted line officer (URLO) subspecialists do not particularly lend themselves to a completely "dry" line officer.

• In terms of billet grade versus officer grade, women line officers in the senior grades are underutilized. Based upon a Bureau of Naval Personnel print-out of 16 April 1971, 22 percent of the captains, 27 percent of the commanders, and 17 percent of the lieutenant commanders are in billets which are a grade or more below their officer grade.

• As is true in the civilian professions, new opportunities are opening up for women in the Navy in areas heretofore closed to them; e.g., in recent years women line officers have been students in the professional courses at the Naval War College and the Armed Forces Staff College. Also, in 1970 the first woman was assigned as commanding officer of a command, the primary mission of which was other than the administration of women.

**The Restricted Unrestricted Line Officer.** The image of the woman unrestricted line officer in the U.S. Navy is that of a woman naval officer rather than a line officer and, as such, she is treated as a part of a corps—the "Wave Corps." There are numerous reasons for this situation, the first of which is that she is in a male-dominated profession.\* Her salient feature inevitably is her sex. Second, as we have seen, the women are

in large measure a corps by virtue of the job functions they perform. Historically, the billets they have occupied, while designated unrestricted line officer billets, are for the most part administrative in nature. And third, the unrestricted line officer designators connote sea duty, command at sea, and flying status. Title 10, U.S. Code states that women shall not be assigned to duty in aircraft engaged in combat missions or aboard naval vessels except hospital ships and naval transports.

Under the present definition of the unrestricted line officer, women simply cannot be considered unrestricted line officers. The generally accepted rationale for a narrow selection of fields made available to the women line officers is that women should largely be used in female-type work, and they should not deprive a male line officer of solid, firstline billets ashore. Besides, continues the rationale, the myths concerning their intellectual, emotional, and physiological characteristics undoubtedly have some truths behind them. Personnel policies reflecting a quasi-corps status for the women line officers as an officer community include:

- separate recruitment and training,
- separate detailing,
- separate quasi-chain of command for the administration of women (Women's Representative/Assistant for Women/Assistant Chief of Naval Personnel for Women),
- separate laws which apply to women, precluding them from competition with the male line officer for promotion,
- confinement of career patterns to largely nontechnical fields of the unrestricted line officer program.\*

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\*There are approximately 2,790 women officers on active duty out of a total of 74,992 officers. (Source: NAVPERS 156758, *Navy and Marine Corps Military Personnel Statistics*, 31 July 1971.)

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\*If women line officers are imagined as a corps or a separate officer community and not line officers, then existing personnel policies cannot be considered discriminatory, except for the restriction on subspecialty

As in many of the professions, the woman line officer's career status differs from that of her male contemporary. She represents the combination of woman, professional, and restricted line officer. These role ambiguities complicate her professional life as she finds herself dealing with subtleties and biases, similar to those surrounding the woman professional generally. Her professional environment includes channelization of billets (discussed above) as well as conservative leadership, minority attributes, the paternalistic attitude of male officers, and status ambiguity.

In the past there has been a tendency among women policymakers in the Wave program to react rather than to initiate new programs for women in the Navy. There are good reasons for this conservative approach which has been taken by the Wave leadership. Notwithstanding its continued existence since 1942, the Wave organization has always had an impermanence unto itself. Until 1967 there were legal barriers which would support this contention. The Navy has always been proud of its women, but at the same time they have long been viewed in the context of a wartime phenomenon rather than as a permanent component. This situation has bred a conservative style leadership in the Waves—to guard against their dissolution, especially in times of personnel reductions.

According to societal norms, leadership must be aggressive if it is to enjoy success. However, society's image of femininity and feminine traits fails to allow a woman to be both feminine and aggressive. It is this dilemma of exercising leadership, but in a feminine manner, that has been a contributory factor to the conservative views and low

career patterns. Also, if the function of the community is seen as being generally limited to providing essential administrative services, then they must be fully satisfied with their present status.

profile assumed by senior women officers.

The third major element in the professional milieu of the woman line officer is the psychological attributes of minority status; this includes self-rejection as well as an identification of survival with the prosperity of the majority. Personal observation suggests that women officers generally have rejected themselves as women officers and as a separate officer community. They have created and cling to the myth that they are integrated into the Navy. This phenomenon continues despite separateness as manifested in official policies and, perhaps as importantly, in the eyes of the male officers.

The paternalistic attitude of the male officer is very often akin to what Caroline Bird refers to as "new masculinism."<sup>1</sup> This view holds that it is all right for the women to do their thing, as long as it does not impose upon the male and his role/status. As long as this attitude is prevalent, the female line officer who is given the opportunity to fill a firstline unrestricted line officer billet ashore will be the exception to the rule. In the view of the new masculinist "women could be administrative officers, communications officers, and even computer programmers, but they are not qualified to occupy key OpNav or CNM (Chief of Naval Material) line officer billets." The notion seems to persist within the military that women are nothing but defective men. In the words of General Hershey, "There is no question but that women could do a lot of things in the military service. So could men in wheelchairs. But you couldn't expect the services to want a whole company of people in wheelchairs."

**Policy Options.** Having outlined the principal difficulties which current Navy policy would seem to engender for substantial portions of both today's and tomorrow's women officers, we will now discuss several policy options

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which might be considered appropriate for the future management of women officers. The options presented below are offered within the general framework of on-going changes in the overall line officer program and in a time frame encompassing the decade of the seventies. Also included are discussions of the philosophical bases and the pros and cons as seen by the author for each of the policies.<sup>2</sup> The options have been developed without extensive analysis of the needs of the Navy, including billets available or critical shortages of officers. Rather, it would appear that a clarification of the philosophical assumptions regarding the status of women officers in the future must necessarily be undertaken before appropriate Navy-wide programs can be developed. The guidelines for the women in the Navy in the 1970's must be set in tune with the social changes that will take place during the decade. Navy managers must address themselves to the changing role of the American woman if they are to attract and retain talented women in the future.

**Policy #1: Continuation of the Present Policy.** The basic assumptions of the traditionalist, relative to woman's role in society, would be applied to the woman line officer community: Women are different and, by and large, they lack the necessary talent, skills, and psychological traits to effectively deal with line functions of a military organization. Their special talents in interpersonal relations, however, can be put to productive use in the role of personnel and administrative officers. Women's "differences" absolutely preclude them from serving in a combat environment and, therefore, their number must necessarily be controlled.

If this policy were adopted, present Navy policies with respect to the female line officer would continue. In essence, the Navy would take a different-but-equal rights (not opportunities) position

relative to its women's programs. The women would have most of the trappings of a separate community and would be considered by the majority of male officers as the "Wave Corps." Since 1967 there has been a quiet movement within the Navy toward equal rights for the women; e.g., in the areas of equal benefits, including dependent care, BAQ, et cetera. This would continue. Equal opportunity in the areas of command opportunity, service school selection, and flag selection would continue to be limited. There would be no specific billets assigned to women officers except those relating to the administration of women.

### **Pros and Cons of Policy #1.**

**Pros:** (1) The traditions and personal values of the Navy's officer corps in general would tend to engender ready acceptance of the continuation of the present status of women in the Navy. From personal observations and discussions with officers, both men and women, there is a high degree of support for traditional values concerning women in the officer corps. A male-dominated profession, the Navy is relatively comfortable with the existing status quo policies.

(2) Maintenance of the status quo is perhaps the easiest course to follow. The Navy is almost entirely a male profession, and as Cynthia Epstein writes: "The more nearly a profession is made up entirely of members of one sex, the less likely it is that it will change its sex composition in the future and the more affected will be the performance of those who are not of that sex."<sup>3</sup>

(3) A continuation of the low-profile approach would fit in not only with the conservatism of the institution and its male members, but also very probably with the personal philosophy of the majority of women officers now serving. Women in the Navy already possess significant opportunities in

relation to most of their civilian counterparts, particularly in regard to educational development, salary, and executive status. Therefore the Navy, over the short term, will probably be under less pressure from women to reform and can afford to pursue a policy of "wait and see."

**Cons:** (1) In light of contemporary societal and institutional (Navy) changes, maintenance of the status quo is open to serious question. If women are truly line officers, the status quo fails to provide equal command opportunity and career progression in other than administrative positions.

(2) A major disadvantage of the status quo lies in the issue of career progression. There are no career patterns for women officers who desire to work outside the general area of administration. An individual woman officer has no one to emulate, and her goals are often limited to achieving the next grade level. This situation is psychologically unhealthy for the talented and career-oriented young officer.

**Policy #2: Different, but Equal, Opportunity.** This policy is based on the philosophical premise that women are different, but they should have equal opportunity in addition to the equal rights. The administration of women would essentially remain as it is--separate detailing, separate promotion, and a separate quasi-chain of command from the Women's Representative to the Director of the Waves. This policy would strive, not for equality of the sexes, but rather for the equality of opportunity for women in the Shore Establishment. This includes talents as managers, planners, educators, scientists, and technicians. It would go beyond today's concept of the women officers' usable talents as manifested in the present billeting system.

This policy could have one of three variances in regard to personnel control:

**Policy 2a.** Women officers would continue to be carried in the 1100 designator.

**Policy 2b.** Women officers would all be carried in one officer designator, as Restricted Line Officers.

**Policy 2c.** Women officers would be carried as Unrestricted Line Officers, but in their own unrestricted line designator (e.g., 1200).\*

Through support from top management, the *raison d'être* of women in the Navy would be clarified and programs instituted to educate both men and women as to the role of women in the Navy. The role would be that derived from the neotraditionalist's philosophy: Women are different but should be given equal opportunity to contribute. Through public relations, women would be given suitable visibility, thereby increasing awareness within the American public of women's role in the Navy.

To implement the goal of equal opportunity, several personnel changes would be necessary. The major change would be the formulation of viable career development flow patterns for female officers up to and including the rank of admiral. These would include equal opportunity for postgraduate education and training, service schools, and command. Career development flow patterns would be structured according to their sex; i.e., potentials, limitations, and personality. Just as tokenism for the Blacks has been rejected by the Navy, so it must be for the women.

### Pros and Cons of Policy #2.

**Pros:** (1) The time is right for change regarding the status of women in the Navy as well as in other institutions.

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\*The new specialty designators of the 1100 officer (1110, 1120, et cetera) in effect have provided the woman line officer her own URLO designator; i.e., only women officers and male officers without warfare qualification will hold the 1100 designator.



There is a general relaxation of status definition in times of social change.

(2) Through clarification of the woman's role in the Navy of the seventies and eighties, much of the role ambiguity which women presently experience would be dispelled.

(3) There is some evidence that the female personality, under present socialization conditions in the United States, would best be served through a different-but-equal opportunity policy, particularly within an organization which is so extreme in its male orientation.<sup>4</sup>

(4) The current problem of where to place female senior line officers, in the long run, would be resolved.

(5) Women line officers would be allowed more than one route to the senior ranks. The past practice of channeling the majority of women into one or two occupational groupings would be mitigated.

**Cons:** (1) Women have proven their usefulness as administrators, and the Navy may well need them as a continuity base in administration. In general, the male officer does not particularly care for these kinds of billets. If the number of women officers remains stable while some are allowed to stray farther away from administration and into specialization in other fields, this will deprive the Navy of some portion of its talented personnel administrators. For example, of the unrestricted line officer billets ashore, 28 percent of the personnel officers and over 50 percent of the educational services officers are women.

(2) Promotion procedures may become more difficult as the woman officer community becomes less homogeneous as a group. In the distant future, particularly with policy 2c, the woman unrestricted line officer would probably have to be considered in direct competition with the men for promotion purposes.

### Policy #3: Equality of the Sexes.

The basic assumptions in this policy would support the egalitarian view that women should be emancipated *in toto* and be able to participate fully in whatever lifestyle they so choose. The moderate egalitarian would opt for complete integration of women officers into the Shore Establishment within a reasonable period of time. No longer would there be separation and differentiation in philosophy about the sex roles. The more extreme egalitarian would support complete integration of women into the seagoing as well as dry Navy, even if this could only be accomplished sometime in the future.

If this policy were adopted, major changes would occur. Women would be assigned ashore throughout the majority of the officer communities. Over a phased period of time, policies, programs, and laws pertaining to women as a sex would be abolished, including numbers, recruitment, training, detailing, promotion, and the quasi-chain of command. The office of the Assistant Chief of Naval Personnel for Women (the "Director of the Waves") would eventually become an anachronistic concept. There would be equal opportunity for women to serve in the Shore Establishment, including command opportunity, educational experiences, and management positions. Men would very likely have to be given the opportunity of a career pattern equal to the woman unrestricted line officer; i.e., to serve only ashore. In an extreme egalitarian approach to this option, women would be considered eligible for sea duty and flying status.

Action required under this policy would include:

- clarifying the *raison d'être* of women line officers;
- formulating career development flow patterns for women line officers as nonspecialists and specialists. Middle and advanced careers should include the possibility for command and the oppor-

tunities for education afforded the male line officers. Promotional opportunity for those qualified for flag rank should be assured;

- restating the definition of an unrestricted line officer;

- opening up restricted line designators to women officers and designing career development flow patterns for them;

- reevaluating the recruitment and training of women officers in light of their changed role;

- In the more extreme approach, women would be permitted to serve aboard ship as 1110 officers and to pilot airplanes as 1310 officers. An extensive planning effort to facilitate this program would be required.

### Pros and Cons of Policy #3.

**Pros:** (1) This policy theoretically represents the best utilization of women as human resources—their skills and talents would be channeled into many officer designators. The Navy would be able to recruit and utilize women of widely varied backgrounds and abilities. Sex stereotyping of billets would eventually be eliminated.

(2) It would be in general agreement with the Chief of Naval Operations' goal of humanizing the Navy. Women would be treated as equals.

(3) It would put the Navy in the forefront of giving women more equal treatment and would reflect reevaluation by the Navy of the role and status of women. As Senator Birch Bayh has said: "Now is the time to stop pretending that we are in favor of women, widows and children and to actually give them equal treatment."<sup>5</sup>

(4) It would alleviate a dissatisfaction among some of the younger women officers regarding unequal treatment and unequal opportunity.

**Cons:** (1) A wet/dry Navy is not in line with present thinking; a mixture of the two is the preferred officer product.

(2) The institution is very

probably not ready for such a major shift in policy. Just as American cultural norms have not yet progressed to the egalitarian, so too the institutional norms have not changed sufficiently to move forward beyond different-but-equal opportunity. Custom and tradition are the obstacles to movement toward equality rather than the abilities of women.

(3) There would be real concern as to whether American women are psychologically ready for such a policy. A significant attitude change in the women in the Navy and American women in general would be necessary. This includes the issue of femininity and its related consequences and effects on the individual.

(4) There are many, perhaps a majority, who believe that women need protective, discriminatory mechanisms. The same rationale that has kept the Equal Rights Amendment from being law applies to discouraging this option. An environment of males and females competing for promotion would most probably work to the disadvantage of the women because of their lack of experience at sea.

### Conclusions and Recommendations.

Just as we are seeing in society the rumblings of women expressing discontent with their position in the working world, evaluation of data derived from personal interviews with women line officers suggests that *some* of the women in the Navy are dissatisfied. They are asking, "Why should we continue to be separate?" "Why are we not diffused throughout the Shore Establishment in fact rather than in theory?" "Why must we overcome these subtle barriers to success as individuals rather than as a group?"

By the same token, it would appear that since the 1967 legislation regarding women officers,<sup>6</sup> women officers more readily accept their status and have convinced themselves of equal oppor-

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tunities. This observation should be tempered with an appreciation that any woman officer is extremely hesitant to speak up on the subject of so-called discriminatory practices. The reasons behind this hesitancy are complex and involve a realization that as a member of a minority grouping, the woman officer has no firm position in the bureaucracy through which she can realize her long-term goals. The limitation of her own self-fulfillment image, the *ad hoc* nature of the Wave organization, her relatively conservative lifestyle, the socialization process itself by which she has been indoctrinated to accept the obstacles for women in any career, and lastly, the adverse impact which her vocal criticism would have upon her career have all added to a reluctance to voice her opinion.

The present group of active-duty women officers have, in their numbers, representatives of several viewpoints—traditional, neotraditional, and egalitarian—regarding the role of women in society. Navy policies tend to support the traditional view and in the long term have appealed to women of this same viewpoint. Yet it is very unlikely, in the coming decade of rising expectations among American women, that the organization can continue to accommodate women who hold such a variety of viewpoints. The Navy is overdue for a reappraisal of policies relative to its women's programs.

From the outset this article has been conceived as but the first step in a continuing long-range program. Nevertheless, the knowledge and experience acquired from this preliminary research effort has led the author to propose the following:

That a study be initiated—under the sponsorship of the Bureau of Naval Personnel and with the involvement and support of the Office of the Chief of Naval Operations—with the expressed goal of recommending Navy policy regarding the utilization of both women

officers and enlisted women. Objectives of the study should include:

(1) Reformulation of the *raison d'être* of women in the Navy in light of recent changes both in society and in the Navy.

(2) Delineation of the philosophic base from which the Navy's program for women should be developed. Such a statement should ensure a minimum of inconsistencies in policies relating to women; e.g., is the goal equality of the sexes or equality of opportunity.

(3) Establishment of guidelines and criteria for the future of the women officers and enlisted women including objectives of the program; i.e., definition of the role of women in the organization.

(4) Projection of viable career patterns for women officers, as well as for the enlisted women.

(5) Recommendation of specific actions regarding the publicity of the women's programs, including responsibilities therefor.

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### BIOGRAPHIC SUMMARY



Lt. Comdr. Beth F. Coye received her bachelor's degree in political science from Wellesley College (1959) and, under the Navy's postgraduate program, earned a master's degree in international relations from American University (1968). She has served in intelligence billets at the headquarters of the Naval Investigative Service and for Supreme Allied Commander Atlantic and, in addition, has had duty as the Women's Programs Officer, 4th Recruiting District, and as Assistant for Women, ComFive. Since 1969 she has been on the Naval War College staff as Assistant Intelligence Officer, Plans and Operations, as well as serving as Assistant for International Relations, Center for Continuing Education. Lieutenant Commander Coye is a 1970 graduate of the College of Naval Warfare.

(6) Determination of the cost effectiveness of the programs in the Navy pertaining to women in relation to similar programs offered to men. It could be argued that in these times of budgetary restraints, expanded/changed utilization of women in the Navy can only be effected by substantive proof of its cost effectiveness and not by the shibboleth of "equal opportunity."

No policy decisions should be made concerning the future career patterns of women line officers without an in-depth examination of all possible options, incorporating discussion of the needs of

the individual officer and women officers as a group, in addition to the needs of the service. Planners should clearly articulate the basic assumptions from which they proceed in order to assure the best utilization of women officers in the coming decades.

Obviously all the foregoing remarks concerning the Wave program must be construed in the context of the overall personnel structure and requirements of the Navy. Both interim and long-range policy planning need to be instituted to determine woman's role in the Navy of the future.

### FOOTNOTES

1. Caroline Bird, *Born Female, the High Cost of Keeping Women Down* (New York: McKay, 1968), p. 160.

2. In the basic study there is discussion of the philosophical base, description of each policy, action required, and the advantages and disadvantages of each policy.

3. Cynthia Epstein, *Woman's Place, Options and Limits in Professional Careers* (New York: McKay, 1968), p. 86.

4. The findings of psychologist Matina Horner suggest that achievement motivation in women is much more complex than the same drive in men. For instance, a bright girl is caught in a double bind. She worries not only about failure, but also about success, equating intellectual achievement with loss of femininity.

5. Senator Birch Bayh, "Controversy over the Equal Rights for Women Amendment, Pro and Con," *Congressional Digest*, January 1971.

6. Career opportunities for women officers of the armed services took a great leap forward in 1967 as the result of extensive congressional revamping of the women officer structure. More women may now be promoted to senior grades, with the attainment of flag and general rank authorized.

... But, between our Nation's Capital and the state of California, there are vast numbers of people and many, many places that remain relatively untouched by these new ideas of what women can and want to do.

*The Honorable James E. Johnson, Asst. Secretary of  
the Navy for Manpower and Reserve Affairs*

### APPENDIX I BREAKDOWN OF ADMINISTRATOR GROUP

	1966	1971	Career
Admin, General	96 (28%)	112 (26%)	336 (26%)
Training Admin	20 (6%)	62 (15%)	192 (15%)
Manpower	127 (36%)	155 (36%)	508 (40%)
Comp and Fiscal	17 (5%)	2 (1/2%)	9 (2/3%)
Data Processing	30 (9%)	33 (8%)	80 (6%)
Pictorial	1 (1/2%)	1 (1/2%)	4 (1/3%)
Information	48 (14%)	45 (10%)	104 (8%)
Police	4 (1%)	4 (1%)	18 (1%)
Safety	0	0	0
Inspector General	0	0	0
Medical	0	0	0
Other	1 (1/2%)	12 (3%)	38 (3%)
Based on	344 (100%)	426 (100%)	1289 (100%)

*Source:* 1966 DACOWITS Report on Utilization of Women, and BuPers Computer Printout dated 29 April 1971.

### APPENDIX II DISTRIBUTION OF WOMEN LINE OFFICERS BY FIELDS

Field	Number of Billets		% by Field	
	1971	Career	1971	Career
Medical and Dental	0	1	0	.05
Supply and Fiscal	2	14	.3	.8
Sciences and Services	148	425	26.3	23
Personnel	248	807	44	44
Facilities Engineering	0	1	0	.05
Electrical Engineering	0	0	0	0
Weapons Engineering	0	2	0	.1
Naval Engineering	1	1	.2	.05
Aviation	16	41	2.9	2
Naval Operations	148	546	26.3	30

*Source:* Bureau of Naval Personnel Computer Printout of 29 April 1971.