

Headquarters, U.S. Marine Corps, Combat Development and Integration  
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# THE EXPERIENCE OF FEMALE COMBAT ENGINEERS AND EOD TECHNICIANS

## STUDY RESULTS

13 OCTOBER 2015





# Study Purpose

- The purpose of this study was to understand what female Marines experienced when the Combat Engineer (CE) and Explosive Ordnance Disposal (EOD) occupational fields were opened to both genders
- Understanding how the Marine Corps reacted to the presence of females in formerly closed Military Occupational Specialties (MOS) will assist in continued planning for gender integration in all units and all MOSs



# Background

- In 2013, Defense Secretary Leon Panetta ordered the integration of women in all units and all MOSs. Under the new policy, all billets in all units must open to qualified women No Later Than (NLT) 1 January 2016, unless a Service requests an Exception To Policy (ETP). The Marine Corps Force Innovation Office (MCFIO) is conducting a number of research efforts to support implementation of the gender integration plan
- The Red Team provided by the Center for Strategic and International Studies (CSIS) conducted strategic analysis and provided insight to the MCFIO research efforts, looking for gaps in the research and recommending lines of inquiry. As a result of one such review, MCFIO requested a study on the experiences of integrating the combat engineer and EOD occupational fields



# Study Objective

- To understand the integration of females into the CE and EOD occupational fields
- To understand the differences between male and female experiences within these occupational fields



# Assumptions & Caveats

- Typically, enlisted Marines must meet the minimum Time in Grade (TIG) requirement before being eligible for promotion. Exceptions to the required TIG are meritorious promotion or lateral moves. For this data analysis, the focus will be solely on regular promotions
- All promotions that meet or exceed the minimum TIG are considered regular promotions
- If an officer no longer has an Expiration of Active Service (EAS) in Total Force Data Warehouse (TFDW), he or she has been career designated
- A Marine is identified to be part of the Combat Engineer Battalion (CEB) based on the most current Monitored Command Code – Reporting Unit Code (MCC-RUC) list from Total Force Structure Division (TFSD) as of June 2015



# Methodology/Tasks

- **Task 1: Analysis of the TFDW Data.** The study team will use TFDW to pull data on all active duty Marines from 1994 to the present day. This data will be de-identified and used in aggregate to see if anything can be learned about the differences in the males and females who held combat engineer and EOD MOSs. The study team will look at the career designation of officers, officer and enlisted promotions, and pros and cons for the NCO population
- **Task 2: Analysis of the FitRep Data.** The study team will look at Fitness Report (FitRep) data for the officer and Staff Non-commissioned Officer (SNCO) populations to compare the differences between males and females who held combat engineer and EOD MOSs
- **Task 3: Thematic Research.** The study team will conduct face-to-face and phone interviews using a semi-structured interview guide to collect data on females and males who hold or have held the combat engineer and EOD MOSs since the integration of these MOSs. The selected males and females will have 90 days of consecutive field time and/or deployments within their MOS. The interview responses will be analyzed by grouping respondent themes and correlating responses to narratively depict as findings. Their responses will be analyzed to determine if there is any relationship between billets and ratings from their pros/cons and FitRep data

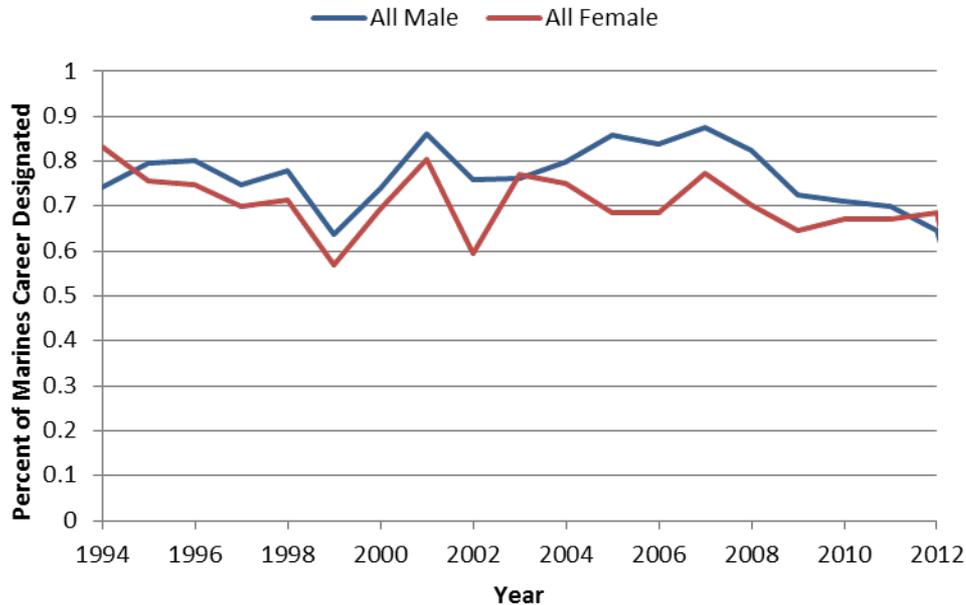
# **TASK 1: ANALYSIS OF THE TFDW DATA**



# Officer Career Designation for All MOSs

**TASK 1**

## Officer Career Designation for All MOSs



	All Male	All Female
Year	Career Designated	Career Designated
1994	1184	30
1995	1032	40
1996	1010	50
1997	866	42
1998	935	62
1999	568	46
2000	818	61
2001	1329	103
2002	1017	60
2003	931	90
2004	883	90
2005	1324	107
2006	1373	91
2007	1535	109
2008	1198	83
2009	871	69
2010	1136	100
2011	1168	94
2012	1109	89
<b>Grand Total</b>	<b>20287</b>	<b>1416</b>

	Career Designated Marines		
	Male	Female	Difference
<b>All MOSs</b>	71%	66%	5%
<b>1302</b>	66%	65%	1%

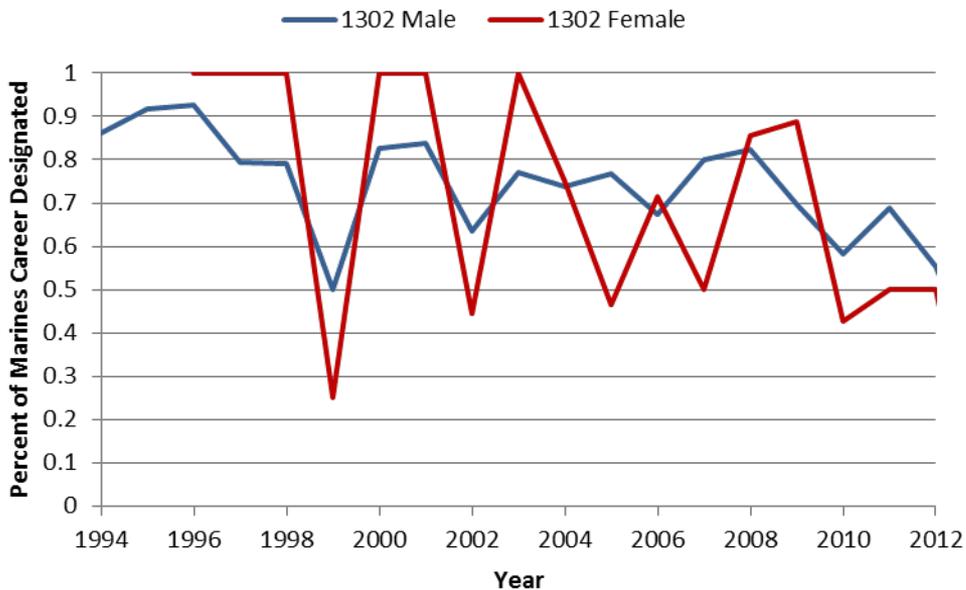
**For all MOSs, there is a 5 percent difference between total number of career designated male and female Marines**



# Officer Career Designation for 1302

**TASK 1**

## Officer Career Designation for 1302



	1302 Male	1302 Female
<b>Year</b>	<b>Career Designated</b>	<b>Career Designated</b>
1994	37	
1995	33	
1996	38	3
1997	23	3
1998	19	4
1999	12	1
2000	24	2
2001	41	4
2002	28	4
2003	40	1
2004	31	3
2005	33	7
2006	31	5
2007	36	1
2008	42	6
2009	37	8
2010	35	3
2011	44	3
2012	41	1
<b>Grand Total</b>	<b>625</b>	<b>59</b>

	Career Designated Marines		
	Male	Female	Difference
All MOSs	71%	66%	5%
<b>1302</b>	<b>66%</b>	<b>65%</b>	<b>1%</b>

**For 1302, there is a 1 percent difference between the total number of career designated male and female Marines**



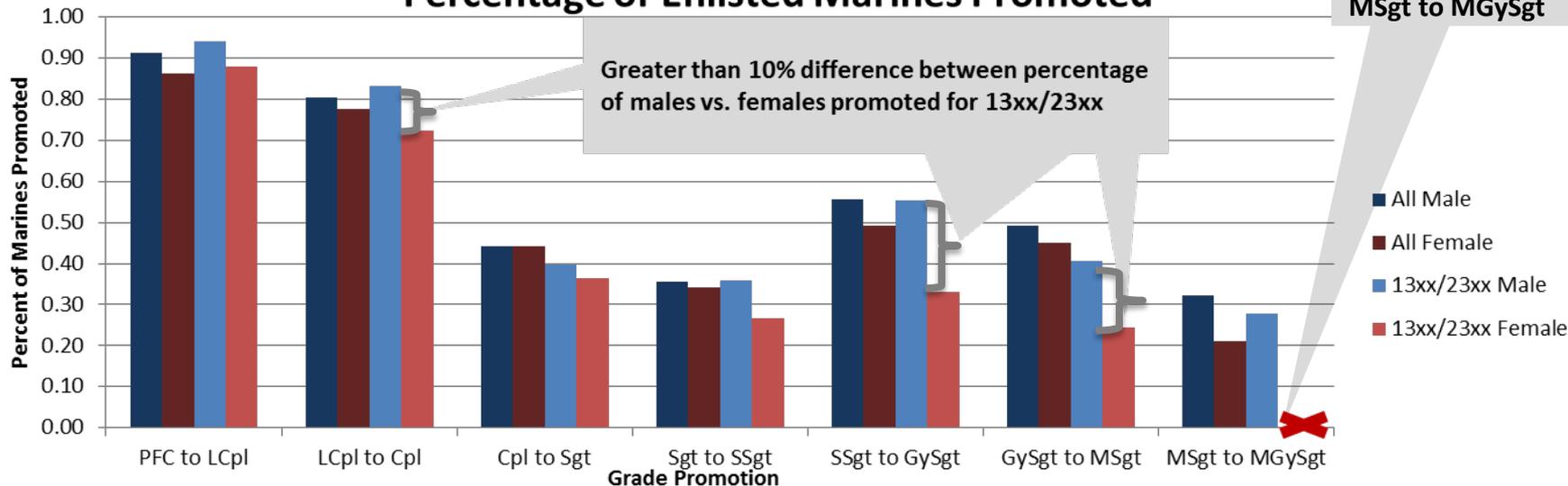
# Promotion of Enlisted Marines January 1994 – March 2015

**TASK 1**

Grade	All OCC Fields		13xx and 23xx	
	Male	Female	Male	Female
PFC to LCpl	512,705	36,565	34,437	1,960
LCpl to Cpl	412,781	28,339	28,678	1,415
Cpl to Sgt	182,570	12,525	11,359	513
Sgt to SSgt	64,693	4,287	4,063	136
SSgt to GySgt	35,984	2,105	2,253	45
GySgt to MSgt	17,679	949	917	10
MSgt to MGySgt	5,699	201	255	-

There were no female Marines promoted from MSgt to MGySgt

## Percentage of Enlisted Marines Promoted

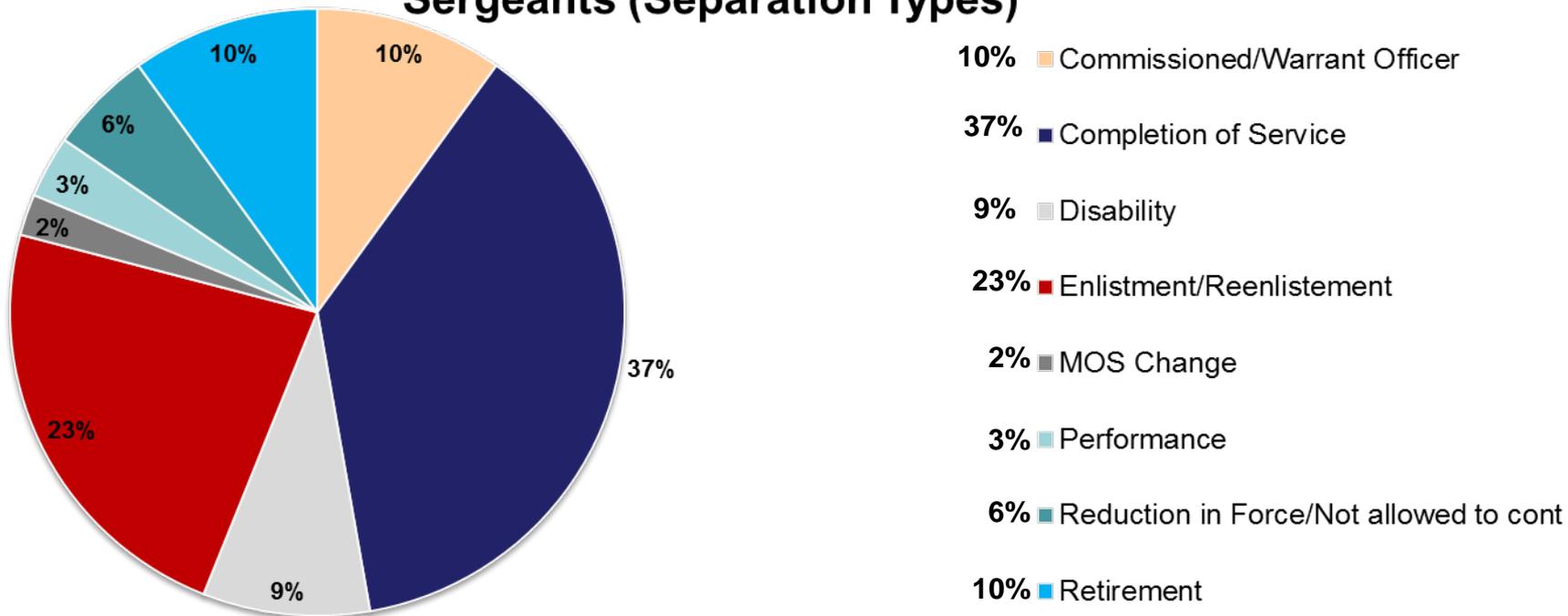


Up to a 22% difference between promotion of males and females for 13xx/23xx



# Female SSgts Not Promoted to GySgts

## 13xx/23xx Female Staff Sergeants Not Promoted to Gunnery Sergeants (Separation Types)



Out of the 91 female 13xx/23xx Staff Sergeants who were not promoted to 13xx/23xx Gunnery Sergeants:

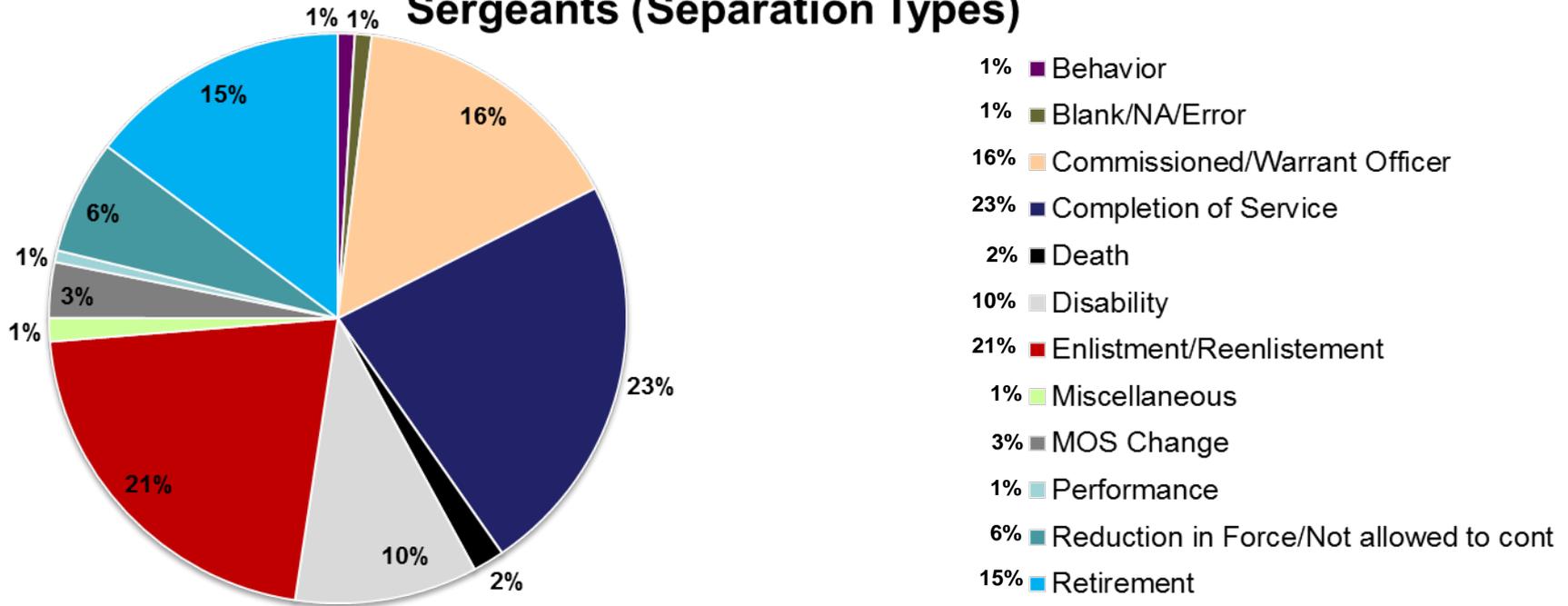
- ❖ 45 voluntarily separated
- ❖ 16 involuntarily separated
- ❖ 21 are active/enlisted
- ❖ 9 became commissioned or warrant officers
- ❖ 2 changed MOS

**Of those female Staff Sergeants who separated, 73% were voluntary and 27% were involuntary**



# Male SSgts Not Promoted to GySgts

## 13xx/23xx Male Staff Sergeants Not Promoted to Gunnery Sergeants (Separation Types)



Out of the 1,810 male 13xx/23xx Staff Sergeants who were not promoted to 13xx/23xx Gunnery Sergeants:

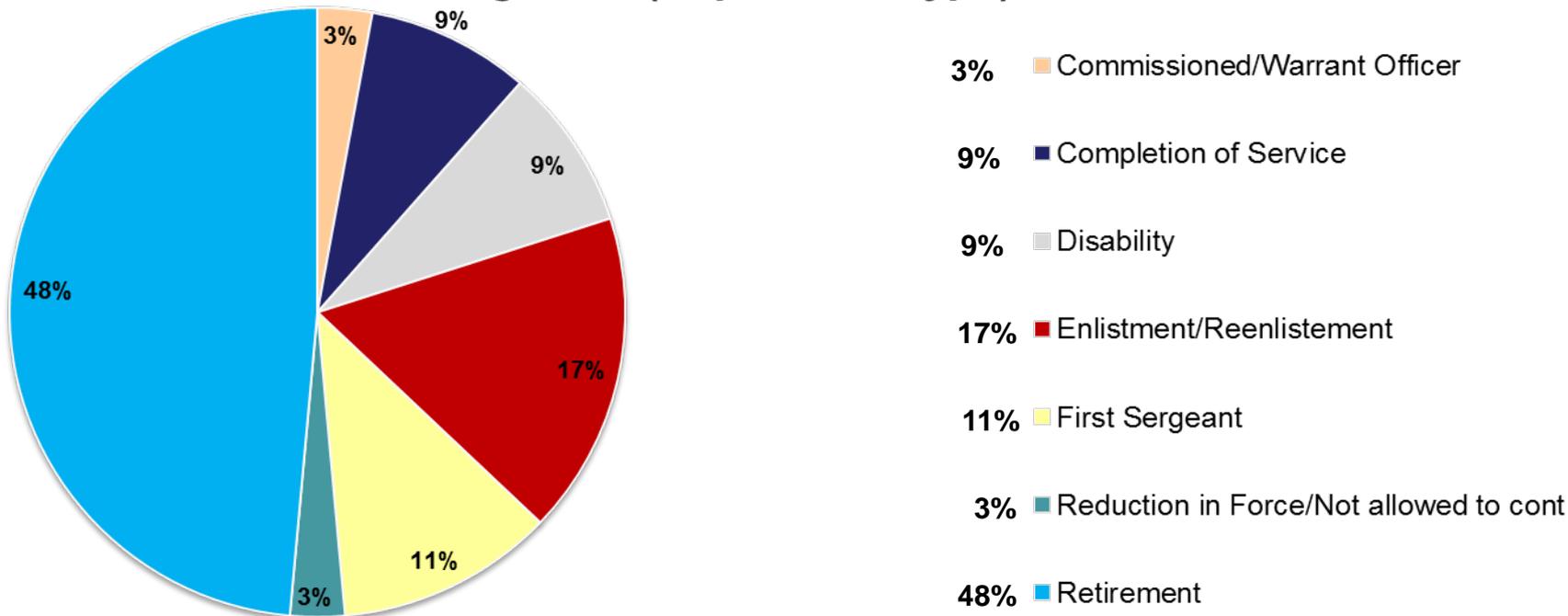
- ❖ 705 voluntarily separated
- ❖ 363 involuntarily separated
- ❖ 386 are active/enlisted
- ❖ 17 separated with blank/erroneous separation codes
- ❖ 282 became commissioned or warrant officers
- ❖ 57 changed MOS

**Of those male Staff Sergeants who separated, 66% were voluntary and 34% were involuntary**



# Female GySgts Not Promoted to MSgts

## 13xx/23xx Female Gunnery Sergeants Not Promoted to Master Sergeants (Separation Type)



Out of the 35 female 13xx/23xx Gunnery Sergeants who were not promoted to 13xx/23xx Master Sergeant:

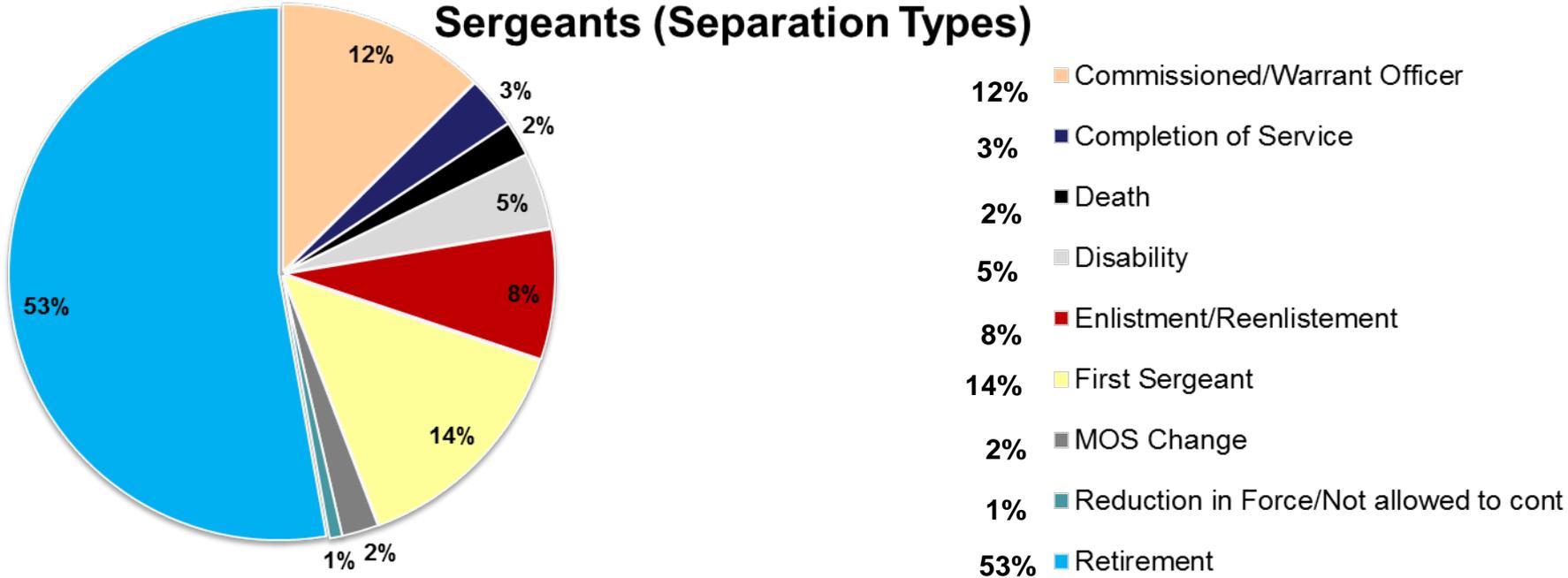
- ❖ 20 voluntarily separated
- ❖ 4 involuntarily separated
- ❖ 6 are active/enlisted
- ❖ 4 became First Sergeant
- ❖ 1 became a warrant officer

**Of those female Gunnery Sergeants who separated, 83% were voluntary and 17% were involuntary**



# Male GySgts Not Promoted to MSgts

## 13xx/23xx Male Gunnery Sergeants Not Promoted to Master Sergeants (Separation Types)



Out of the 1,336 male 13xx/23xx Gunnery Sergeants who were not promoted to 13xx/23xx Master Sergeant:

- ❖ 741 voluntarily separated
- ❖ 105 involuntarily separated
- ❖ 104 are active/enlisted
- ❖ 6 separated with blank/erroneous separation codes
- ❖ 186 became First Sergeant
- ❖ 165 became commissioned or warrant officers
- ❖ 29 changed MOS

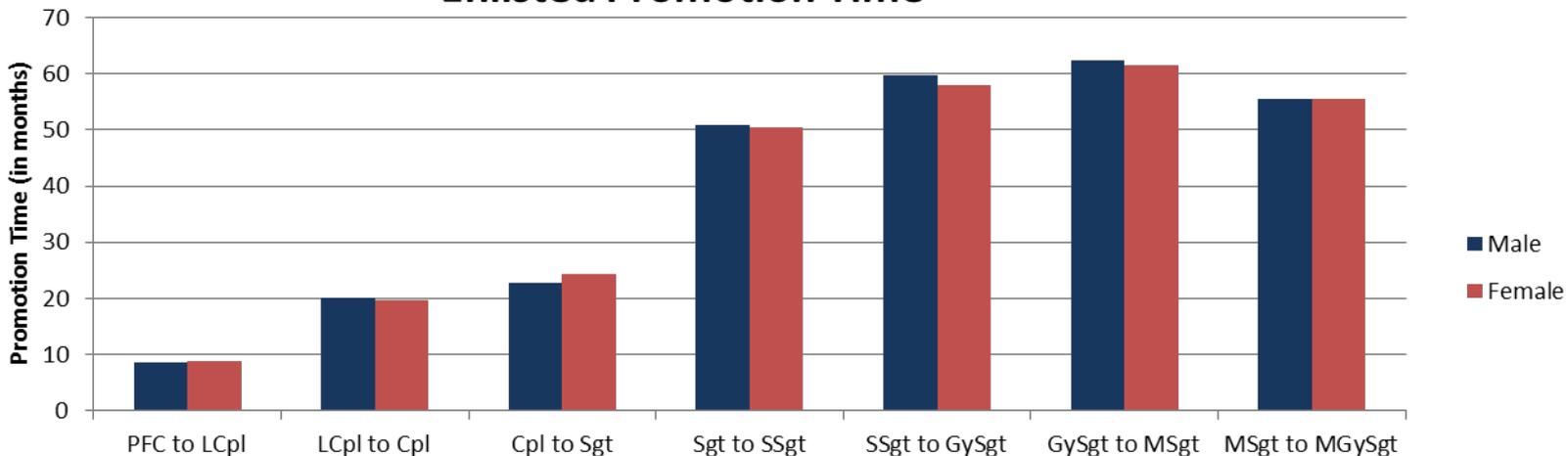
**Of those male Gunnery Sergeants who separated, 88% were voluntary and 22% were involuntary**



# Promotion Time for All Enlisted Marine

## TASK 1

### Enlisted Promotion Time



Grade Promotion	Promotion Time (in months)		
	Male	Female	Difference
PFC to LCpl	9	9	0
LCpl to Cpl	20	20	0
Cpl to Sgt	23	24	+1
Sgt to SSgt	51	50	-1
SSgt to GySgt	60	58	-2
GySgt to MSgt	62	62	0
MSgt to MGySgt	55	56	+1

Grade Promotion

On average for all MOSs, females are promoted at a comparable or slightly faster rate than males

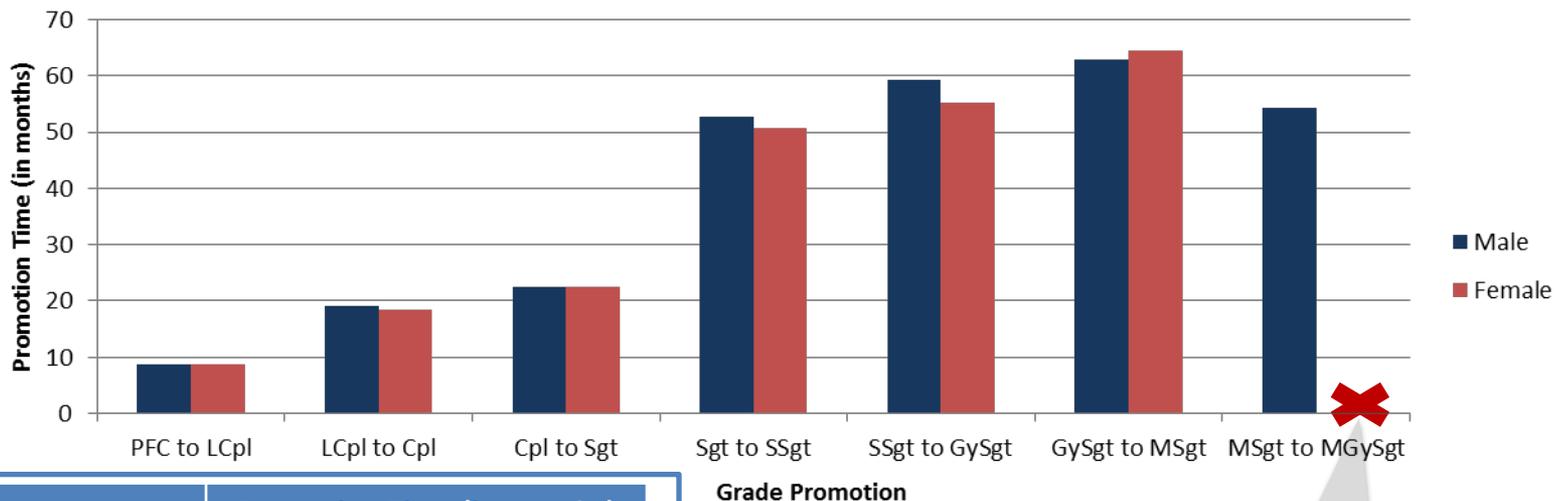
For all MOSs, the largest average difference in promotion time between genders is 2 months



# Promotion Time for 13xx and 23xx Enlisted Marines

## TASK 1

### Enlisted Promotion Time for 13xx/23xx



Grade Promotion	Promotion Time (in months)		
	Male	Female	Difference
PFC to LCpl	9	9	0
LCpl to Cpl	19	18	-1
Cpl to Sgt	22	22	0
Sgt to SSgt	53	51	-2
SSgt to GySgt	59	55	-4
GySgt to MSgt	63	64	+1
MSgt to MGySgt	54	-	-

There were no female Marines promoted from MSgt to MGySgt

On average for 13xx and 23xx, females are promoted at a comparable or slightly faster rate than males

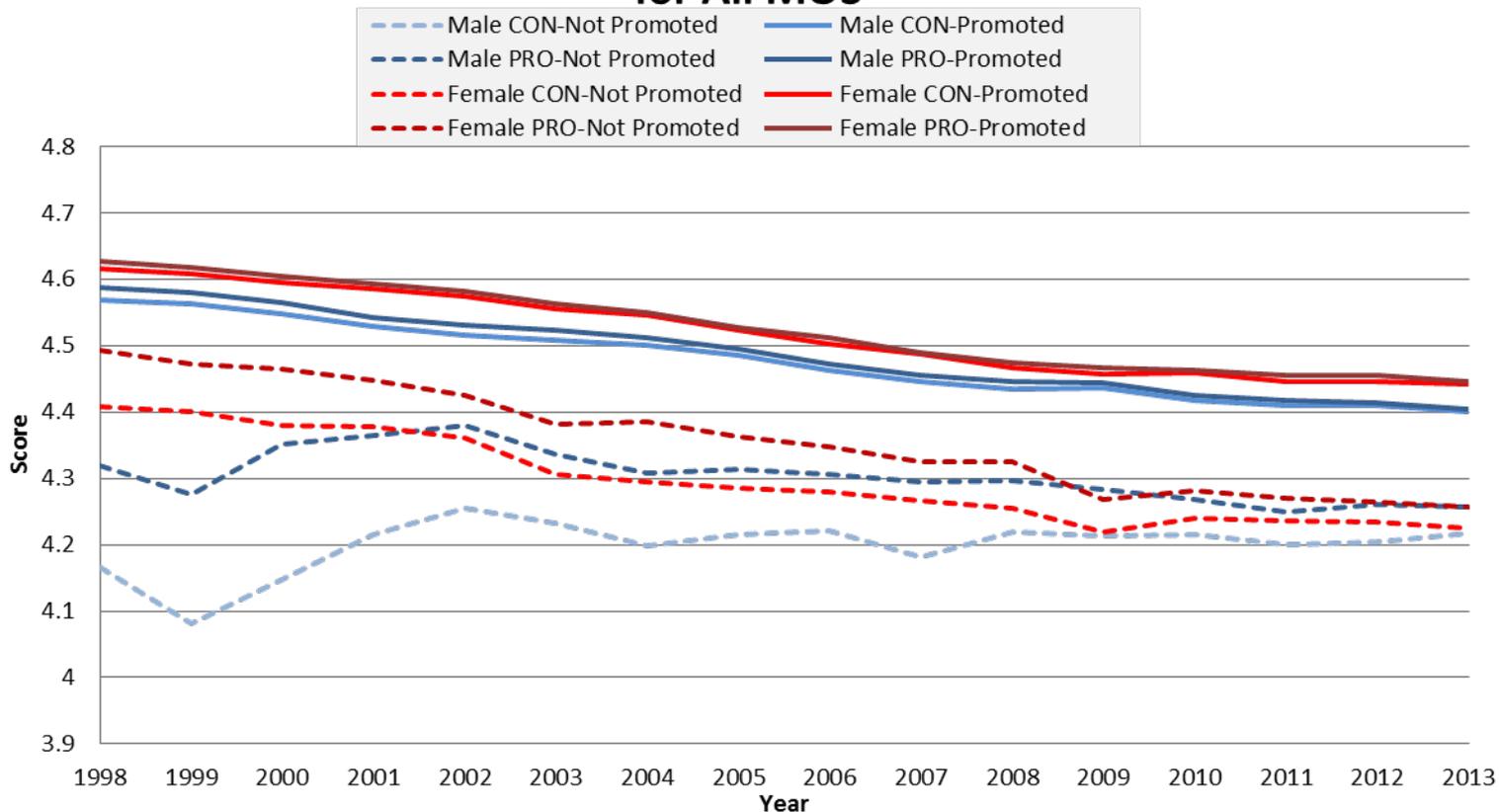
For 13xx and 23xx, the largest average difference in promotion time between genders is 4 months



# Proficiency and Conduct Marks for All Corporal Promotions

**TASK 1**

## Proficiency and Conduct Marks for Corporal Promotion for All MOS



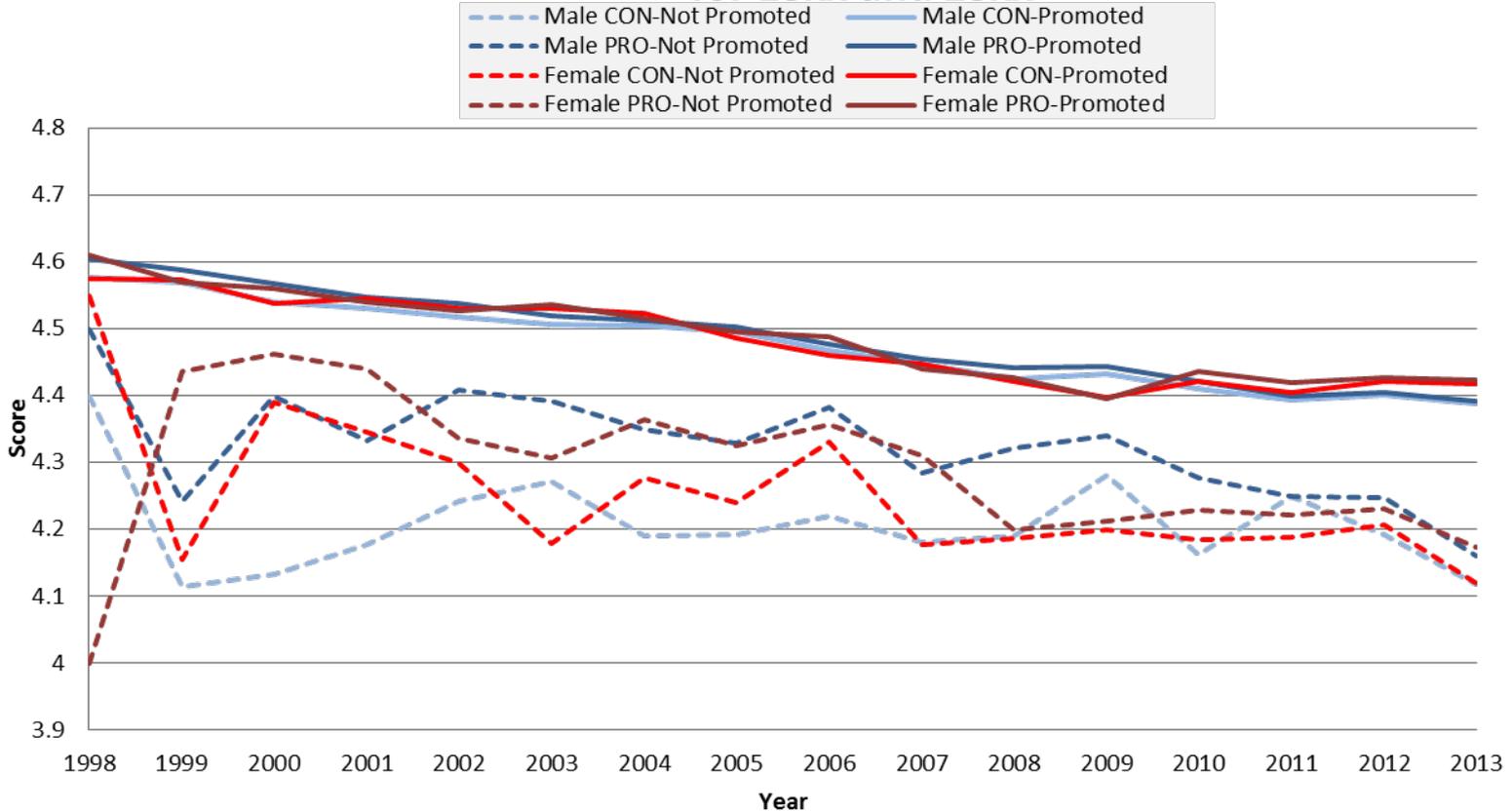
**No observed difference between scores of female Marines and male Marines promoted to corporal from 1998 to 2013**



# Proficiency and Conduct Marks for 13xx/23xx Corporal Promotions

**TASK 1**

## Proficiency and Conduct Marks for Corporal Promotion for 13xx and 23xx



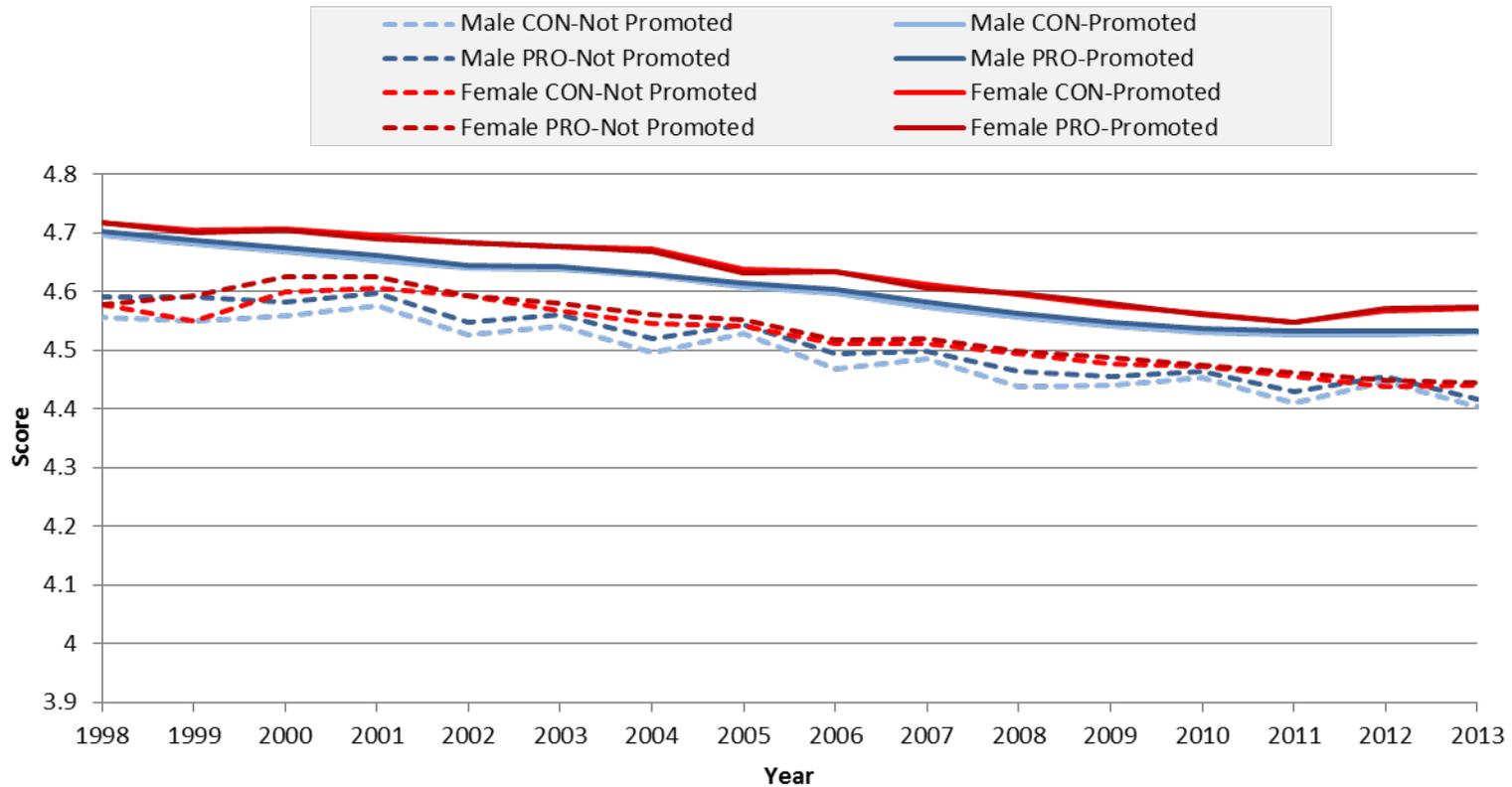
**No observed difference between scores of female Marines and male Marines promoted to corporal from 1998 to 2013**



# Proficiency and Conduct Marks for All Sergeant Promotions

**TASK 1**

## Proficiency and Conduct Marks for Sergeant Promotion for All MOS



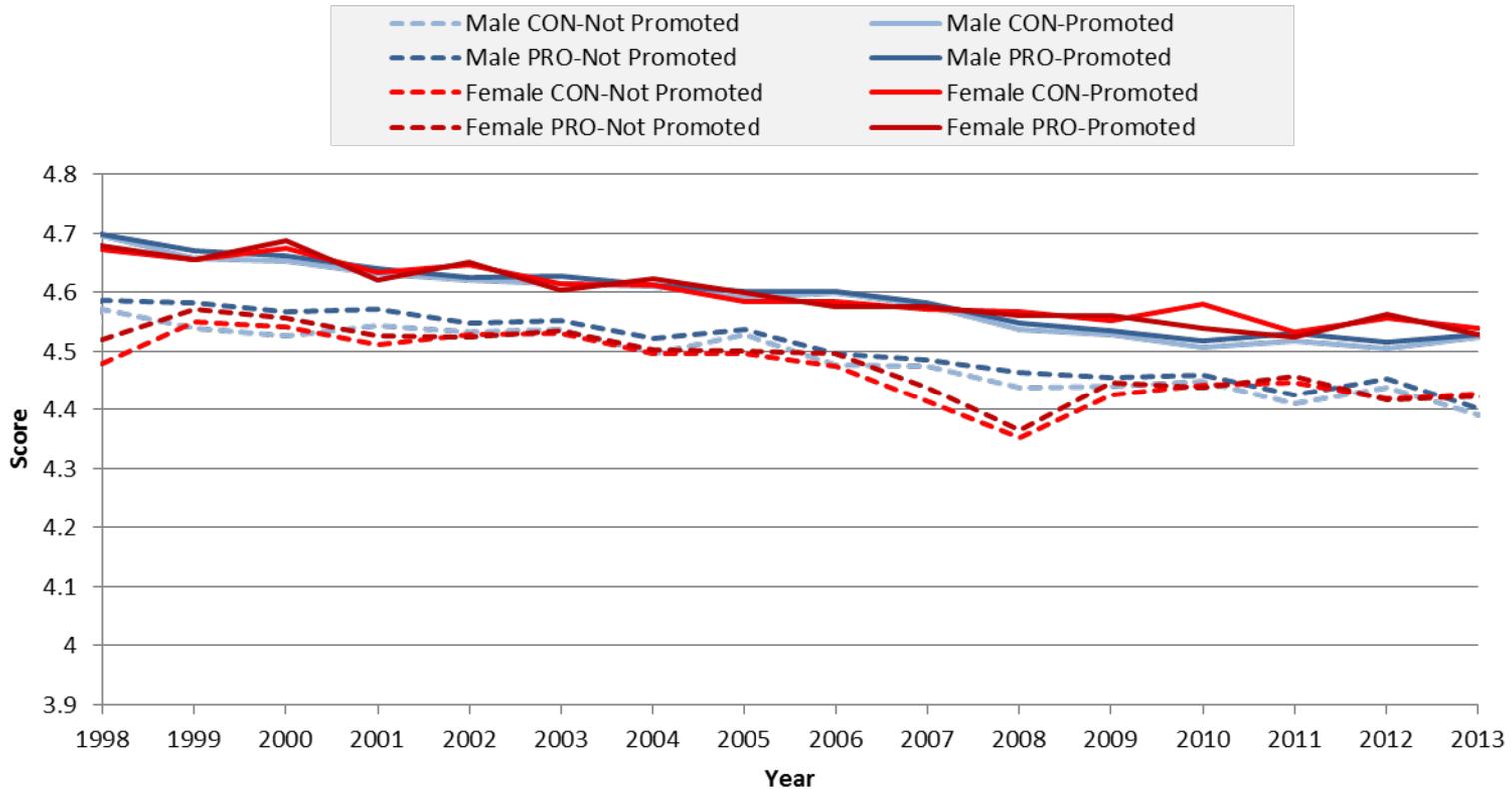
**No observed difference between scores of female Marines and male Marines promoted to sergeant from 1998 to 2013**



# Proficiency and Conduct Marks for 13xx/23xx Sergeant Promotions

**TASK 1**

## Proficiency and Conduct Marks for Sergeant Promotion for 13xx and 23xx



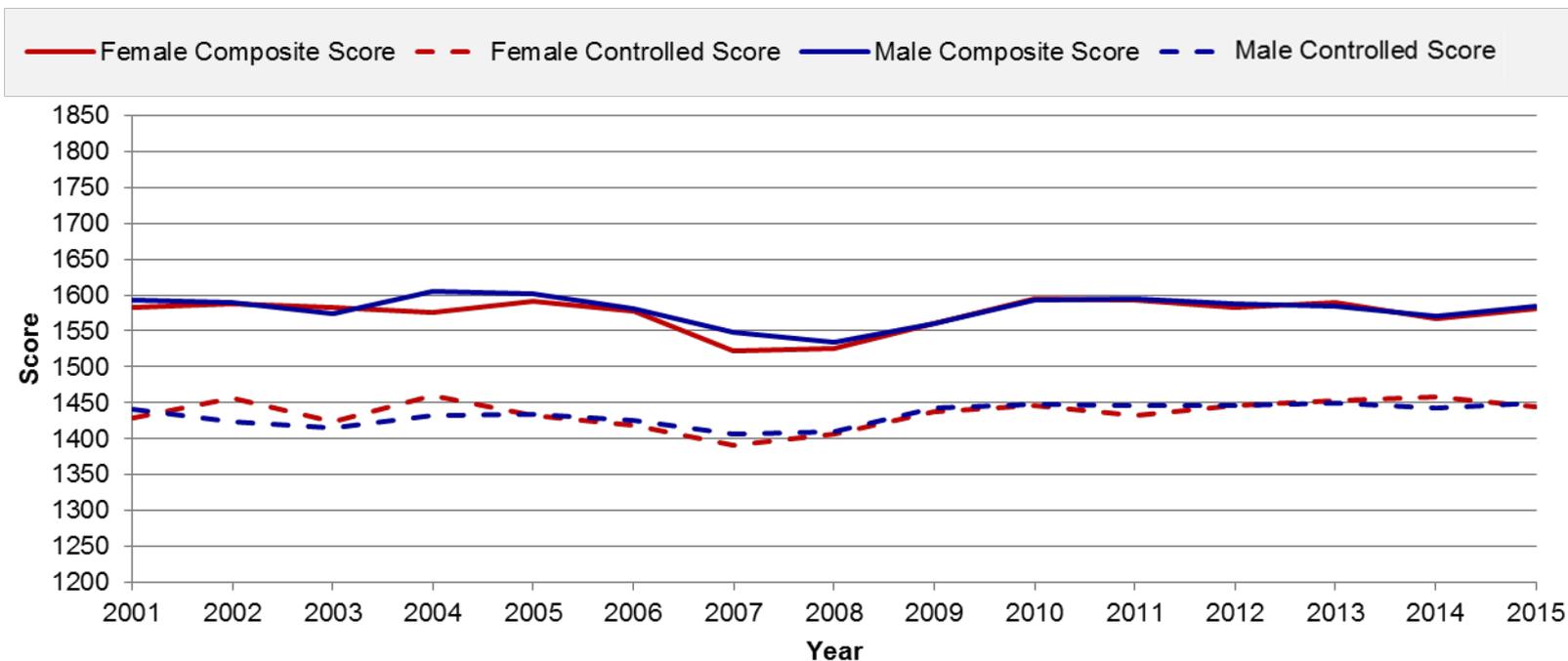
No observed difference between scores of female Marines and male Marines promoted to sergeant from 1998 to 2013



# Composite Scores for 1371 Corporal Promotions

**TASK 1**

## Comparison of Composite Scores for 1371 Corporal Promotion



Average	Male	Female	Difference
Composite Score	1580	1573	7
Controlled Score	1433	1435	2

Composite Score = PFT score + CFT score + Rifle score + Average proficiency marks + Average conduct marks + Education points + **Time in grade** + **Time in service**

Controlled Score = Composite Score - **Time in grade** - **Time in service**

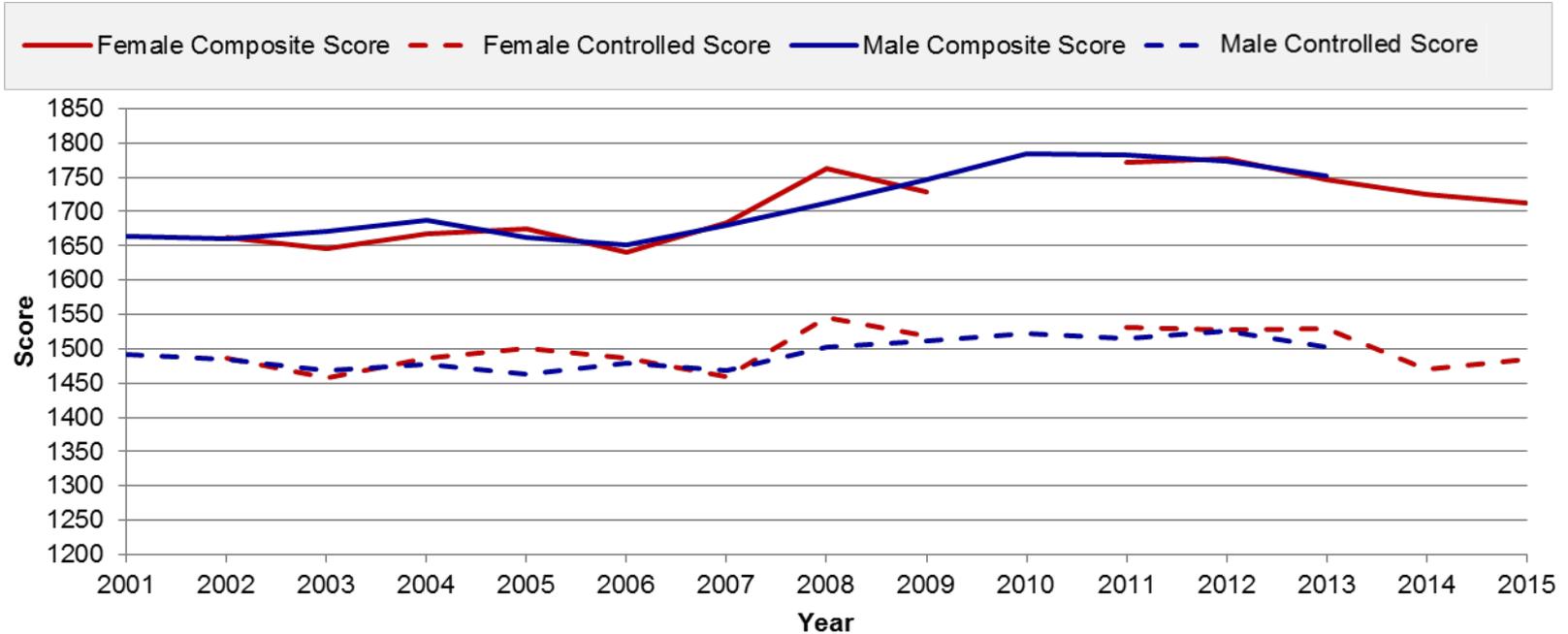
**No observed difference between scores of female Marines and male Marines promoted to corporal from 2001 to 2015**



# Composite Scores for 1371 Sergeant Promotions

**TASK 1**

## Comparison of Composite Scores for 1371 Sergeant Promotion



Average	Male	Female	Difference
Composite Score	1710	1712	2
Controlled Score	1493	1497	4

Composite Score = PFT score + CFT score + Rifle score + Average proficiency marks + Average conduct marks + Education points + **Time in grade** + **Time in service**

Controlled Score = Composite Score - **Time in grade** - **Time in service**

**No observed difference between scores of female Marines and male Marines promoted for sergeant from 2001 to 2015**



# Task 1: Summary/Findings

**TASK 1**

- **Career Designation of Officers**
  - For all MOSs, there is a higher percentage of male (71%) than female (66%) Marines career designated from 1994-2014
  - For 1302, there is a higher percentage of male (66%) than female (65%) Marines career designated from 1994-2014
- **Promotion of Enlisted Marines**
  - For all MOSs, there is a higher percentage of male than female Marines promoted from 1994-2014 with the highest differences in the following rank:
    - Promotion from MSgt to MGySgt: male (32%) and female (21%) Marines promoted
  - For 13xx/23xx, there is a higher percentage of male than female Marines promoted from 1994-2014 with the highest differences in the following ranks:
    - Promotion from SSgt to GySgt: male (55%) and female (33%) Marines promoted
    - Promotion from GySgt to MSgt: male (41%) and female (24%) Marines promoted
    - Promotion from MSgt to MGySgt: male (28%) and female (0%) Marines promoted
- **Staff Sergeants Not Promoted to Gunnery Sergeants**
  - Of those female SSgts who separated, 73% were voluntary and 27% were involuntary
  - Of those male SSgts who separated, 66% were voluntary and 34% were involuntary
- **Gunnery Sergeants Not Promoted to Master Sergeants**
  - Of those female GySgts who separated, 83% were voluntary and 17% were involuntary
  - Of those male GySgts who separated, 88% were voluntary and 22% were involuntary



# Task 1: Summary/Findings

**TASK 1**

- Separation Codes of Enlisted Marines Not Promoted
  - Separation codes did not indicate MOS changes or promotions to First Sergeant or commissioner/warrant officers
  - Careers of enlisted Marines who were not promoted in the 13xx/23xx OccFields were tracked to see if they continued their careers in the 8999 MOS as First Sergeant or other MOSs as well as commissioned/warrant officers
- Promotion Time for Enlisted Marines
  - For all MOSs, female Marines were promoted faster than male Marines with a maximum difference of 2 months from 1994-2014
  - For 13xx and 23xx, female Marines are promoted faster than male Marines with a maximum difference of 4 months from 1994-2014
- Proficiency and Conduct Marks
  - No observed difference between scores of male and female Marines for promotion to Corporal
  - No observed difference between scores of male and female Marines for promotion to Sergeant
- Composite Score for MOS 1371
  - No observed difference between scores of male and female Marines for promotion to Corporal
  - No observed difference between scores of male and female Marines for promotion to Sergeant
- **There is a higher percentage of males career designated and promoted for all MOSs; however females on average are promoted faster than males**



# Methodology/Tasks

- **Task 1: Analysis of the TFDW Data.** The study team will use TFDW to pull data on all active duty Marines from 1994 to the present day. This data will be de-identified and used in aggregate to see if anything can be learned about the differences in the males and females who held combat engineer and EOD MOSs. The study team will look at the career designation of officers, promotion, pros and cons for the NCO population
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- **Task 3: Thematic Research.** The study team will conduct face-to-face and phone interviews using a semi-structured interview guide to collect data on females and males who hold or have held the combat engineer and EOD MOSs since the integration of these MOSs. The selected males and females will have 90 days of consecutive field time and/or deployments within their MOS. The interview responses will be analyzed by grouping respondent themes and correlating responses to narratively depict as findings. Their responses will be analyzed to determine if there is any relationship between billets and ratings from their pros/cons and FitRep data

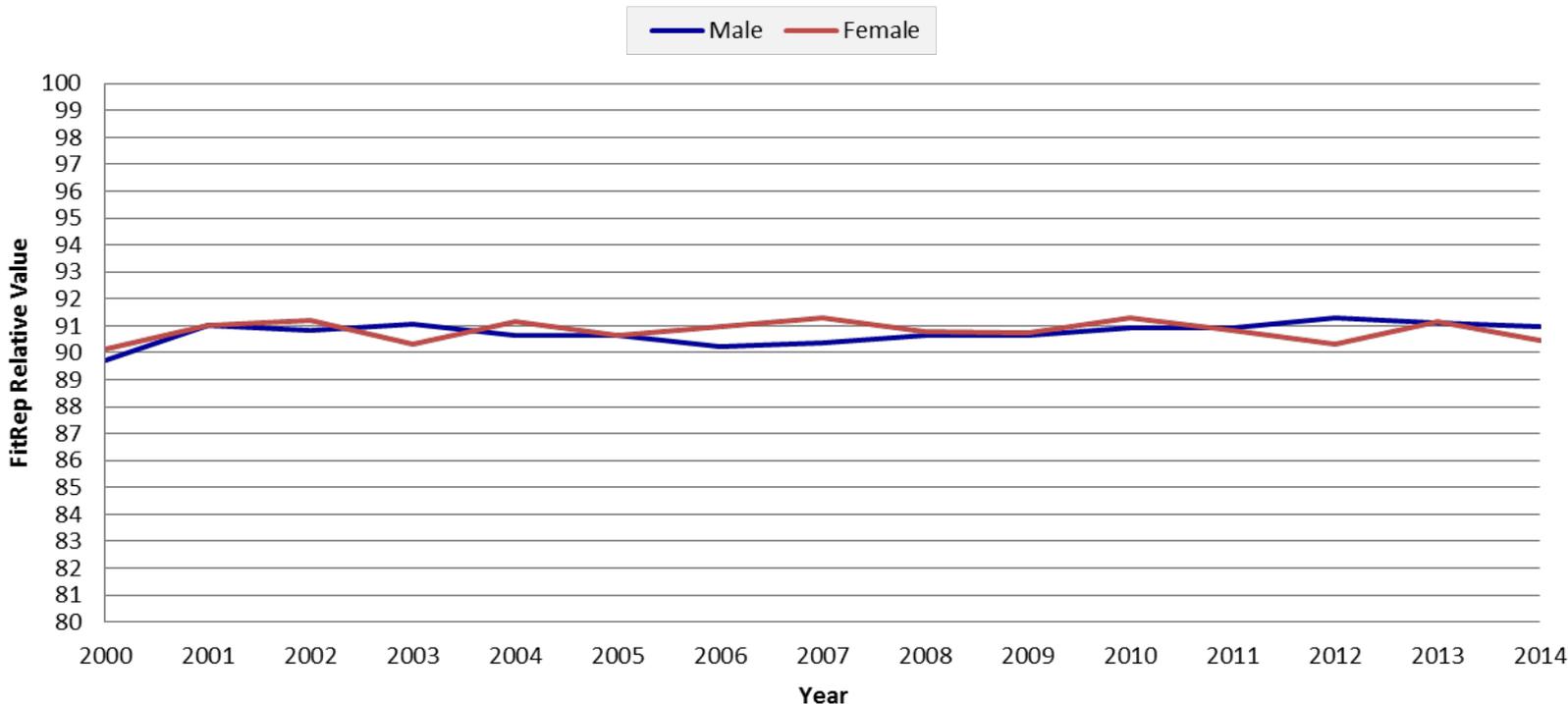
## **TASK 2: ANALYSIS OF THE FITREP DATA**



# FitRep Relative Values for 13xx/23xx Sergeants

**TASK 2**

## 13xx/23xx Sergeants' FitRep Relative Values



Average	Male	Female	Difference
FitRep Relative Value	91	91	0

FitRep Relative Value : Converted from FitRep Average and takes into account the Marine's position relative to other reports written by the reporting senior on the officers in the same pay grade

**No observed difference between FitRep of female and male 13xx/23xx Sergeants from 2000 to 2014**

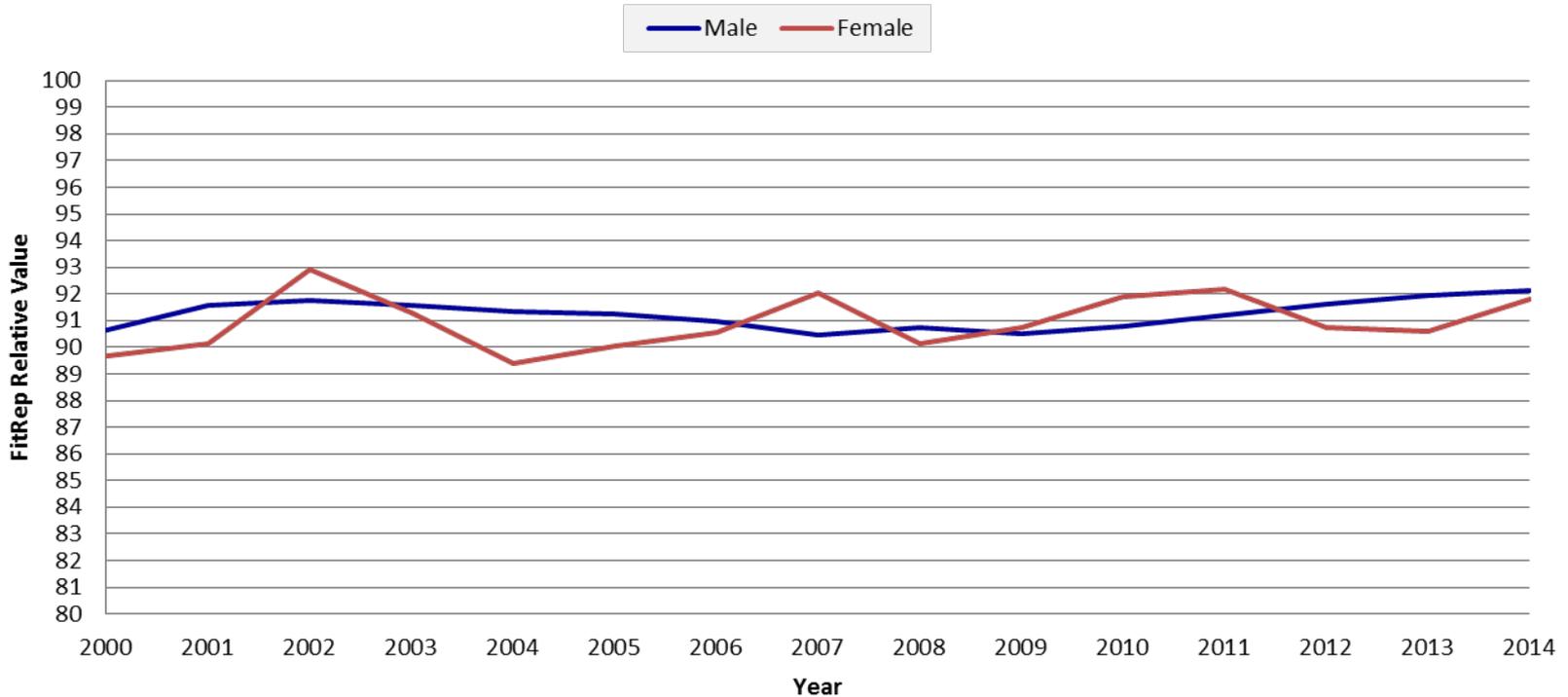


# FitRep Relative Values for 13xx/2xx Staff Sergeants

UNCLASSIFIED

**TASK 2**

## 13xx/23xx Staff Sergeants' FitRep Relative Values



Average	Male	Female	Difference
FitRep Relative Value	91	91	0

FitRep Relative Value : Converted from FitRep Average and takes into account the Marine's position relative to other reports written by the reporting senior on the officers in the same pay grade

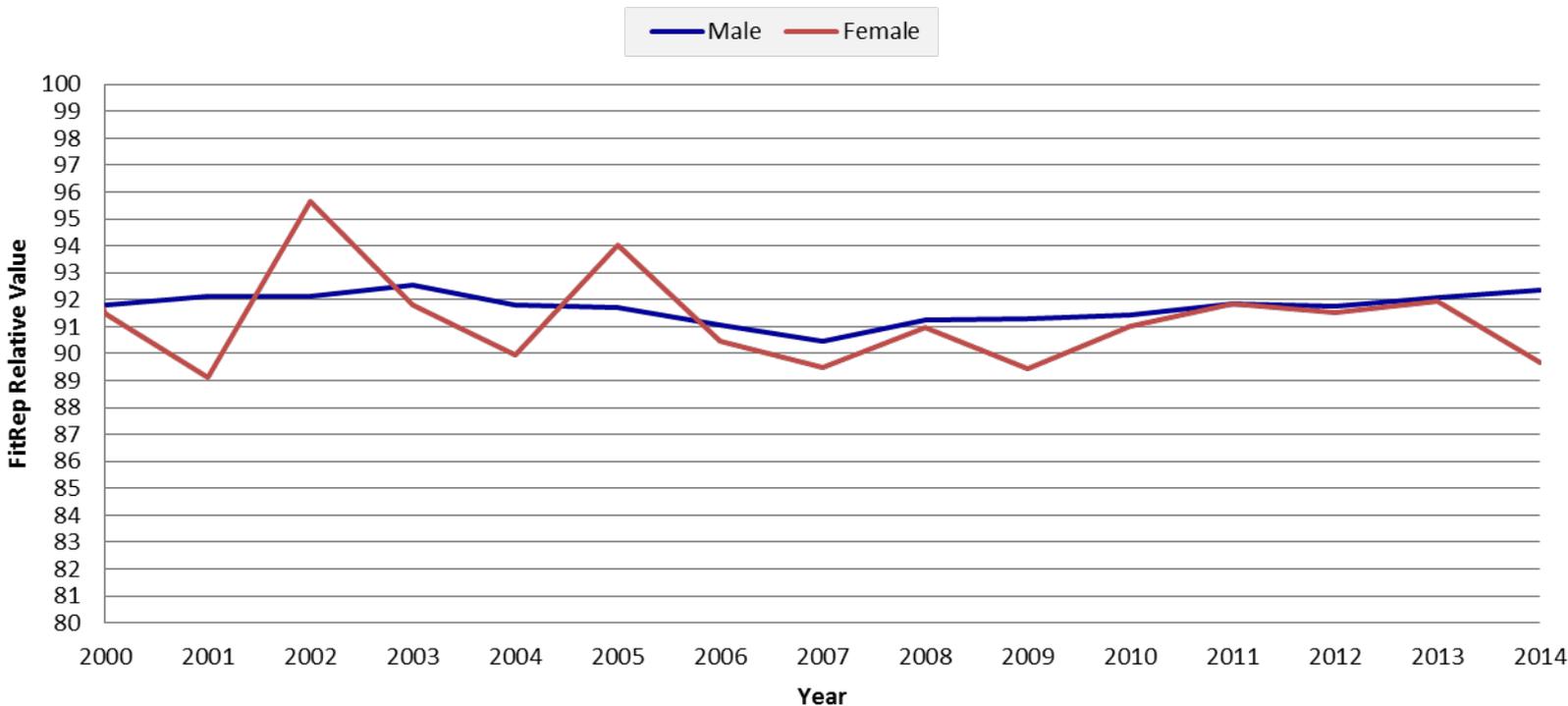
**No observed difference between FitRep of female and male 13xx/23xx Staff Sergeants from 2000 to 2014**



# FitRep Relative Values for 13xx/23xx Gunnery Sergeants

**TASK 2**

## 13xx/23xx Gunnery Sergeants' FitRep Relative Values



Average	Male	Female	Difference
FitRep Relative Value	92	92	0

FitRep Relative Value : Converted from FitRep Average and takes into account the Marine's position relative to other reports written by the reporting senior on the officers in the same pay grade

**No observed difference between FitRep of female and male 13xx/23xx Gunnery Sergeants from 2000 to 2014**

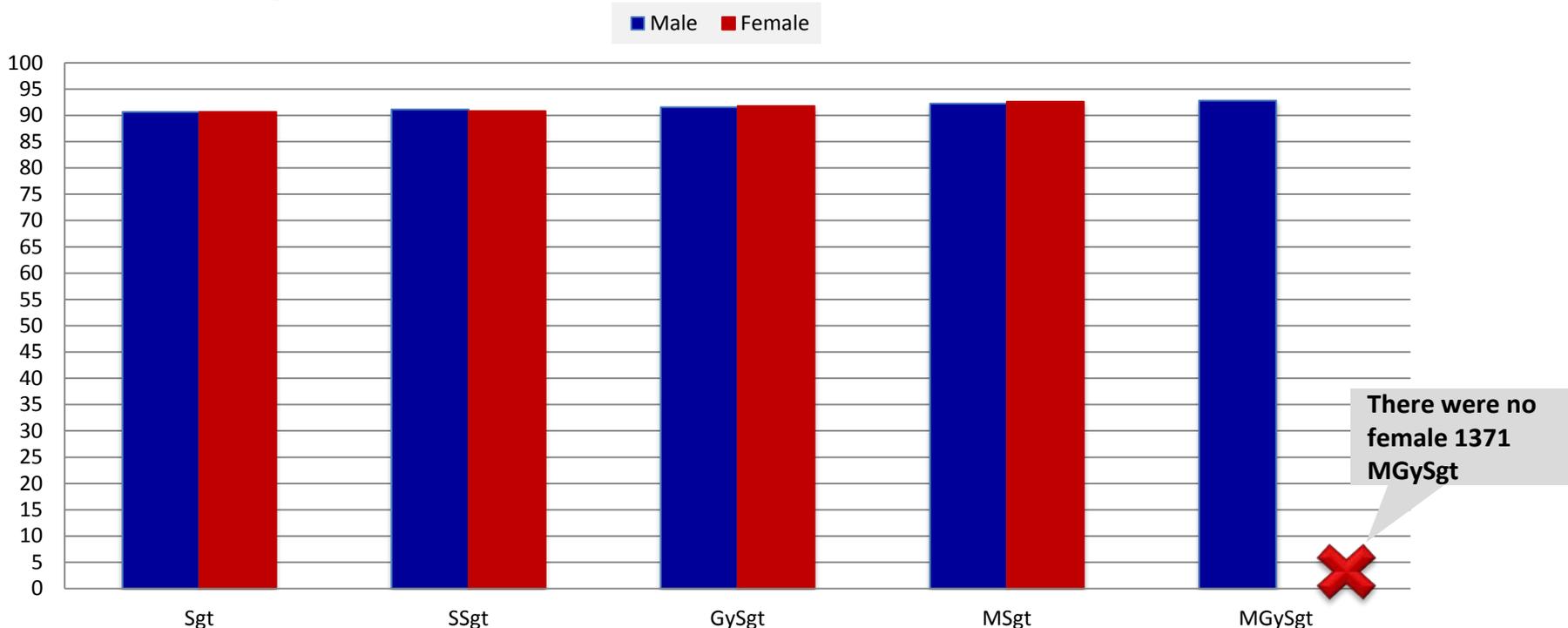


# FitRep Relative Values for 13xx/23xx SNCOs

UNCLASSIFIED

## TASK 2

### FitRep Relative Values for 13xx/23xx SNCOs 2000-2014



13xx/23xx SNCOs  
2000-2014

Rank	13xx/23xx Male	13xx/23xx Female
Sgt	9,133	416
SSgt	3,051	116
GySgt	1,697	40
MSgt	672	8
MGySgt	197	-

Due to the small population size of female Marines in the 13xx and 23xx MOSs, there is not enough data to see a trend over time in these ranks

No observed difference between FitRep of female and male 13xx/23xx SNCOs across ranks from 2000 to 2014

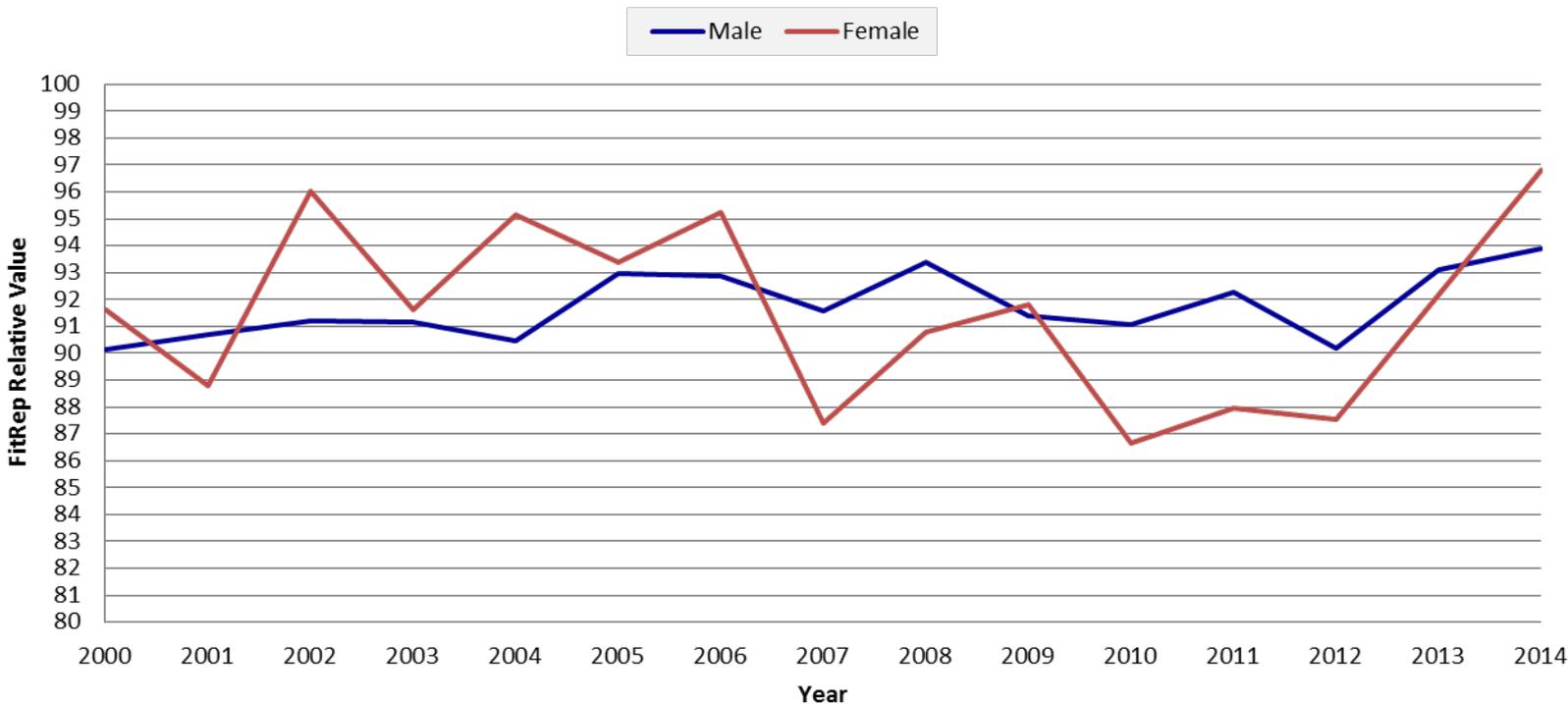


# FitRep Relative Values for 1302 Second Lieutenants

UNCLASSIFIED

## TASK 2

### 1302 Second Lieutenants' FitRep Relative Values



Average	Male	Female	Difference
FitRep Relative Value	92	92	0

FitRep Relative Value: Converted from FitRep Average and takes into account the Marine's position relative to other reports written by the reporting senior on the officers in the same pay grade

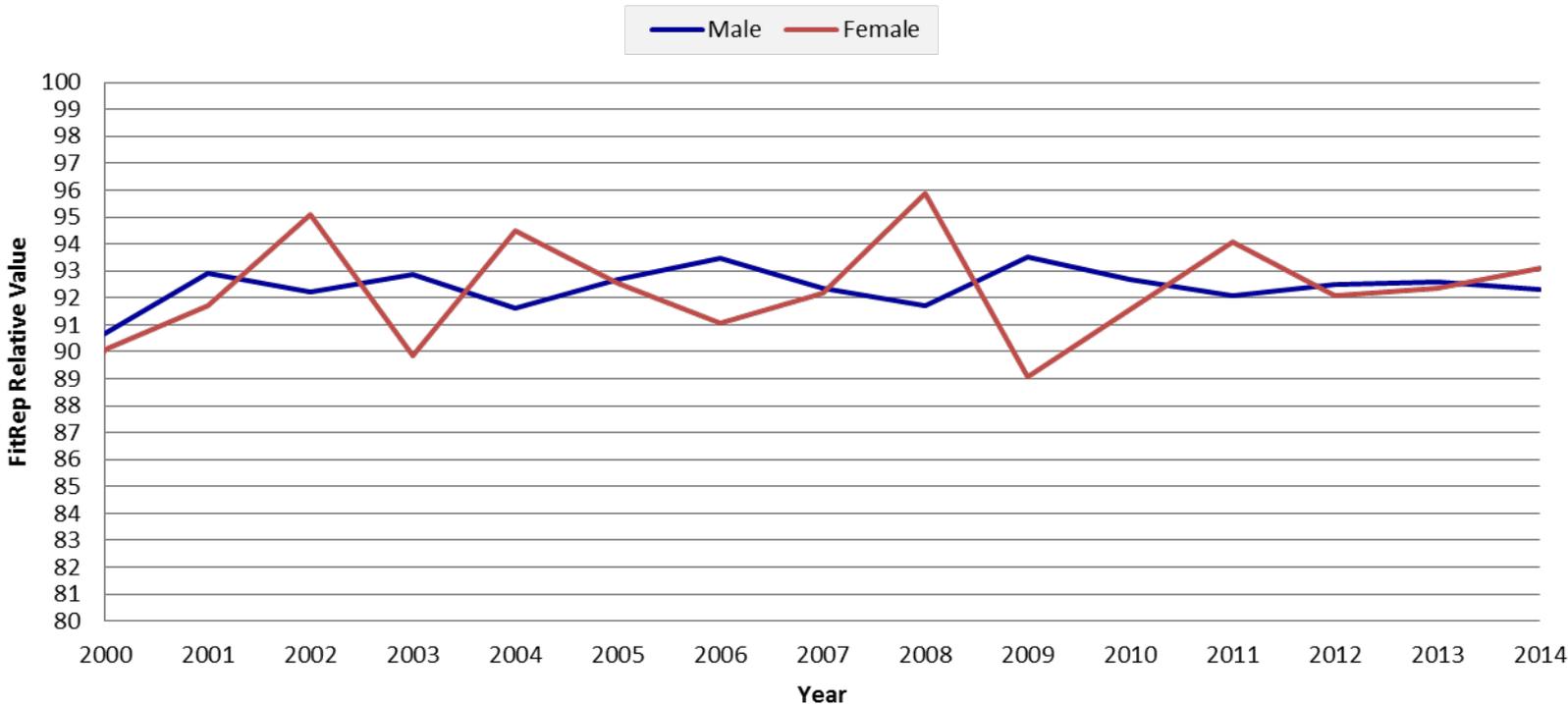
**No observed difference between FitRep of female and male 1302 Second Lieutenants from 2000 to 2014**



# FitRep Relative Values for 1302 First Lieutenants

**TASK 2**

## 1302 First Lieutenants' FitRep Relative Values



Average	Male	Female	Difference
FitRep Relative Value	92	92	0

FitRep Relative Value: Converted from FitRep Average and takes into account the Marine's position relative to other reports written by the reporting senior on the officers in the same pay grade

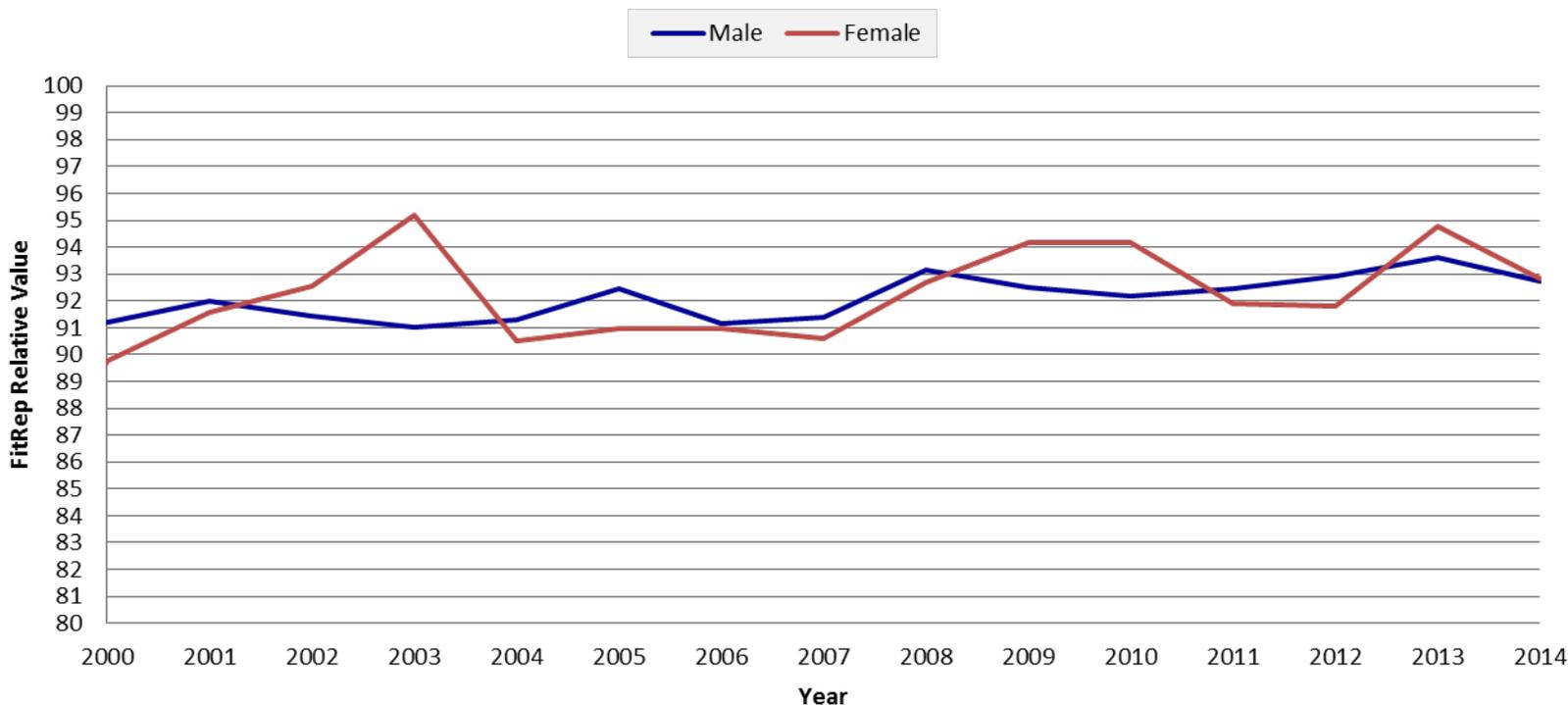
**No observed difference between FitRep of female and male 1302 First Lieutenants from 2000 to 2014**



# FitRep Relative Values for 1302 Captains

**TASK 2**

## 1302 Captains' FitRep Relative Values



Average	Male	Female	Difference
FitRep Relative Value	92	92	0

FitRep Relative Value: Converted from FitRep Average and takes into account the Marine's position relative to other reports written by the reporting senior on the officers in the same pay grade

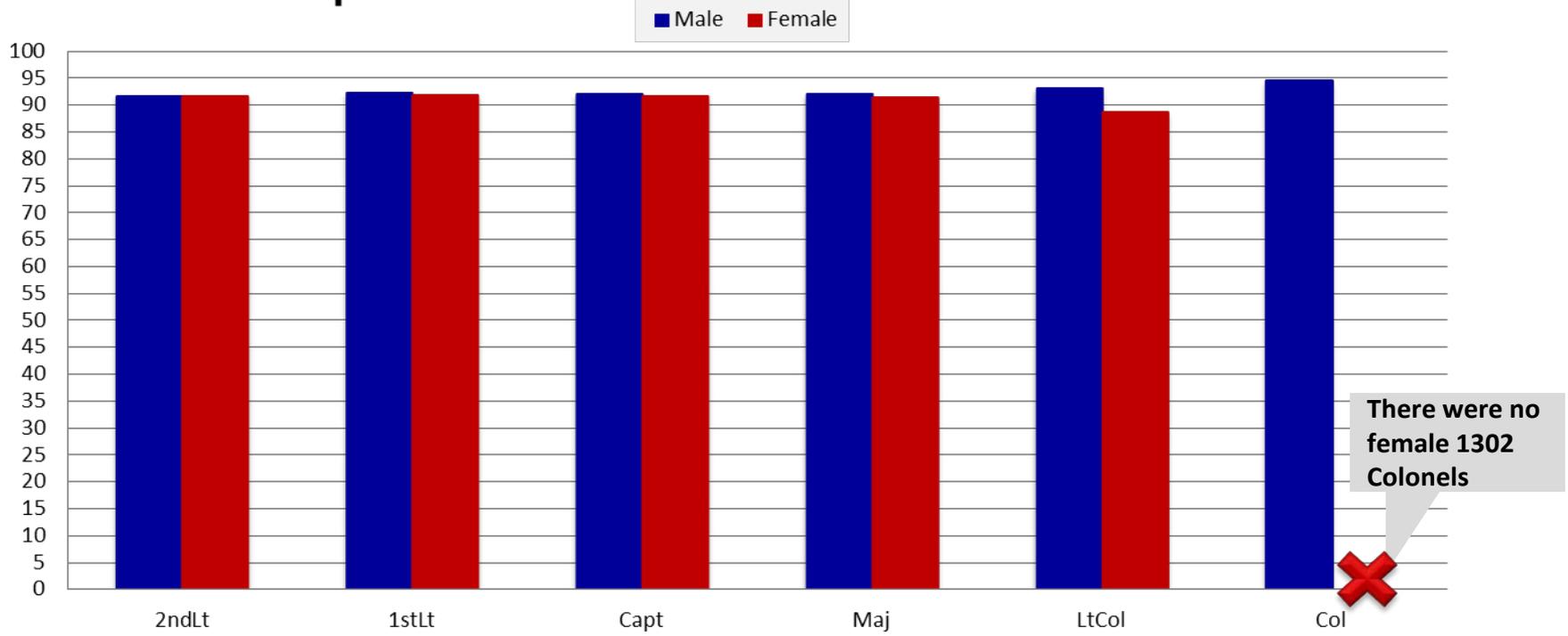
**No observed difference between FitRep of female and male 1302 Captains from 2000 to 2014**



# FitRep Relative Values for 1302 Officers

**TASK 2**

FitRep Relative Values for 1302 Officers 2000-2014



1302 Officers  
2000-2014

Rank	1302 Male	1302 Female
2nd LT	678	82
1st LT	803	89
Capt	555	61
Maj	225	17
LtCol	145	3
Col	46	-

Due to the small population size of female Marines in the 1302 MOS, there is not enough data to see a trend over time in these ranks

No observed difference between FitRep of female and male 1302 Officers across ranks from 2000 to 2014

# **FOLLOW-UP TASKS FROM IPR 1 & 2**



# Follow-Up Tasks from IPR 1 & 2

**FOLLOW-UP**

- Look at the number and location of 1371 billets including the unit name, grade of the 1371 billet and if the billet was coded as male only
- Look at the male and female Marines that have been assigned to the Combat Engineer Battalion (CEB) and the associated promotion rates to Staff Sergeant
- Look at the promotion rates to Staff Sergeant of MOS 1371 Marines who have never been in the CEB
- Look at what CEB leadership opportunities are available at the platoon and company level



# MOS 1371 Billets

**FOLLOW-UP**

26% of 1371 billets are male only

UIC	Unit	Location	# of Closed Billets	Pay Grades
M11406	MAC 1ST CEB 1ST MARDIV	CAMP PENDLETON CA	20/20	E1,E3-E8
M12406	MOB ASLT CO (MAC) 2D CEB 2D MARDIV	CAMP LEJEUNE NC	20/20	E1,E3-E8
M14403	COMBAT ENGR CO A 4TH CEB 4TH MARDIV	CHARLESTON WV	19/19	E2-E7
M14401	H&S CO 4TH CEB 4TH MARDIV	BALTIMORE MD	18/18	E1-E8
M21804	ENGR CO 3D CAB 3D MARDIV	FPO AP	16/16	E2,E4-E8
M11403	COMBAT ENGR CO A 1ST CEB 1ST MARDIV	CAMP PENDLETON CA	11/11	E2-E7
M11404	COMBAT ENGR CO B 1ST CEB 1ST MARDIV	CAMP PENDLETON CA	11/11	E2-E7
M11405	COMBAT ENGR CO C 1ST CEB 1ST MARDIV	CAMP PENDLETON CA	11/11	E2-E7
M12403	COMBAT ENGR CO A 2D CEB 2D MARDIV	CAMP LEJEUNE NC	11/11	E2-E7
M12404	COMBAT ENGR CO B 2D CEB 2D MARDIV	CAMP LEJEUNE NC	11/11	E2-E7
M12405	COMBAT ENGR CO C 2D CBTENGRBN 2D MARDIV	CAMP LEJEUNE NC	11/11	E2-E7
M14402	COMBAT ENGR CO E 4TH CEB 4TH MARDIV	BESSEMER AL	11/11	E2-E7
M14404	COMBAT ENGR CO B 4TH CEB 4TH MARDIV	ROANOKE VA	11/11	E2-E7
M14405	COMBAT ENGR CO C 4TH CEB 4TH MARDIV	LYNCHBURG VA	11/11	E2-E7
M14406	COMBAT ENGR CO D 4TH CEB 4TH MARDIV	KNOXVILLE TN	11/11	E2-E7
M11401	H&S CO 1ST CEB 1ST MARDIV	CAMP PENDLETON CA	9/9	E2,E4-E8
M12401	H&S CO 2D CEB 2D MARDIV	CAMP LEJEUNE NC	9/9	E2,E4-E8
M13403	CMBT ASLT CO 3D MAR REGT 3D MARDIV	KANEOHE BAY HI	6/6	E2-E7
M20008	MCSCG MARFORCOM	FORT STORY VA	1/2	E5
M20229	COMBINED ARMS TRNG CTR CAMP FUJI	FPO AP	1/2	E2

These units contain only closed billets

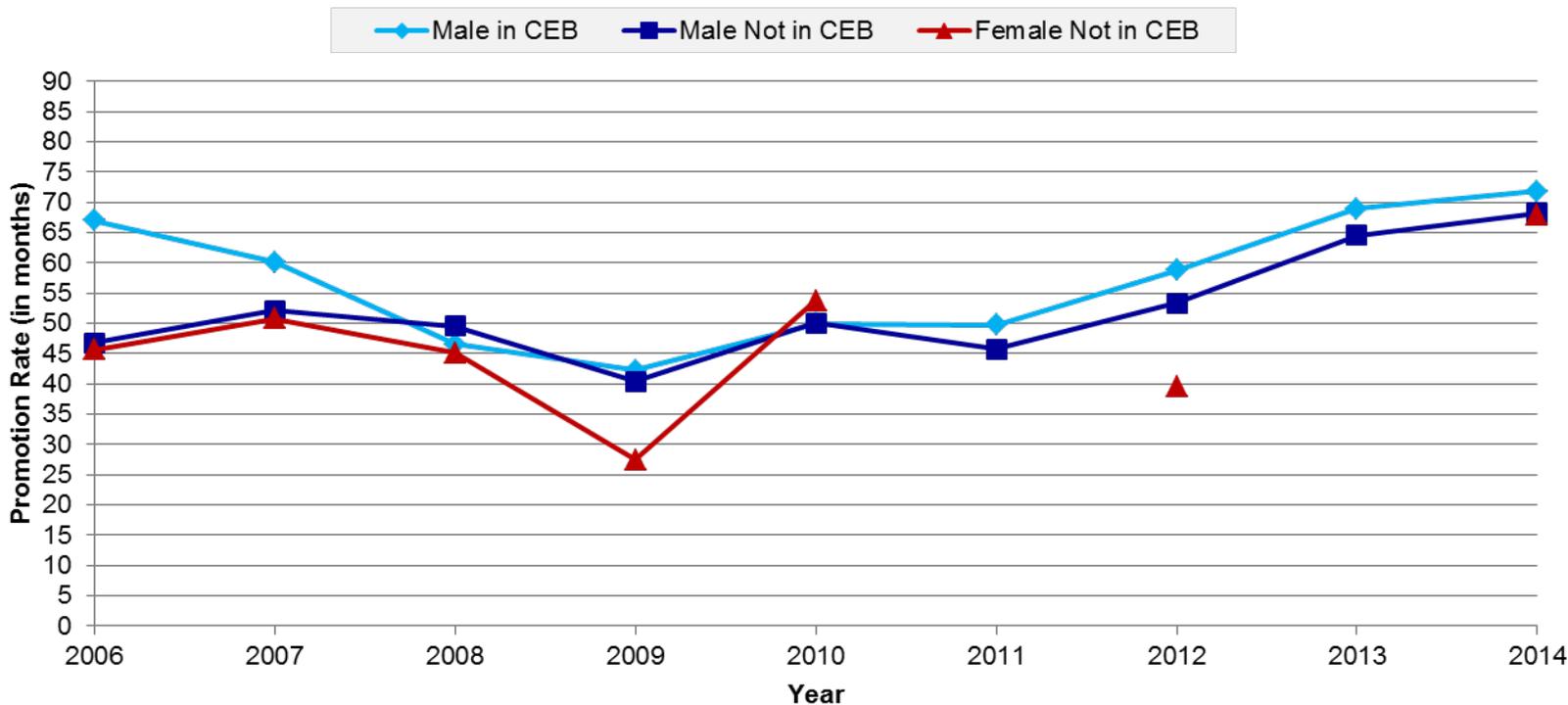
Currently 20 units contain 1371 billets that are closed to women



# Time to Promotion in CEB

**FOLLOW-UP**

## Promotion Rate to 1371 SSgt in CEB vs not in CEB



	Average Promotion Rate (in months)		
Grade Promotion	Male in CEB	Male Not in CEB	Female Not in CEB
Sgt to SSgt	57	52	47

From 2006-2014:

- ❖ Small population size of female SSgts in the 1371 MOS
  - 10 female SSgts in the 1371 MOS
- ❖ 452 male SSgts in the 1371 MOS
  - Of 452, 161 male SSgts in CEB

In CEB is defined as having previous CEB experience prior to promotion  
 Not in CEB is defined as not having previous CEB experience prior to promotion

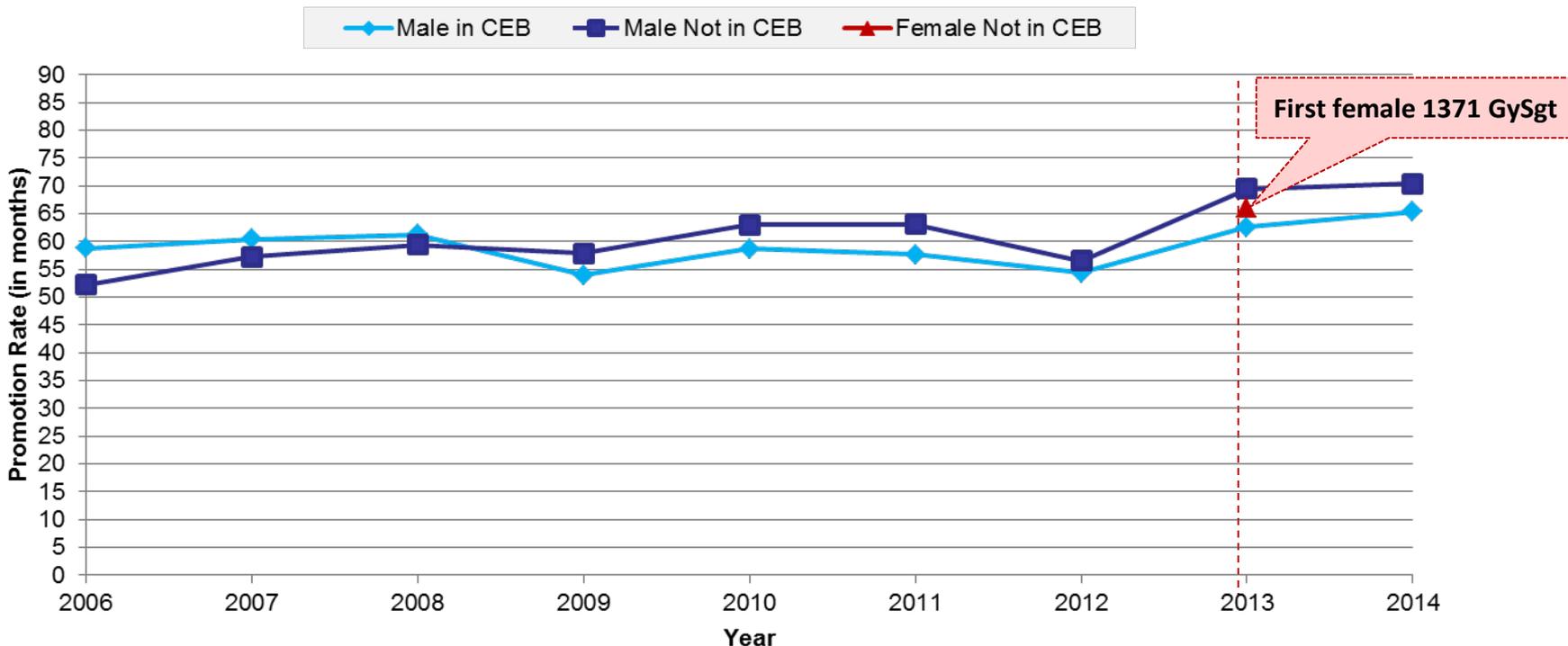
**Females who have not been in the CEB are promoted to SSgt faster than males who have not been in CEB**



# Time to Promotion in CEB

**FOLLOW-UP**

## Promotion Rate to 1371 GySgt in CEB vs not in CEB



First female 1371 GySgt

	Average Promotion Rate (in months)		
Grade Promotion	Male in CEB	Male Not in CEB	Female Not in CEB
SSgt to GySgt	59	61	66

- From 2006-2014:
- ❖ Small population size of female GySgts in the 1371 MOS
    - 1 female GySgt in the 1371 MOS
  - ❖ 273 male GySgts in the 1371 MOS
    - Of 273, 96 male GySgts in CEB

In CEB is defined as having previous CEB experience prior to promotion  
 Not in CEB is defined as not having previous CEB experience prior to promotion

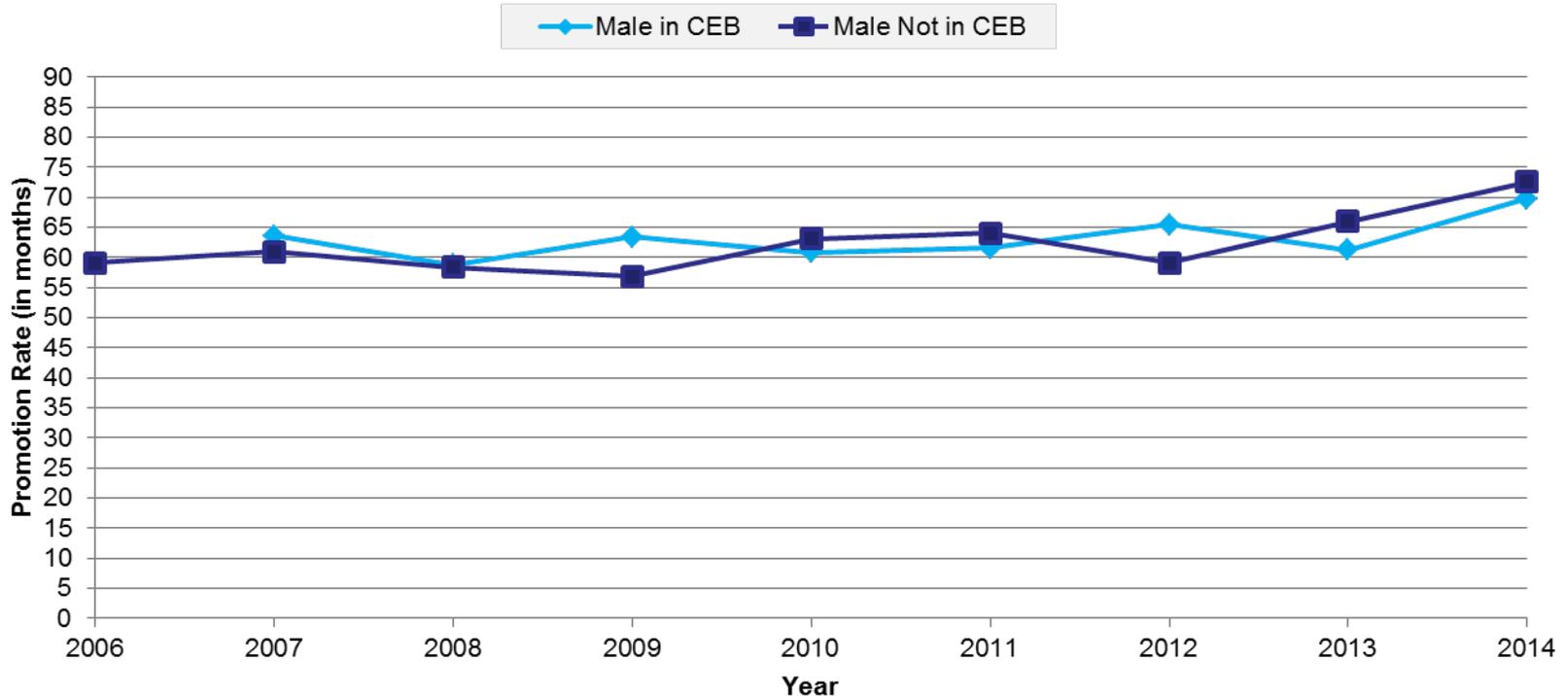
**Males in CEB are promoted to GySgt faster than males and females who have not been in CEB**



# Time to Promotion in CEB

**FOLLOW-UP**

## Promotion Rate to 1371 MSgt in CEB vs not in CEB



From 2006-2014:

- ❖ 0 female MSgts in the 1371 MOS
- ❖ 112 male MSgts in the 1371 MOS
  - Of 112, 43 male MSgts in CEB

In CEB is defined as having previous CEB experience prior to promotion  
 Not in CEB is defined as not having previous CEB experience prior to promotion

**Males who have not been in CEB are promoted to MSgt faster than males in CEB**

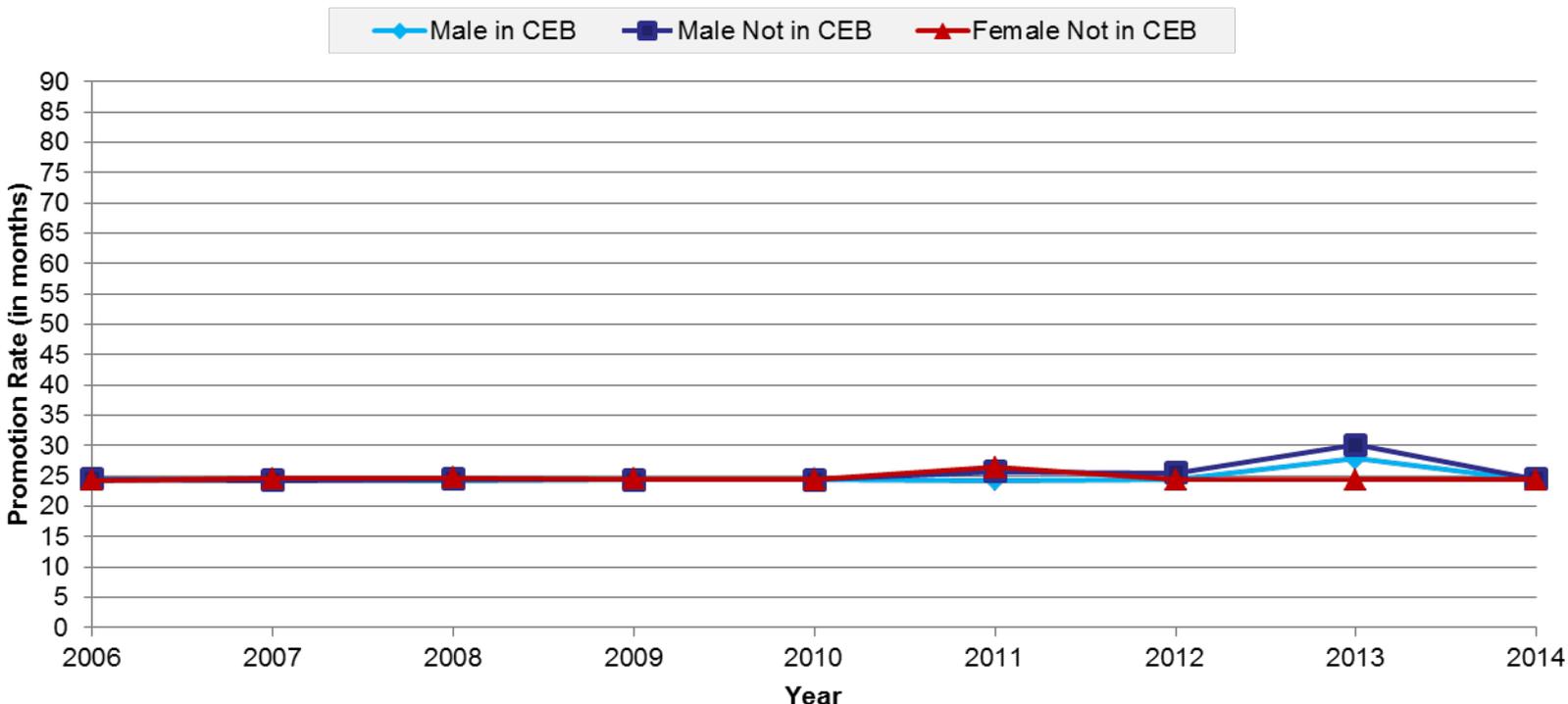
	Average Promotion Rate (in months)	
Grade Promotion	Male in CEB	Male Not in CEB
GySgt to MSgt	63	62



# Time to Promotion in CEB

**FOLLOW-UP**

## Promotion Rate to 1302 1stLt in CEB vs not in CEB



From 2006-2014:

- ❖ Small population size of female 1stLts in the 1371 MOS
  - 54 female 1stLts in the 1371 MOS
- ❖ 491 male 1stLts in the 1371 MOS
  - Of 491, 138 male 1stLts in CEB

In CEB is defined as having previous CEB experience prior to promotion  
 Not in CEB is defined as not having previous CEB experience prior to promotion

	Average Promotion Rate (in months)		
Grade Promotion	Male in CEB	Male Not in CEB	Female Not in CEB
2 <sup>nd</sup> Lt to 1 <sup>st</sup> Lt	25	25	25

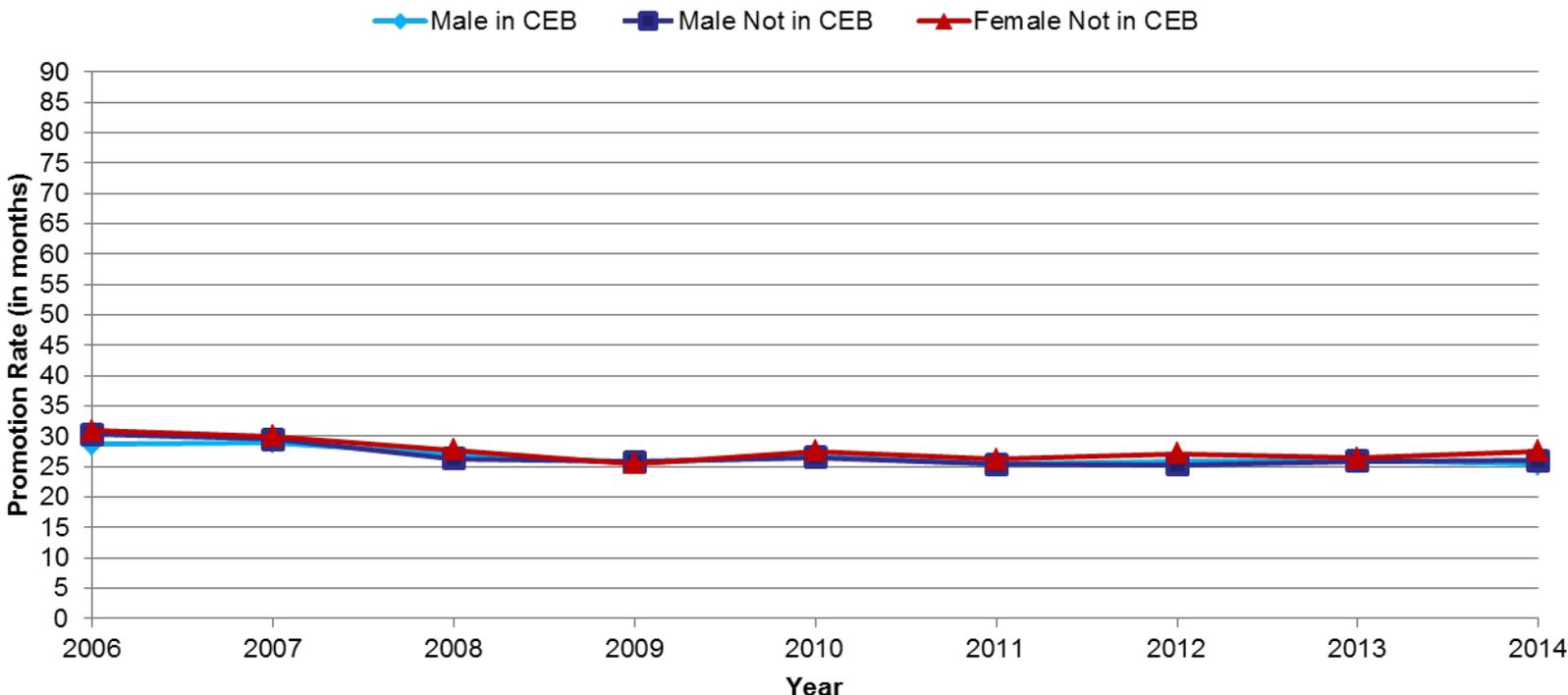
**No observed difference between the promotion rates of Marines who have served in CEB and not in CEB**



# Time to Promotion in CEB

**FOLLOW-UP**

## Promotion Rate to 1302 Capt in CEB vs not in CEB



From 2006-2014:

- ❖ Small population size of female Capts in the 1371 MOS
  - 38 female Capts in the 1371 MOS
- ❖ 311 male Capts in the 1371 MOS
  - Of 311, 124 male Capts in CEB

In CEB is defined as having previous CEB experience prior to promotion  
 Not in CEB is defined as not having previous CEB experience prior to promotion

	Average Promotion Rate (in months)		
Grade Promotion	Male in CEB	Male Not in CEB	Female Not in CEB
1 <sup>st</sup> Lt to Capt	27	27	28

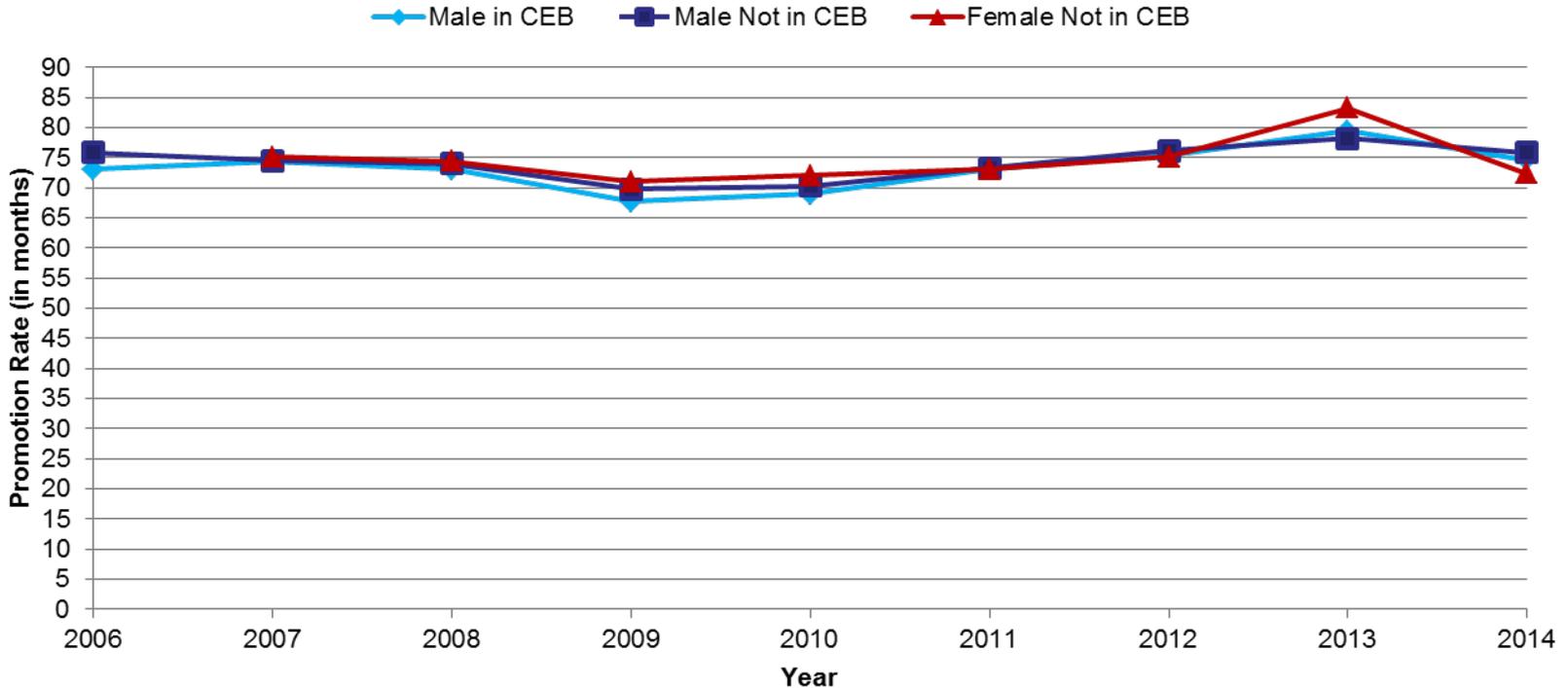
**Males who have been in CEB and not in CEB are promoted to Capt faster than females who have not been in CEB**



# Time to Promotion in CEB

**FOLLOW-UP**

## Promotion Rate to 1302 Maj in CEB vs not in CEB



	Average Promotion Rate (in months)		
Grade Promotion	Male in CEB	Male Not in CEB	Female Not in CEB
Capt to Maj	73	74	75

From 2006-2014:

- ❖ Small population size of female Maj's in the 1371 MOS
  - 13 female Maj's in the 1371 MOS
- ❖ 132 male Maj's in the 1371 MOS
  - Of 132, 50 male Maj's in CEB

In CEB is defined as having previous CEB experience prior to promotion  
 Not in CEB is defined as not having previous CEB experience prior to promotion

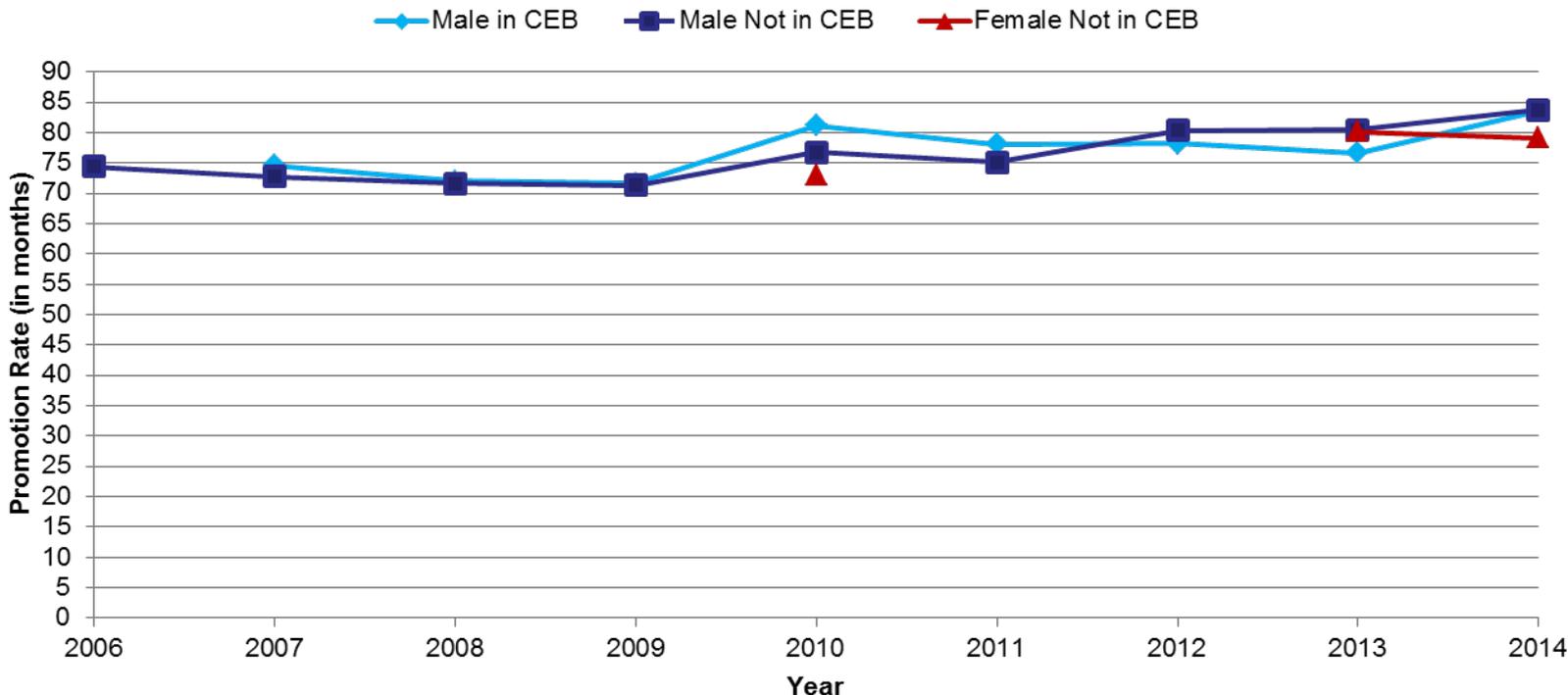
**Males who have been in CEB are promoted to Maj faster than males and females who have not served in CEB**



# Time to Promotion in CEB

**FOLLOW-UP**

## Promotion Rate to 1302 LtCol in CEB vs not in CEB



	Average Promotion Rate (in months)		
Grade Promotion	Male in CEB	Male Not in CEB	Female Not in CEB
Maj to LtCol	77	76	77

From 2006-2014:

- ❖ Small population size of female LtCols in the 1371 MOS
  - 3 female LtCols in the 1371 MOS
- ❖ 86 male LtCols in the 1371 MOS
  - Of 86, 27 male LtCols in CEB

In CEB is defined as having previous CEB experience prior to promotion  
 Not in CEB is defined as not having previous CEB experience prior to promotion

**Males who have not been in CEB are promoted to LtCol faster than males in CEB and females who have not been in CEB**



# Leadership Opportunities within CEB

- What leadership opportunities are available within CEB (at company and platoon level) for each Battalion?

<b>COMBAT ENGR CO A 1ST CEB 1ST MARDIV</b> COMPANY COMMANDER COMPANY GUNNERY SERGEANT EXECUTIVE OFFICER PLATOON COMMANDER PLATOON SERGEANT	<b>COMBAT ENGR CO B 2D CEB 2D MARDIV</b> COMPANY COMMANDER COMPANY GUNNERY SERGEANT EXECUTIVE OFFICER PLATOON COMMANDER PLATOON SERGEANT	<b>ENGR SPT CO 1ST CEB 1ST MARDIV</b> COMPANY COMMANDER PLATOON COMMANDER	<b>H&amp;S CO 1ST CEB 1ST MARDIV</b> COMMANDING OFFICER COMPANY COMMANDER COMPANY GUNNERY SERGEANT EXECUTIVE OFFICER
<b>COMBAT ENGR CO A 2D CEB 2D MARDIV</b> COMPANY COMMANDER COMPANY GUNNERY SERGEANT EXECUTIVE OFFICER PLATOON COMMANDER PLATOON SERGEANT	<b>COMBAT ENGR CO C 1ST CEB 1ST MARDIV</b> COMPANY COMMANDER COMPANY GUNNERY SERGEANT EXECUTIVE OFFICER PLATOON COMMANDER PLATOON SERGEANT	<b>ENGR SPT CO 2D CEB 2D MARDIV</b> COMPANY COMMANDER PLATOON COMMANDER	<b>H&amp;S CO 2D CEB 2D MARDIV</b> COMMANDING OFFICER COMPANY COMMANDER COMPANY GUNNERY SERGEANT
<b>COMBAT ENGR CO B 1ST CEB 1ST MARDIV</b> COMPANY COMMANDER COMPANY GUNNERY SERGEANT EXECUTIVE OFFICER PLATOON COMMANDER PLATOON SERGEANT	<b>COMBAT ENGR CO C 2D CEB 2D MARDIV</b> COMPANY COMMANDER COMPANY GUNNERY SERGEANT EXECUTIVE OFFICER PLATOON COMMANDER PLATOON SERGEANT	<b>MOB ASLT CO (MAC) 1ST CEB 1ST MARDIV</b> COMPANY COMMANDER EXECUTIVE OFFICER PLATOON COMMANDER PLATOON SERGEANT	
		<b>MOB ASLT CO (MAC) 2D CEB 2D MARDIV</b> COMPANY COMMANDER EXECUTIVE OFFICER PLATOON COMMANDER PLATOON SERGEANT	



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# Task 2 & Follow-Up: Summary/Findings

## TASK 2 & FOLLOW-UP

- No observed difference between FitRep of female and male 13xx/23xx Sgts and SNCOs across ranks from 2000 to 2014
- No observed difference between FitRep of female and male 1302 Officers across ranks from 2000 to 2014
- Currently 20 units contain 1371 MOS billets that are closed to women; 26% of all 1371 MOS billets are male only
- Female Marines who have not been in the CEB on average are promoted to Staff Sergeant faster than male Marines who have not been in CEB from 2006 to 2014
- Male Marines in CEB on average are promoted to Gunnery Sergeant faster than male and female Marines who have not been in CEB from 2006 to 2014
- No observed difference between promotion rates of female and male MOS 1302 officers who have CEB time and no CEB time from 2006 to 2014



# Methodology/Tasks

- **Task 1: Analysis of the TFDW Data.** The study team will use TFDW to pull data on all active duty Marines from 1994 to the present day. This data will be de-identified and used in aggregate to see if anything can be learned about the differences in the males and females who held combat engineer and EOD MOSs. The study team will look at the career designation of officers, promotion, pros and cons for the NCO population
- **Task 2: Analysis of the FitRep Data.** The study team will look at FitRep data for the officer and Staff Non-commissioned Officers (SNCO) population to compare the differences between males and females who held combat engineer and EOD MOSs
- **Task 3: Thematic Research.** The study team will conduct face-to-face and phone interviews using a semi-structured interview guide to collect data on females and males who hold or have held the combat engineer and EOD MOSs since the integration of these MOSs. The selected males and females will have 90 days of consecutive field time and/or deployments within their MOS. The interview responses will be analyzed by grouping respondent themes and correlating responses to narratively depict as findings. Their responses will be analyzed to determine if there is any relationship between billets and ratings from their pros/cons and FitRep data



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# TASK 3: THEMATIC RESEARCH

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# Methodology and Design

**TASK 3**

- Qualitative
  - Two groups (Female and Male Marines)
- Recruitment from the current male and female EOD and Combat Engineer population
- Face to Face Interviews
  - Digitally recorded and transcribed
  - One telephone interview by Google Voice



# Analytical Results from Interviews

**TASK 3**

1. Lack of overall confidence in female Marines' abilities to competently perform in unrestricted combat designated billets
  - Culture
  - Different performance standards for Males and Females
2. Females have limited opportunities to train, practice and interact with male Marines in combat designated deployment and training settings
  - These settings improve cohesion and build competencies and hone skills necessary in both the EOD and Combat Engineer communities
  - Causes negative perceptions that females should not be combat designated in these fields



# Suggestions made in Interviews

## TASK 3

1. One standard to measure performance for all Marines
2. Culture change necessary in combat designated fields to be more accepting of females
  - Integration of females early
3. More opportunities for female Combat Engineers and EOD techs to practice designated combat skills in training and deployed settings to improve confidence in their competency and enhance cohesion among male and female Marines



# Backup Slides



# Study Schedule

TASK	START	END
Analysis of TFDW Data	16 March 2015	22 May 2015
<b>IPR 1</b>	<b>27 May 2015</b>	
Analysis of FITREP Data	20 May 2015	17 July 2015
<b>IPR 2</b>	<b>28 July 2015</b>	
Thematic Research	27 April 2015	28 August 2015
<b>Final Results</b>	<b>13 October 2015</b>	



# Minimum Time in Grade/ Time in Service

<b>Regular Promotion to</b>	<b>Time in Grade</b>	<b>Time in Service</b>
SgtMaj/MGySgt	3 years	10 years
1 <sup>st</sup> Sgt	3 years	8 years
MSgt	4 years	8 years
GySgt	3 years	6 years
SSgt	27 months	4 years
Sgt	12 months	24 months
Cpl	8 Months	12 months
LCpl	8 months	9 months
PFC	6 months	6 months



# Proficiency and Conduct Marks

- Proficiency and conduct marks range from 0.0 to 5.0:
  - 0.0 to 1.9 Unacceptable
  - 2.0 to 2.9 Unsatisfactory
  - 3.0 to 3.9 Below average
  - 4.0 to 4.4 Average
  - 4.5 to 4.8 Excellent
  - 4.9 to 5.0 Outstanding



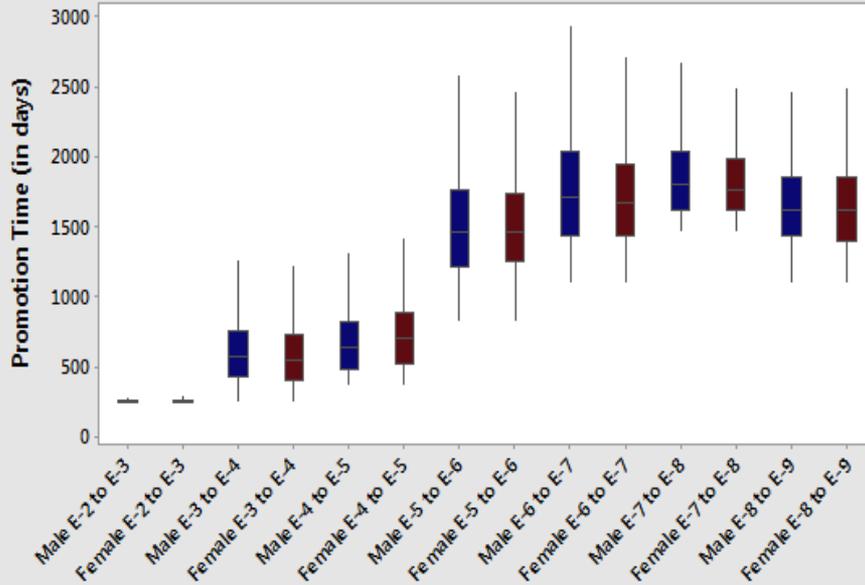
# Composite Score

- Composite Score is composed of the following:
  - PFT score (converted to scale of 0.0 to 5.0 and multiplied by 33.33)
  - CFT score (converted to scale of 0.0 to 5.0 and multiplied by 33.33)
  - Rifle score (converted to scale of 0.0 to 5.0 and multiplied by 33.33)
  - Average proficiency marks (multiplied by 100)
  - Average conduct marks (multiplied by 100)
  - Time in grade (months multiplied by 5)
  - Time in service (months multiplied by 2)
  - Education points (15 points per Marine Corps Institute class, limit 100 points)



# Promotion Time Boxplots

Promotion Time for All Enlisted Marines



Promotion Time for 13xx and 23xx Enlisted Marines

