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## PREFACE

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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 Forces 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.