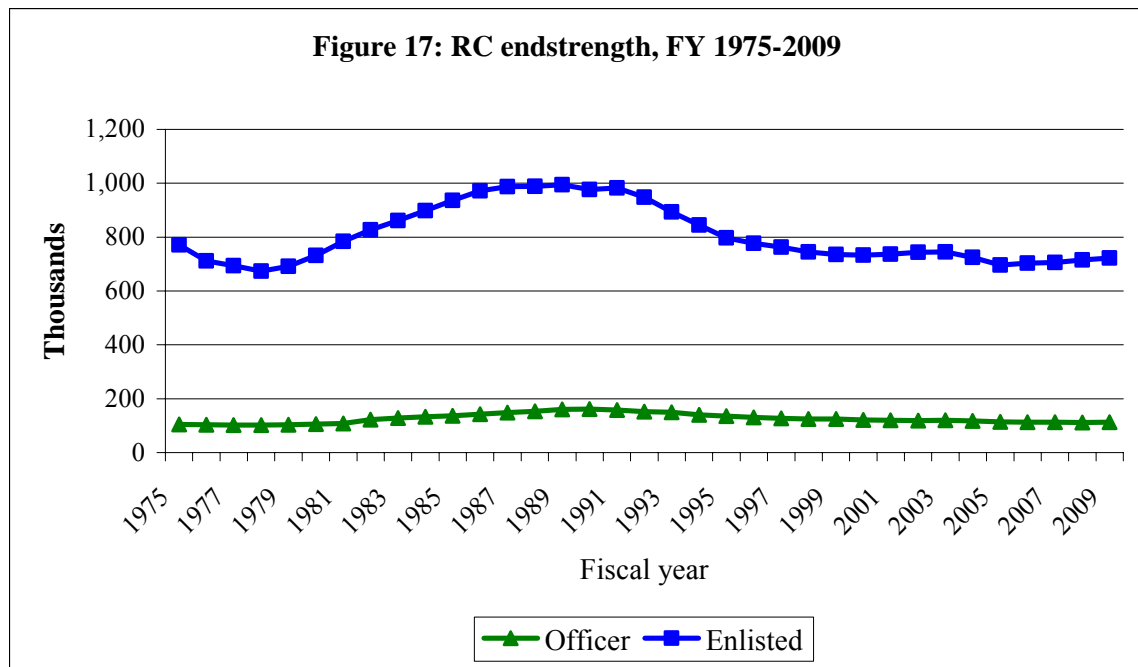


### Section III: The DoD RC<sup>19</sup>

#### Endstrength

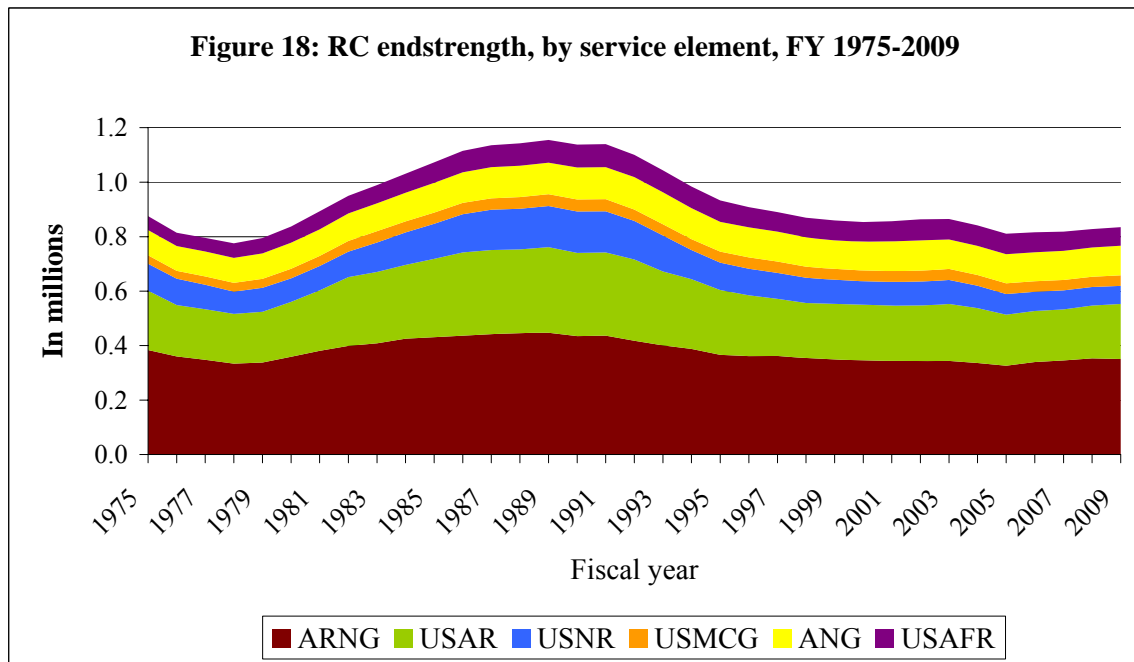
The DoD RC consists of six elements: the Army National Guard (ARNG), the Army Reserve (USAR), the Navy Reserve (USNR), the Marine Corps Reserve (USMCR), the Air National Guard (ANG), and the Air Force Reserve (USAFR). Historically, the Army National Guard and Army Reserve have together accounted for the bulk of the reserves. In FY 2009, the RC comprised 845,888 officers and enlisted personnel. Figure 17 tracks RC officer and enlisted endstrength for the 35 years since FY 1975.



RC endstrength, both officer and enlisted, has been relatively stable over the last decade. The quarter-century prior to that witnessed some sizeable swings. During the late 1970s there was a decline in reserve endstrength that corresponded with the post-Vietnam War drawdown. That was followed by a larger increase under the Reagan-era buildup, and then another decline with the post-Cold War drawdown. Because the enlisted numbers in figure 17 are so much larger than the officer numbers, the variation in enlisted endstrength is more apparent than the variation in officer endstrength. In proportionate terms, though, both enlisted and officer reserve endstrength have moved in tandem. Both rose sharply during the 1980s, peaked in FY 1990, and by FY 2009 were well off their peak levels. RCt endstrength in FY 2009 stood at 112,979 officers and 721,958 enlisted

<sup>19</sup> In this section we focus on the Selected Reserve (SELRES), which is that part of the Ready Reserve consisting of Reserve units, as designated by the Secretary concerned, and of individual Reservists, in pay status, required to participate in Inactive Duty for Training periods and annual training. The SELRES also includes Active Guard and Reserve and Individual Mobilization Augmentee personnel. (See Section 10143 of 10 U.S.C. (reference (c)).)

personnel.<sup>20</sup> That combined officer and enlisted endstrength is broken out among the six RC service elements, for the FY 1975-2009 period, in figure 18.



Of the six RC service elements, the Army National Guard has consistently been the largest. Its 350,865 citizen-soldiers in FY 2009 represented 42.0 percent of the DoD reserve force endstrength. It was followed by the Army Reserve (24.2 percent), Air National Guard (13.1 percent), Air Force Reserve (8.1 percent), Navy Reserve (8.0 percent), and Marine Corps Reserve (4.6 percent). Nearly two-thirds of the reserve force is associated with the Army: the Army National Guard and Army Reserve.<sup>21</sup> The two reserve elements of the Air Force, the Air National Guard and Air Force Reserve, are together more than twice as large as the Navy’s one reserve element, the Navy Reserve. The Marine Corps, the smallest of the DoD services, had the smallest reserve element in FY 2009.

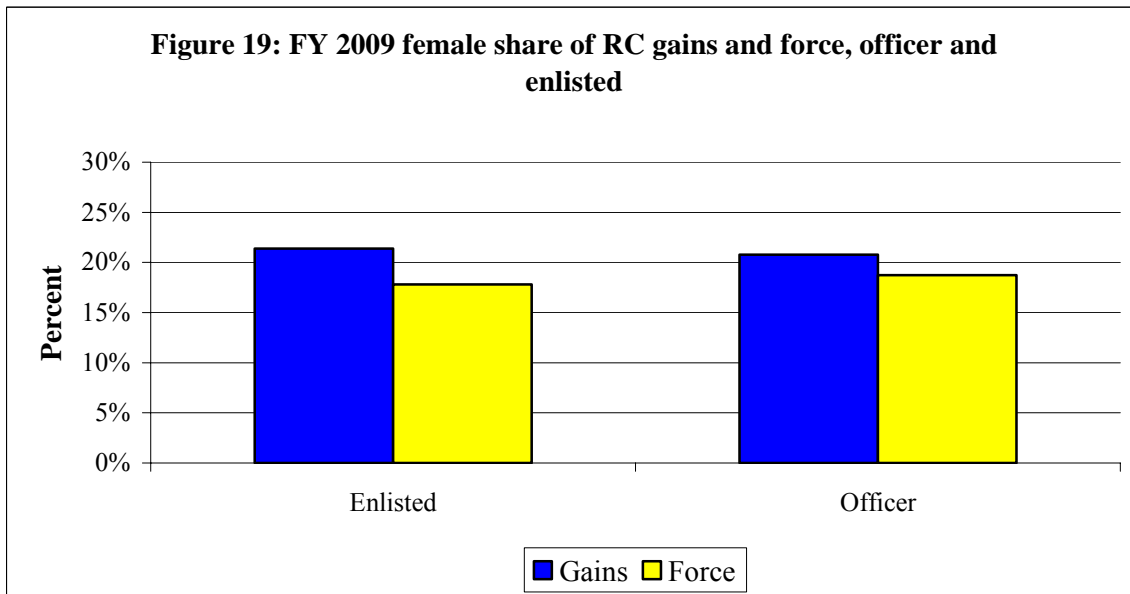
### The representation of women and racial/ethnic groups

The RC, like the AC, has been striving to attract more women and minorities into its ranks. Figure 19 provides the female share of RC gains<sup>22</sup> and force in FY 2009. Figures 20 and 21 do the same for enlisted and officer race and ethnicity.

<sup>20</sup> For purposes of comparison, the warrant officers have been excluded because the historic reserve data dating back to FY 1975 do not include warrant officers.

<sup>21</sup> The Army’s historically greater reliance upon the reserves dates back to the U.S. Constitution, which states in Article I that Congress shall have power “to raise and support Armies” and to “provide and maintain a Navy”. The distinction between “raise and support” versus “provide and maintain” was intended by the document’s framers to discourage a standing Army but not a standing Navy.

<sup>22</sup> The RC gains, like the AC gains, only include NPS accessions.



In terms of female shares, the enlisted and officer forces of the reserve component in FY 2009 were very similar, as figure 19 shows. Less than a single percentage point separated the female share of enlisted gains (21.4 percent) and the female share of officer gains (20.8 percent). One percentage point separated the female share of the enlisted force (17.8 percent) and the female share of the officer force (18.8 percent). For both the enlisted and officer side, the female share of gains exceeded the female share of the force, meaning that FY 2009 gains boosted the female share of the force.

A comparison of the RC with the AC shows that women accounted for a larger share of the RC force than the AC force. A 3.7-percentage-point gap separated the 17.8 percent female share of the RC enlisted force from the 14.1 percent female share of the AC enlisted force (from figure 4). The difference between the 18.8 percent female share of the RC officer force and the 16.2 percent female share of the AC officer force (from figure 14) was 2.6 percentage points.

Females made up a larger share of the Air Force Reserve than they did any of the other reserve elements in FY 2009—24.9 percent of its enlisted force and 25.3 percent of its officer force. The Air Force Reserve also had the highest share of FY 2009 female gains—33.7 percent of its enlisted gains and 29.3 percent of its officer gains were female. All but one of the six reserve elements saw their FY 2009 gains boost their female share of the enlisted force. The lone exception was the Marine Corps Reserve, for which females were 3.1 percent of enlisted gains against 4.7 percent of the enlisted force. All six service elements saw their FY 2009 female officer gains boost their female officer share of the force.

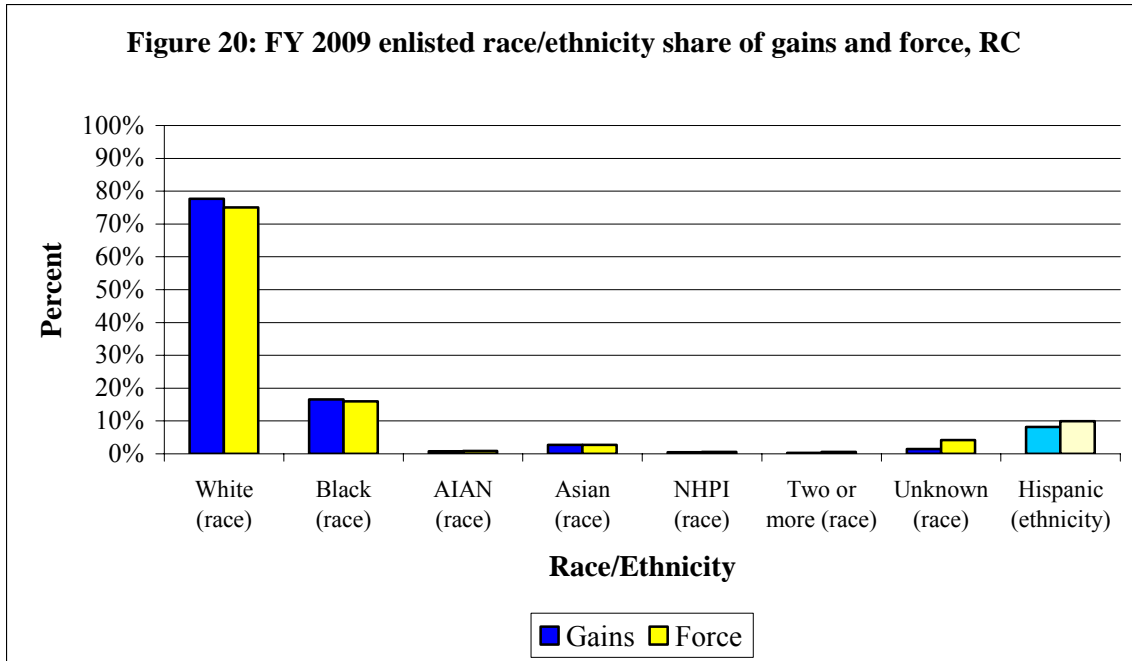


Figure 20 shows that whites accounted for roughly three-fourths of NPS enlisted RC gains and the RC force in FY 2009, followed by blacks at just under 20 percent of both gains and the force. None of the other racial categories accounted for more than 5 percent of either gains or the force. In terms of ethnicity, Hispanics made up 8.2 percent of gains and 9.8 percent of the force. Non-white RC gains in FY 2009 did not boost the non-white share of the RC force, nor did Hispanic RC gains boost the Hispanic share of the force.

Whites comprise slightly more of the RC than they do of the AC; the white share of the RC force is 75.0 percent, against 68.8 percent of the AC force. The six-point difference is offset by smaller RC shares for the two racial categories of AIAN and Two or More. A comparison of the RC and AC finds that Hispanics comprise a larger share of the AC (11.7 percent) than the RC (9.8 percent).

The Navy Reserve was the service element with the largest non-white share of its enlisted force—36.2 percent. The Air National Guard had the smallest non-white share—18.4 percent. The Navy Reserve also stood out in that it reported 6.7 percent of its gains and 4.0 percent of its force as being of multiple races; none of the other services reported more than 2.0 percent of gains or force as being in the multi-race category. The Navy is an outlier in terms of its multi-race reporting for the AC as well. The Navy may be more active than the other services in targeting potential recruits with multi-race backgrounds, or the explanation may simply be reporting differences. Non-white gains boosted the non-white share of the force for the Navy Reserve and the Air Force Reserve.

The Hispanic share of gains varied widely between the six service elements, from a high of 20.3 percent for the Navy Reserve to a low of 1.9 percent for the Air National Guard. There was less variation among the service elements' Hispanic force shares. Service-level

comparisons involving the Army are to be made with caution because the Army’s enlisted RC reporting is missing the NHPI and Two or More fields for both gains and force.

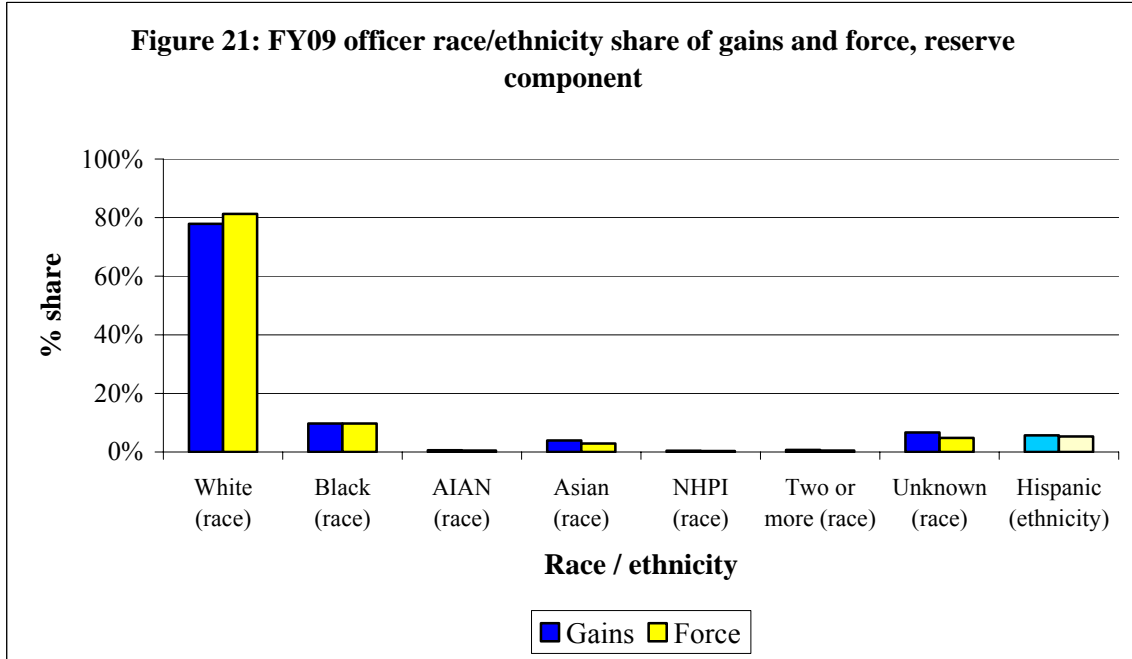


Figure 21 is the counterpart to figure 20 for the officer side of the RC. By race, non-white RC gains slightly boosted the non-white share of the RC force in FY 2009, with non-whites comprising 22.1 percent of gains against 18.7 percent of the force. By ethnicity, Hispanics comprised 5.7 percent of FY 2009 gains against 5.3 percent of the FY 2009 force, which boosted their share of their force as well.

When figure 21 for the RC officer force is compared with figure 15 for the AC officer force, the race/ethnic breakdowns of the two officer forces are found to be very similar. Whites comprise 78.9 percent of the AC officer force—a share that was within three percentage points of their share of the RC officer force. The 5.2 percent Hispanic share of the AC officer force was nearly identical to the Hispanic share of the RC officer force.

The non-white shares of the services’ RC officer forces ranged from a high of 26.7 percent for the Army Reserve to a low of 11.7 percent for the Air National Guard. The Army reporting was again missing the fields of NHPI and Two or More, though. Inclusion of those fields in the Army reporting would enlarge the non-white shares of both the Army Reserve and the Army National Guard. That, in turn, would widen the range between the Army Reserve and the Air National Guard as the services with the largest and smallest non-white shares. Non-white gains boosted the non-white share of the force for all six service elements. The service with the smallest non-white share of the force, the Air National Guard, saw its non-white gains boost its non-white share of the

force by the most—16.6 percent of its FY 2009 gains were non-white, against 11.7 percent of its FY 2009 force.