

Nos. 20-1199 & 21-707

In the Supreme Court of the United States

STUDENTS FOR FAIR ADMISSIONS, INC., *Petitioner*,

v.

PRESIDENT & FELLOWS OF HARVARD COLLEGE

STUDENTS FOR FAIR ADMISSIONS, INC., *Petitioner*,

v.

UNIVERSITY OF NORTH CAROLINA, ET AL.

On Writs of Certiorari
to the United States Court of Appeals
for the First & Fourth Circuits

**BRIEF OF VETERANS FOR FAIRNESS
AND MERIT AS *AMICUS CURIAE*
SUPPORTING PETITIONER**

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INTRODUCTION & INTEREST OF *AMICUS*¹

Amicus Veterans for Fairness and Merit (VFM) submits this brief to ensure that the Court is accurately informed about the effects of racial preferences on our national defense. Unfortunately, this Court's decision in *Grutter v. Bollinger*, 539 U.S. 306 (2003), relied on misinformation about those effects. VFM urges the Court not to make the same mistake again.

VFM is a veterans' organization that advocates for equal opportunity in the U.S. armed forces—that is, race-neutral, exclusively merit-based military officer accession, assignment, and promotion policies. VFM's membership (currently 627) consists of former members of all branches of the United States military, including a wide range of enlisted men and women as well as members of all officer ranks, including 119 general/flag officers. App. A at 1a; App. B at 14a. VFM's membership is a representative cross-section of the U.S. military, with heavy emphasis on combat deployments (934), combat leadership (476), and other high-stress operational experience. App. B at 14a.

VFM's members include 21 recipients of the Medal of Honor and hundreds of recipients of other decorations for combat valor. See App. E at 38a. For example, VFM members have been awarded 9 Distinguished Service/Navy/Air Force Crosses, 142 Silver Stars, and 212 Bronze Star Medals with "V" device (for combat

¹ All parties have consented to the filing of this brief. No counsel for a party authored any part of it, nor did any person or entity, other than *Amicus* and its counsel, make a monetary contribution to fund its preparation or submission. *Amicus* is not publicly traded and has no parent corporations, and no part of it is owned by any publicly traded corporation.

valor). VFM's members also received 215 Purple Hearts for wounds received in combat. App. B at 15a.

Beyond being honored for their valor, VFM members also represent a breadth of combat experience that spans every major and minor conflict over the last seven decades, including wars in Korea, Vietnam, the Gulf, Iraq, and Afghanistan. See App. B at 18a. They fought at every enlisted and officer level, ranging from rifleman, squad leader, platoon sergeant, platoon leader, team leader, company/troop commander, flight leader, ship captain, squadron commander, battalion commander, wing commander, brigade commander and all higher levels of command up through the highest four-star level. VFM's members include large numbers of combat-experienced pilots and crew, with 45 of them surviving years of torture and other inhumane acts as POWs. App. B at 15a; App. E at 42a. Many of VFM's members also served aboard (and commanded) our Navy's submarines, aircraft carriers, and surface warfare vessels in both combat operations and highly stressful Cold War operations. Many served in (and some commanded) unconventional, clandestine operations, combat and Cold War aerial reconnaissance, and strategic nuclear missile operations.

VFM's members also possess intimate knowledge of the ROTC programs and service academies. They include 100 ROTC commissioned officers and 292 service academy graduates (USMA, USNA, USAFA, USCGA, USMMA), some of whom also served as an academy Superintendent, Commandants, a Dean of Faculty, Permanent Professors, War College Commandants, training center commanders, recruiting commanders, education and training commanders, as

well as service-wide chief personnel officers. See App. B at 18a; App. D at 27a.

Furthermore, VFM's members have served in the highest possible roles in academic, government, corporate, and academic spheres. They include two former service Chiefs of Staff, twelve four-star Army, Navy or Air Force officers, and many other former senior military commanders and leaders, White House aides, government officials, and college and university presidents. See *id.*

Most importantly, VFM's members' knowledge about the effects of racial preferences results directly from all forms of combat experience. This includes innumerable leadership positions on the battlefield at virtually every level, especially at lower levels where direct interactions between our warfighters and the enemy occur and effective combat leadership determines mission success and life or death. It also includes leadership positions on the water and in the air, non-combat leadership at every level (including many four-star major commands), specialty roles of nearly every type, and university and corporate leadership. In sum, their collective knowledge of the culture required for the United States military to succeed on the battlefield is unparalleled.

The names of VFM's current members (with some exceptions for needed anonymity) and their aggregated statistical information are listed at Appendices A and B, respectively. Those lists (to be updated continuously until this Court's decision), along with members' aggregated demographic and some individual information, are available at the following site: <https://bit.ly/VFMpublicdocs>.

SUMMARY OF ARGUMENT

In this Court’s most recent cases involving racial preferences in college admissions—*Grutter v. Bollinger*, 539 U.S. 306 (2003), *Fisher v. Univ. of Texas at Austin (Fisher I)*, 570 U.S. 297 (2013), and *Fisher v. Univ. of Texas at Austin (Fisher II)*, 579 U.S. 365 (2016)—a group of former military officers (“the Becton Group”) submitted amicus briefs asserting that race-conscious admissions policies, a vague term for racial preferences, are crucial for our nation’s security.² In *Grutter*, the majority opinion referenced these officers’ brief as a basis for determining that there is a compelling interest in allowing racial preferences. Indeed, the *Grutter* majority quoted the officers’ claim that “the military cannot achieve an officer corps that is *both* highly qualified *and* racially diverse unless the service academies and the ROTC used limited race-conscious recruiting and admissions policies.” *Grutter*, 539 U.S. at 331 (quoting Becton I) (emphasis in original).

In 2015, the Becton Group further claimed, in support of the University of Texas, that racial preferences are “critical to the Armed Forces’ ability to defend our Nation’s security.” Becton III at 1. Accordingly, they argued that “[t]he military needs the flexibility to engage in efforts that go *beyond* outreach and recruiting

² See Consol. Br. of Lt. Gen. Julius W. Becton, Jr., et al. as *Amici Curiae* In Support of Resp’ts, *Grutter v. Bollinger*, 539 U.S. 306 (2003) (No. 02-241) (“Becton I”); Br. of Lt. Gen. Julius W. Becton, Jr., et al. as *Amici Curiae* In Support of Resp’ts, *Fisher v. Univ. of Tex. at Austin*, 570 U.S. 297 (2013) (No. 11-345) (“Becton II”); Br. of Lt. Gen. Julius W. Becton, Jr., et al. as *Amici Curiae* In Support of Resp’ts, *Fisher v. Univ. of Tex. at Austin*, 579 U.S. 365 (2016) (No. 14-981) (“Becton III”).

to achieve critical officer diversity.” *Id.* at 34-35 (emphasis added). In other words, they claimed the military’s ability to use racial preferences in admissions decisions was essential to national security. These assertions were and are wrong.

I. Racial preferences are not necessary to achieve or maintain officer racial diversity—which now exists to a substantial degree. Regardless, officer racial diversity above some allegedly necessary level is neither “critical” to the military’s ability to defend the Nation nor “indispensable to” national security. Compare *Becton III* at 34. No national security imperative serves as a compelling national interest to justify the use of racial preferences. In fact, history demonstrates that none of the factors that contributed to interracial military tensions during a discrete time in the past still exist.

II. To the contrary, the military’s use of racial preferences today is unquestionably *harmful* to our national security. Such preferences are antithetical to the “selfless servant,” colorblind culture necessary for our military to prevail on the battlefield.

As in the military generally, to the extent racial preferences have been employed at our military academies, they have been costly, inefficient, and, in some instances, have reduced quality. They have also ill served the intended minority-beneficiaries, who have failed in disproportionate numbers and have not increased combat effectiveness.

In short, officer racial preferences reduce combat effectiveness and weaken, rather than enhance, national security. Accordingly, any use of racial

preferences in the military cannot support the kinds of racial preferences in which respondents engage.

ARGUMENT

I. **No National Security Concern Provides a Compelling Interest Justifying Race-Based Admissions.**

The argument that the United States has a national security interest in using racial preferences in the military is simply wrong. The national defense has long been carried out effectively without such preferences. And there is no serious evidence that they enhance the national defense one iota.

A. **The National Defense Has Been Carried Out Effectively with a Meritocratic, “Colorblind” Military Culture.**

Proponents of racial preferences in service academy admissions frequently point to racial tensions in the military during the Vietnam War to argue that racial preferences are essential to military effectiveness today.³ Focus on the Vietnam War is misplaced, however, and ignores the historical context of that war as well as dramatically changed circumstances today.

1. Before 1967, “racial animosity had been negligible within the U.S. armed forces,” despite the lack of a formal “equal opportunity” program.⁴ When troops

³ See Becton I; see also Gerald F. Goodwin, *Black and White in Vietnam*, N.Y. Times (July 18, 2017), <https://www.nytimes.com/2017/07/18/opinion/racism-vietnam-war.html>.

⁴ James Maycock, *War Within War*, The Guardian (Sept. 14, 2001), <https://www.theguardian.com/theguardian/2001/sep/15/weekend7.weekend3>.

were first racially integrated during the Korean War, “practical measures outweighed racial beliefs,” and the integration “failed to produce the violence or poor morale the military brass had expected.”⁵

But, in the mid-1960s, a changing social environment, a controversial war, and new conscription strategies created a perfect storm for racial conflict. Volunteer recruiting and the “peacetime” draft in the early 1960s initially met manpower needs, but by mid-1966, as the war escalated, more troops were needed.⁶

To meet this growing need, Project 100,000 (POHT) was instituted, whereby entry standards were significantly lowered. Under this program, over 300,000 men were enlisted who had previously been (or would have been) rejected for low scores, insufficient education, and physical shortcomings.⁷ Black and Hispanic individuals comprised about 40% of these enlistments.⁸

Almost half of all POHT recruits went to combat units because they could not qualify for skills in other units.⁹ The results were disastrous, with markedly

⁵ Walt Napier, *A Short History of Integration in the U.S. Armed Forces*, U.S.A.F. (July 1, 2021), <https://tinyurl.com/3787ujrk>.

⁶ *The Military Draft During the Vietnam War*, Mich. in the World (last accessed May 2, 2022), <https://tinyurl.com/5t4ycvbk>; see also Lisa Hsiao, *Project 100,000: The Great Society's Answer to Military Manpower Needs in Vietnam*, Viet. Generation (1989), <https://tinyurl.com/5486fa79>.

⁷ Buchanan Waller, *Inside the Pentagon's shameful effort to draft mentally disabled men to fight in Vietnam*, Task & Purpose (May 3, 2022), <https://tinyurl.com/528f9ukd>.

⁸ *Id.*

⁹ Clare Fitzgerald, *Project 100,000: The Controversial Recruiting Program of the Vietnam War*, War Hist. Online (Jan.

higher disciplinary problems and casualty rates.¹⁰ In addition, disproportionate numbers of Black individuals were drafted in general because more white men obtained deferments by enrolling in college.¹¹

Partly because of programs like POHT and the civil rights movement's spotlight on racial inequities, minorities became particularly vocal in opposing the Vietnam War. For example, the Black Panthers' Ten-Point Platform stated that "Black people should not be forced to fight in the military service to defend a racist government that does not protect us."¹² Racial tensions were also exacerbated by the fact that America was emerging from a culture that had recently condoned segregation and anti-miscegenation laws.

Moreover, the Vietnam War soon became unpopular with Americans of all races. As the war dragged on with no perceptible progress and with significant casualties, the war, and the military as its symbol, became the subject of widespread protest, even violence, across the country. Disillusionment with the war and escalating racial tensions resulting in part from the

7, 2022), <https://www.warhistoryonline.com/vietnam-war/project-100000.html>.

¹⁰ *Id.* (noting that "around half of enlistees – 180,000 – were discharged 'under conditions other than honorable'").

¹¹ *Black Opposition to Vietnam*, Amistad Digit. Res. (last accessed Apr. 25, 2022), https://www.amistadresource.org/civil_rights_era/black_opposition_to_vietnam.html.

¹² See *The Black Panther Party Ten-Point Program*, BlackPast (Oct. 15, 1966), accessible at <https://tinyurl.com/ycys8f57>; see also Lauren Mottle, "We Resist on the Grounds We Aren't Citizens": Black Draft Resistance in the Vietnam War Era, 6 J. Civ. & Hum. Rts. 26 (2020).

war's burden on Black servicemen made conflict inevitable, regardless of whether that conflict was related to racial issues.

Despite these challenging circumstances, thousands of minorities fought bravely and effectively in the Vietnam War. Of the total 58,220 Americans who died in Vietnam, 7,243 (12.4%) were Black.¹³ And twenty-two Black servicemembers who served there received the Medal of Honor (the military's highest award for combat valor), one of whom (Melvin Morris) is a VFM member.¹⁴

Still, several race-related incidents received significant media attention. These included protests (in mostly rear areas), and a few unit-level combat refusals that were apparently race related, before the military began instituting reforms to better accommodate Black servicemen.¹⁵

There is no credible evidence, however, that on a strategic level, our military effectiveness in Vietnam was materially compromised by racial tensions. Nor is there credible evidence that the discipline problems

¹³ *DCAS Vietnam Conflict Extract File Record Counts by RACE OMB NAME* (as of Apr. 29, 2008), Nat'l Archives (last accessed May 2, 2022), <https://tinyurl.com/yeya2xn8>.

¹⁴ Daniel Johnson, *These are America's Black Medal of Honor Recipients, Task & Purpose* (Feb. 22, 2022), <https://taskandpurpose.com/history/black-medal-of-honor-recipients/>; App. E at 39a.

¹⁵ *Black History and The Vietnam War, a Story*, Afr. Am. Registry (last accessed May 2, 2022), <https://aaregistry.org/story/black-history-in-the-vietnam-war-a-brief-story/>.

that did occur were generally the result of a disproportionately low number of Black officers.

This conclusion is confirmed by noted Army general and military historian H.R. McMaster, who wrote a widely praised and meticulously documented critique of the Vietnam War. He concluded that “The war in Vietnam was not lost in the field, nor was it lost on the front pages of the *New York Times* or on the college campuses. It was lost in Washington, D.C.”¹⁶ Our strategic failure in Vietnam, therefore, was not the result of insufficient numbers of minority officers on the ground, in the air, or at sea.

2. In any event, two-and-a-half generations later, conditions in the military are markedly different. There is no draft, and the military is now an all-volunteer force, with significantly higher pay and benefits. Many more Blacks and Hispanics now attend college.¹⁷ And, further decreasing the need for recruits that fueled the POHT, women have been joining the military in growing numbers: As of 2020 (while we were still engaged in the Afghanistan War), women comprised about 17% of the Department of Defense

¹⁶ H.R. McMaster, *Dereliction of duty: Lyndon Johnson, Robert McNamara, the Joint Chiefs of Staff, and the lies that led to Vietnam* 333 (Harper Collins 1998). Regarded by many as the most authoritative analysis of what led to the Vietnam war and its failure, McMaster attributes the debacle to repeated, incompetent decision-making and politically motivated deception at the highest levels of the executive branch and Defense Department.

¹⁷ *2020 Demographics: Profile of the Military Community*, Dep’t of Def. (last accessed Apr. 30, 2022), <https://download.militaryonesource.mil/12038/MOS/Reports/2020-demographics-report.pdf> [hereinafter “*2020 Demographics*”].

Active Duty force, with virtually all roles being open to women.¹⁸

Despite the end of conscription, today's military boasts large numbers of minorities. Thanks, in part, to aggressive minority recruiting and outreach, as of 2020, 24.2% of officers in the Active Duty total force were members of a racial minority (not including Hispanic ethnicity data) and 27% of Army officers (specifically) were members of a racial minority. Of that group, Black Army officers accounted for 12.3%—only about 1% less than the national Black population.¹⁹ This is remarkable considering the military's competition with the private sector, which is under constant pressure to demonstrate diversity because of the current focus on environmental, social, and governance ("ESG") ratings for investments and corporate leadership.²⁰

In contrast to the Vietnam War, moreover, Black service members now suffer disproportionately *fewer* casualties because of their tendency to serve disproportionately in noncombat roles: Although substantially overrepresented in the military as a statistical matter,²¹ Black servicemen "cluster pragmatically in noncombat units whose training in mechanics, electronics, and logistics translates well into civilian

¹⁸ *Id.* at 16.

¹⁹ *Id.* at iii, 24.

²⁰ See, e.g., Jim Tyson, *Companies Must Venture into 'Jungle' of Approaches to ESG Ratings*, CFODive (Mar. 23, 2022), <https://www.cfodive.com/news/companies-must-venture-jungle-approaches-esg-ratings/620917/>.

²¹ *2020 Demographics*, *supra* note 17, at 22.

careers.”²² As a natural result, “[t]he proportion of blacks to whites is very much smaller in the combat arms than in other branches.”²³

This reality is reflected in the Army’s FY 2020 Active-Duty Army statistics. For both officers and enlisted, those serving in “Operations” (combat arms) are disproportionately White, while those serving in “Force Sustainment” (non-combat arms) are disproportionately Black.²⁴

Not surprisingly, this racial disproportionality is reflected also in casualty statistics for the two largest U.S. military operations in the last 20 years, Operation Iraqi Freedom and Operation Enduring Freedom. In Operation Iraqi Freedom, of the 4,418 U.S. military deaths, non-minorities accounted for 3,645 (82.5%) and Black individuals accounted for 441 (10%).²⁵ In Operation Enduring Freedom, which took place primarily in Afghanistan, non-minorities accounted for 1,997 (85%) and Black individuals for 193 (8.2%) of the 2,349 U.S. military deaths.²⁶ In short, the casualties of

²² Sydney J. Freedberg, Jr., *The Fallen: A profile of U.S. troops killed in Iraq and Afghanistan*, Gov’t Exec. (May 28, 2004) (quoting Maj. Gen. Robert Scales, USA, Ret.), <https://tinyurl.com/276js9pe>. This is, obviously, a rational choice for servicemen who (appropriately) see the military as a stepping-stone to a successful civilian career.

²³ *Id.*

²⁴ Strength Analysis & Forecasting Div., Off. of Dep’y Chief of Staff, G-1, Dep’t of Army, *Army Demographics: FY20 Army Profile* (Sept. 30, 2020), <https://tinyurl.com/57ztkayw>.

²⁵ David A. Blum & Nese F. DeBruyne, Cong. Rsch. Serv., RL32492, *American War and Military Operations Casualties: Lists and Statistics 16* (2020), <https://tinyurl.com/4b99xy93>.

²⁶ *Id.* at 12.

our most recent wars have not disproportionately burdened Black servicemen, despite their statistical overrepresentation (17.2%) in our military.

Finally, in contrast to the Vietnam era, societal attitudes toward the U.S. military have now become overwhelmingly positive and supportive, even though our wars in the Mideast lasted twice as long as the Vietnam War.²⁷

3. Beyond these considerations, our nation's military culture was built on the principle of "selfless service" as part of an enlightened warrior ethos. Civilians, to become effective warriors, must acquire more than just the knowledge and technical training necessary to become effective warfighters on a lethal and unforgiving battlefield. Equally essential is that they undergo a significant and unnatural cultural transformation—one that includes a conscious, disciplined subordination of self, including of sub-group identities such as heritage, ethnicity and race—and assimilation to the norms of the organization. Subordination is not to be confused with abandonment. The warfighter must develop the capacity to put, sometimes for extended periods, self-interest completely out of mind. He/she must be able to trust every teammate as fully sharing that selfless culture, unreservedly committed to the organization and its mission, and to serving others without being concerned with self. Anything less is corrosive to the unit cohesion that, on the battlefield,

²⁷ D'Vera Cohn & Scott Funk, *Chapter 5: The Public and the Military, in War & Sacrifice in the Post-9/11 Era* 59 (Pew Rsch. Ctr. 2011), <https://www.pewresearch.org/social-trends/2011/10/05/chapter-5-the-public-and-the-military/>.

can make the difference between life and death and mission success or failure.

This culture requires that each warfighter see fellow warfighters as totally committed teammates, where race, ethnicity and heritage, while respected, do not matter. Some refer to that element of the culture as being “colorblind,” an imprecise term, but one that is often heard in military circles.²⁸

This selfless-servant, “colorblind” culture is a national security imperative that is seriously weakened by racial preferences. As Sun Tzu said two thousand years ago, “he will win whose army is animated by the same spirit throughout all its ranks.”²⁹ Our warfighters are thus expected to ignore racial and other differences to be maximally effective on the battlefield. When bullets are flying and mortar shells landing, warfighters cannot and do not care about the race of their buddy or of their leaders. They must be (and are) willing to risk their lives for another warfighter, regardless of skin color. The actions of numerous VFM members exemplify this culture, and are well documented in the cases of VFM’s twenty-one Medal of Honor recipients. See App. E at 38a.

The importance of this colorblind culture is also highlighted in the analysis by Lt. General Gregory Newbold, USMC, Ret., of the kind of culture that makes a military sufficiently effective to deter potential enemies and/or decisively win the Nation’s wars.

²⁸ See, e.g., Dakota Wood, *Identity Politics and Critical Race Theory Have No Place in U.S. Military*, The Heritage Found. (Mar. 29, 2021), <https://tinyurl.com/2p9y9jec>.

²⁹ Sun Tzu, *The Art of War* 51 (Courier Corp. ed. 2002) (5th c. BCE).

He wisely observed that “[a] military force’s greatest strengths are cohesion and discipline. Individuality or group identity is corrosive and a centrifugal force *** [C]onformity creates efficiency and superior group results *** [W]hen we highlight differences or group identity, we undermine cohesion and morale. Failure results.”³⁰

4. Such analyses contrast sharply with the Becton Group’s prior (implicit) claim that warfighters respond more effectively when some of their leaders are of the same color. Such a notion is contrary to the battle-tested, colorblind warrior ethos. Warfighters instead want, and deserve, the best-qualified, most competent leaders, who will ensure they are properly trained and well-equipped and that the mission is well-planned and executed. This includes having the ability to make difficult decisions in response to changing, often ambiguous, circumstances sometimes instantly, with imperfect information and sometimes under fire. They know leader competence gives them the best chance to accomplish the mission and return safely.

Aircrews and those who are supported from the air similarly want the most competent pilots that can be found.³¹ Sailors want the most competent captains,

³⁰ Greg Newbold, *A retired Marine 3-star general explains ‘critical military theory,’* Task & Purpose (Feb. 10, 2022), <https://taskandpurpose.com/opinion/critical-military-theory/>.

³¹ One example of such a pilot is medevac pilot Major General Patrick Brady, USA, Ret. His extraordinary courage and leadership are credited with saving thousands of lives on the battlefield, for which he received 10 valor awards including the Medal of Honor and Distinguished Service Cross. See App. E at 37a. His profile at the Military College of South Carolina can be found [here:](http://www.citadel.edu/root/images/patrick_h_brady_pdf.pdf) http://www.citadel.edu/root/images/patrick_h_brady_pdf.pdf.

capable of making extraordinarily difficult decisions, sometimes under fire.

In short, all warfighters want, need, and deserve optimal leader competence and quality, undiluted by selection processes that employ preferences that, in turn, can compromise competence.

Indeed, combat itself, though vicious and barbaric, is a pure meritocracy that knows no preferences. That is why the more effective and better-led fighting force will generally defeat its opponent, regardless of other disparities.

This important point is exemplified in the 1965 Battle of Ia Drang at LZ X-Ray. In that battle, Lieutenant Colonel Hal Moore's superior leadership and that of his subordinate leaders, combined with the courage and discipline of his soldiers and supporting aviators (two of whom are Medal of Honor recipients), spared his untested battalion from being annihilated by a numerically superior force that also had the significant advantages of superior terrain and supply.³² Colonel Moore's race (he was White) was not an issue. His competence was quintessentially critical to the outcome, for both the mission and his soldiers of all races.³³

Similarly, the courage, bravery and resilience of our POWs, nearly all pilots, is exemplified by VFM's Air Force, Navy and Marine former POW members. See App. E at 41a.

³² See generally Harold G. Moore & Joseph L. Galloway, *We Were Soldiers Once...and Young: Ia Drang—The Battle That Changed the War in Vietnam* (Random House 1992).

³³ Moore retired as a three-star general and was widely praised as a military hero. See Mike Guardia, *Hal Moore: A Soldier Once . . . and Always* (Casemate 2021). One of Lt. Colonel Moore's

General McMaster made a similar point when he cautioned the Nation in 2021:

“The U.S. military must continue to evolve toward an institution in which all Americans, regardless of the color of their skin, can fully belong and enjoy equal treatment, because nothing is more destructive to teams than racism or any form of prejudice. But civilian and military leaders must not allow reified postmodernist theories to erode the sacred trust between warriors or diminish the meritocracy and objective realities that are essential to preserving the warrior ethos as the foundation of combat effectiveness.”³⁴

In short, our country fails its moral obligation to its warfighters when merit in officer (or any) leader selection is diluted by preferences. “Qualified” isn’t good enough. “Best-qualified” in such selections is our moral obligation to our future warfighters and to the Nation. Increased risk of casualties and of mission failure is the unacceptable price of allowing preferences to dilute merit.

platoon leaders who received the Medal of Honor for his heroism at LZ X-Ray is VFM member Colonel Joe Marm, USA, Ret. One of the helicopter pilots who repeatedly flew into enemy fire to support Moore’s battalion during the battle and who received the Medal of Honor is VFM member COL Bruce Crandall, USA, Ret. See Appendix E. Their actions exemplify the selfless servant, warrior ethos necessary for survival and success on the battlefield.

³⁴ H.R. McMaster, *Preserving the Warrior Ethos*, Nat’l Rev. (Oct. 28, 2021), <https://www.nationalreview.com/magazine/2021/11/15/preserving-the-warrior-ethos/>.

B. There is No Competent Evidence That Race-Conscious Admissions Are Essential for Military Effectiveness.

The Becton Group nevertheless claimed in 2015 that the ability to use racial preferences in college and service academy admissions decisions is “indispensable” to national security.³⁵ This claim is unproven and, in fact, patently untrue.

1. There is no competent evidence that a particular percentage, or greater number, of minority military officers is needed for our military to effectively execute the national defense. Nor is there evidentiary support for the claim that officer racial demographic parity with enlisted members is essential to fielding an effective fighting force. Regardless of how the vague term “critical officer diversity” is defined, either by absolute number, by percentage, or by ratio, compared to the number of minority enlisted service members led by those officers, there simply is no evidence to support such a theory.

To the contrary, as explained above, the immutable human element of warfare requires a colorblind warrior ethos for trust, unit cohesion, and combat effectiveness. Thus, the premise that warfighters respond and perform more effectively when they see racial demographic parity, or a certain number, or a certain ratio, of minority officers among their leaders, is contrary to decades of warfighting experience of the U.S. military. It is also antithetical to the selfless-servant, colorblind culture that has been and will always be essential to our military’s success on the battlefield.

³⁵ See Becton III at 34.

2. Implicit in the Becton Group's theory, moreover, is that racial preferences are necessary to achieve and maintain officer racial diversity. This notion is likewise untrue, particularly today. As noted earlier, 24.2% of the total Active Duty Officer Corps identified as Racial Minorities—without even including Hispanic ethnicity data.³⁶ That is, undeniably, “officer racial diversity.” Moreover, it is well known that minorities are attending college in greater numbers, and that the military employs aggressive, well-funded minority outreach and recruiting programs, especially at the service academies.³⁷ Those circumstances no doubt account for the above numbers.

Thus, even if officer racial diversity could be proven essential to our military's ability to execute our national defense in 2022, suspension of the Equal Protection Clause and section 601 of the Civil Rights Act of 1964 would not be necessary for ROTC programs and our service academies to yield minority officers for the military.

At West Point, for example, the percentages of minority cadets in the classes of 2022-2025 were reported as 32%, 34%, 37%, and 40%, respectively.³⁸ These numbers are no doubt bolstered by the fact that West Point, for several years, has been graduating second

³⁶ *2020 Demographics*, *supra* note 17, at 24.

³⁷ See, e.g., *Diversity at West Point: Multi-Cultural By Design*, U.S. Mil. Acad. (last accessed May 2, 2022), <https://www.westpoint.edu/admissions/prospective-cadets/diversity>.

³⁸ *Class Profiles*, U.S. Mil. Acad. (last accessed May 1, 2022), <https://www.westpoint.edu/about/west-point-staff/g5/institutional-research/class-profiles>.

generation (“legacy”) minority cadets, a trend that will likely continue.³⁹

Further demonstrating that racial diversity can be achieved even without racial preferences is the significant numbers of Black servicemen in high-profile leadership positions in the last century. For example, of the three main service academies, the Superintendents of two (the U.S. Military Academy and the U.S. Air Force Academy) are Black.⁴⁰ In addition, Colin Powell’s military achievements led to his becoming the first Black Secretary of State.⁴¹ While only three of the current forty-one four-star generals are Black (one being the Chief of Staff of the Air Force), part of this is likely due to the disproportionate (and understandable) preference of Black service members for noncombat roles, as explained above.⁴²

³⁹ *Interviews, Race in the Military*, W. Point Ctr. for Oral Hist. (last accessed May 7, 2022), <https://tinyurl.com/y6n4t6kx>; W. Point Ass’n of Graduates Dev. Off., *A Family’s Impact on West Point, Together We Lead* (Spring 2022) (describing the family of a 1978 Black graduate, two of whose sons graduated in the classes of 2005 and 2011, with three of the family members having worked in the Admissions Office, one as an Outreach Officer).

⁴⁰ See *Lieutenant General Richard M. Clark*, U.S.A.F. (Oct. 2020), <https://tinyurl.com/ykcfefan>; *Lieutenant General Darryl A. Williams*, U.S. Mil. Acad. (last accessed May 6, 2022), <https://www.westpoint.edu/about/superintendent>.

⁴¹ Off. of Historian, U.S. Dep’t of State, *Biographies of the Secretaries of State: Colin Luther Powell (1937–2021)* (last accessed May 6, 2022), <https://history.state.gov/departmenthistory/people/powell-colin-luther>.

⁴² *List of active duty United States four-star officers*, Wikipedia (last accessed May 6, 2022),

For all these reasons, racial preferences are not necessary to achieve a military that welcomes and attracts talented recruits of all races. At a minimum, the Becton Group's contrary claim is unproven.⁴³

II. National Security Is Better Served When Military Officer Accessions Are Race-Neutral and Exclusively Merit-Based.

Successful execution of our Nation's defense, moreover, *requires* that military officer accessions (the entry or reentry of officers into service), including college ROTC and service academy admissions (and assignments and promotions) be race neutral and exclusively merit based.⁴⁴ Anything less than a race-neutral meritocracy would jeopardize our national defense because use of racial preferences is highly detrimental to military effectiveness.

https://en.wikipedia.org/wiki/List_of_active_duty_United_States_four-star_officers.

⁴³ Given the clear evidence on this point, moreover, there would be no basis for deferring to military authorities if they claimed, contrary to the facts, that racial preferences remain necessary to that goal. See, *e.g.*, *Anderson v. Laird*, 466 F.2d 283 (D.C. Cir. 1972) (holding that cadets and midshipmen at military academies could not be forced to attend religious services in violation of their constitutional rights).

⁴⁴ A merit-based system would consider all factors deemed relevant, including, in officer accessions, such things as an individual candidate's having overcome documented socioeconomic disadvantage or family hardship in a manner clearly demonstrating leadership potential, so long as it is uniformly considered, race-neutral, proportional to other factors, and not used as a proxy for race. This would not apply to military officer assignments or promotions, where merit must be judged based

A. Racial Preferences Reduce Military Effectiveness.

Racial preferences reduce military effectiveness partly because of our society’s dominant definition of “diversity” as purely a product of identity characteristics, such as gender and race, as opposed to varied professional and personal experiences. As a retired brigadier general stated, “[r]ather than diverse experiences, backgrounds, and perspectives—that promote healthy group decisions and outcomes—‘diversity’ has come to mean only race, ethnicity, and sex.”⁴⁵

1. For several reasons, this fixation on race can only foster a culture of arbitrary advancement, disunity, and frustration.

First, racial preferences blindly presuppose victimhood and disadvantages for minorities merely because of skin color and a corresponding advantage for non-minorities merely because of skin color. But, in fact, many non-minorities face socioeconomic or other hardships in their lives, and many minority applicants come from well-educated, supportive families that are economically stable. These race-based preferences are thus inherently inaccurate in identifying the most deserving applicants who have overcome adversity.

Second, racial preferences also demean high-performing minority individuals by tainting any recognitions they earn with the suspicion that their race tipped the scale in their favor compared to non-

upon demonstrated performance and potential to perform effectively at the next higher grade.

⁴⁵ Chris Petty, *How today’s ‘diversity’ damages our military*, Am. Thinker (Mar. 19, 2022), <https://tinyurl.com/27y7647y>.

minority candidates. This “affirmative action” environment makes it impossible to know whether a promotion was earned by demonstrated performance or, rather, was a “diversity promotion,” compromising the presumption of merit that should accompany the promotion. Lacking that presumption only adds to the leadership burden of the promoted officer.

Third, racial preferences sometimes result in less than the best-qualified persons being selected as leaders. Not only does this result in less-than-the-best-available leadership in high-stakes situations, but it also erodes trust in the integrity of superiors. Those who are passed over for promotions and admissions are led to suspect that superiors are concealing the use of racial preferences and mischaracterizing functional racial quotas as “goals.” Trust in leaders is a *sine qua non* for combat effectiveness: Warfighters, especially when in difficult circumstances, don’t respond as effectively to leaders whom they distrust.⁴⁶

2. A substantial body of evidence also suggests that this emphasis on non-merit-based advancement in the military leads to higher levels of dissatisfaction and attrition.

For example, a recent study by Falk and Rogers suggests that an emphasis on non-merit-based advancement in the military may, in fact, be driving qualified officers out of the service.⁴⁷ In this study, researchers from the Harvard Kennedy School interviewed two groups of officers, some who were active

⁴⁶ *Id.*

⁴⁷ Sayce Falk & Sasha Rogers, *Junior Military Officer Retention: Challenges and Opportunities* (Kennedy Sch. of Gov’t, Harvard Univ. 2011), <https://tinyurl.com/2p8v8bpt>.

duty and others who had left the service. Seventy-one percent of active duty officers responded that more of the best young officers would stay if the military offered better assignments to the best officers, and 85% of officers who had left the service agreed.⁴⁸ Additionally, when asked if the military personnel system did a good job of weeding out weak leaders, only 18% of active duty officers said yes, and only 10% out of the service agreed.⁴⁹ Moreover, none of the study's several recommendations for improving officer retention mentioned any need for increased emphasis on racial or ethnic diversity, any need for more minority officers, or any need for racial preferences. These findings are concerning and suggest that many officers believe some factor or factors other than merit are being used to make advancement decisions.⁵⁰

3. This troubling tension between achieving racial diversity and rewarding merit is not waning. For example, the military recently eliminated the inclusion of official photographs in personnel files that are considered by promotion boards. The stated purpose was to eradicate any bias. But, when the racial diversity of the officers selected decreased without photographs in the records, Vice Admiral John Nowell, the Navy's Chief of Personnel, suggested photographs should be reinstated. He said, "We're very clear with our language to boards that we want them to consider

⁴⁸ *Id.* at 63.

⁴⁹ *Id.*

⁵⁰ *Id.* at 37-38.

diversity across all areas***. I think having a clear picture just makes it easier.”⁵¹

Similarly, *Amicus* received the following communication from a reliable source regarding the Army’s recently revamped command selection board procedures: “An experienced general officer, who has been involved in selections of officers for command positions, stated that race was definitely a factor in command selection. He told officers who were being considered for command that, if it appeared that the selection board would not have a sufficient number [of] Black officers on the command selection list based upon the objective rating criteria, a Black officer with lower scores would be added to the command list, over White officers with higher scores/ratings.”⁵²

Perhaps to explain policies such as these, the current Secretary of Defense was recently quoted as saying, “[w]e are going to make sure that our *** leadership looks like what’s in the ranks of the military.”⁵³ Since the military wear uniforms, he was obviously not referring to their clothing. Evidently, he was referring to skin color, as part of a thinly veiled announcement

⁵¹ Harry Jackson, Opinion, *Should Military Officers Be Chosen By Race?*, Wall St. J., (Aug. 19, 2021), <https://www.wsj.com/articles/military-officers-affirmative-action-identity-politics-diversity-and-inclusion-national-security-11629402318>.

⁵² Confidential written communication to counsel for *Amicus* (Nov. 23, 2021) (on file with counsel).

⁵³ Aaron Kliegman, *Pentagon’s Embrace of Wokeness Undermining Ability to Wage War, Critics Warn*, Just the News (Feb. 24, 2022), <https://justthenews.com/government/security/pentagons-embrace-wokeness-undermining-ability-wage-war-critics-warn>.

of a policy of racial balancing in our military. Thus, the policy of using racial preferences in officer command selection and promotions, under the vague guise of “inclusion,” has begun to proliferate, necessarily diluting merit selection, compromising leader quality, demeaning those involved, eroding morale, and reducing overall military effectiveness.

4. Such policies have potentially cataclysmic implications for national security. One formerly high-ranking member of the Joint Staff explained that such policies contribute to our potential adversaries’ becoming less likely to be deterred from aggressive military action and more likely to draw us into war.⁵⁴ A retired Navy Captain reached a similar conclusion.⁵⁵

These are examples of *Grutter’s* consequences in the military. Our current military has become brazen in its use of racial preferences in officer assignments and promotions, ignoring the Equal Protection Clause and section 601 of the Civil Rights Act of 1964. The disingenuous claim that racial preferences are “essential to national security” is a contrived attempt to withstand strict scrutiny and unsupported by any competent evidence, much less the convincing body of evidence that should be required before so drastic a step as ignoring the Constitution is permitted. And, as explained, the current use of racial preferences in

⁵⁴ Greg Newbold, *How Woke U.S. Military Leaders Make U.S. Enemies More Likely to Start a War*, *The Federalist* (July 29, 2021), <https://thefederalist.com/2021/07/29/how-woke-u-s-military-leaders-make-u-s-enemies-more-likely-to-start-a-war/>.

⁵⁵ Phillip Keuhlen, *Does the Navy’s New Emphasis on ‘Diversity’ Put the Nation at Risk?*, *Am. Greatness* (Nov. 5, 2021), <https://tinyurl.com/mr2mukyt>.

the military actually erodes trust, undermines unit cohesion, and compromises military effectiveness.

B. The Service Academies' Experience With Racial Preferences Illustrates This Threat To National Security.

Military academies, once the gold standard for excellence and personal accountability, now fully reflect this trend of racial preferences diluting merit. Data from West Point and the Naval Academy demonstrate that racial identity plays a significant role in admissions, and, as a result, minority students are disproportionately failing at these schools.

For example, research conducted on 1990s admissions data from West Point showed there were “155 Asian rejectees (43 percent) and 1,647 white rejectees (33 percent) who ha[d] both math and verbal SATs equal to or higher than the black admittee math and verbal SAT medians . . . [and] 160 Asians (38 percent) and 2,626 whites (37 percent) [were] rejected by the U.S. Military Academy who attained a class rank equal or better than the rank of the black admittee median.”⁵⁶

This same research paper used similar admissions data from the United States Naval Academy to estimate the odds of acceptance at the Academy based on the applicant's race. Using “ethnic group membership, gender, SAT scores, and high school rank as predictor variables,” the researchers estimated that the “black-to-whites odds of admission are 4.44 to 1, the Hispanic-to-white odds are 3.32 to 1, and the Asian-to-white

⁵⁶ Robert Lerner & Althea K. Nagai, *Preferences in the Service Academies* 11, Ctr. for Equal Opportunity (Oct. 16, 2006), <https://tinyurl.com/4xzb8prd>.

odds are 0.67 to 1.2.”⁵⁷ These racial disparities reflect significant harm to less favored races seeking admission.

Another researcher who examined data provided by the U.S. Military Academy found similar results. His examination of demographic data for the classes of 2000 to 2020 showed substantial differences in standards, specifically, substantially lower scores and higher admissions rates for Black individuals, and to a lesser extent Hispanic individuals, compared to White and Asian individuals. The author concluded that the academy intentionally seeks racial diversity and is willing to alter its admissions standards to achieve it.⁵⁸

The same study found that performance for cadets who graduated tracked demographic SAT trends, with the composite grade point average (for academic, military, and physical performance during the 4-year period, called “CQPA”), averaging 3.06 for Asian individuals, 3.02 for White individuals, 2.76 for Hispanic individuals, and 2.51 for Black individuals.⁵⁹ Attrition rates followed the same trend, with the Asian rate at 17%, the White rate at 21%, the Hispanic rate at 24%, and the Black rate at 31%.⁶⁰

The researcher concluded that, in deliberate pursuit of class composition goals, the Academy employs race-based admission strategies and that these

⁵⁷ *Id.* at 8.

⁵⁸ *On Diversity as Strength*, usmaData (June 10, 2018), <https://usmadata.com/2018/06/10/on-diversity-as-strength/>.

⁵⁹ *Id.*

⁶⁰ *Id.*

strategies include extension of “preferences to minority candidates who, on average, have significantly lower SAT scores than non-minority candidates who have higher SAT scores.” He also noted that Academy racial diversity admissions (“class composition”) goals are explicitly identified.⁶¹

The researcher further showed that, to achieve class composition goals for minorities, the Academy admits “marginally qualified candidates with a known and higher probability of failure [and that] marginally qualified candidates are failing by the Academy’s own metrics.”⁶² He further concluded that “more marginal performers are graduating into the Army *** [while] marginally qualified candidates [as cadets] consume resources to try to get to graduation, and take up slots that other, available, better qualified individuals could have filled ***.”⁶³

The researcher further observed that “[t]here are real and tangible costs to pursuing the diversity strategy, and no supporting quantifiable argument [is] offered for pursuing the strategy.”⁶⁴ He concluded that the academy “is deliberately seeking and tolerating low performance and accepting high failure rates that hurt cadets to meet arbitrary student body composition goals by skin color.”⁶⁵ When the data are examined critically, the researcher observed, it is clear that

⁶¹ *Id.*

⁶² *Id.*

⁶³ *Id.*

⁶⁴ *Id.*

⁶⁵ *Id.*

this strategy yields “worse outcomes” than would result if racial preferences were not used.⁶⁶

This harmful emphasis on race is also reflected in the Navy’s recent decision, described above, to cease “blind review” of personnel files by officer promotion boards after the blind reviews led to fewer minority promotions than before. If the objective is to find the most qualified candidate, it is unclear how a photograph’s revealing race or ethnicity is relevant to a promotion selection decision—as opposed to being guided in that decision solely by the record of the officer’s experiences and performance reports—would further this goal. Although the officer promotion procedure is distinct from the admissions procedures at service academies, statements like these by high-ranking military officials reveal a leadership mindset toward training and selecting officers that values race for its own sake, rather than merit.

In short, in the military as elsewhere, as the Chief Justice wrote in *Parents Involved in Community Schools v. Seattle School District No. 1*, treating racial balancing as an end in itself would effectively ensure that race will always be relevant in American life, and that the “ultimate goal of eliminating entirely from governmental decision-making such irrelevant factors as a human being’s race will never be achieved.” 551 U.S. 701, 730 (2007) (internal quotation marks omitted). And in the military setting, racial balancing affirmatively harms rather than promotes national security.

⁶⁶ *Id.*

CONCLUSION

Our nation's security is of paramount importance, and race-conscious admissions and promotions in the military lessen this security by undermining, rather than advancing, the compelling interest in a strong military. While military recruiting that promotes diversity by, for example, conducting extensive outreach to all racial demographics is laudable, efforts to engineer racial diversity through racial preferences in admissions decisions, at the expense of equal treatment, inevitably fail to enhance necessary military effectiveness. Accordingly, the alleged need for racial preferences in the military cannot reasonably be invoked to support the kinds of racial preferences in which respondents engage.

Respectfully submitted,

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May 9, 2022

APPENDIX

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Appendix A

VFM MEMBER LIST

TOTAL MEMBERS: 627^{1,2}

ARMY

GEN Bell, Burwell III	LTG Anonymous
GEN Brown, Arthur Jr.	LTG Anonymous
GEN Anonymous ³	MG Andreson, Ronald
LTG Crocker, George	MG Brady, Pat MoH ⁴
LTG Fields, Harold Jr.	MG Childers, Carroll
LTG Johnson, James Jr.	MG Cole, Thomas
LTG Mixon, Benjamin	MG Csrnko, Thomas
LTG Ohle, David	MG Dozier, James
LTG Spigelmire, Michael	MG Graham, Todd
LTG Trefry, Richard	MG Hagan, Craig
LTG Ulmer, Walter	MG Hamilton, Mark
LTG Woodmansee, John	MG Harrell, Gary

¹ Membership data as of May 9, 2022. Current membership information may be accessed at <https://bit.ly/VFMpublicdocs>.

² For explanation of rank abbreviations, see *Appendix C*.

³ At the time of enrollment, members were asked to indicate whether they authorized the inclusion of their name in a member list that would accompany this brief. Those who withheld such authorization are listed here anonymously.

⁴ MoH denotes Medal of Honor Recipient.

MG Horst, Karl	COL Bridges, Gary
MG Jackson, James	COL Briggs, Richard
MG Nichols, Stephen	COL Brooks, Johnny
MG Raines, William Jr.	COL Burcham, Jerry
MG Anonymous	COL Choppa, Robert
MG Anonymous	COL Clarke, Bruce
MG Anonymous	COL Crandall,
MG Anonymous	Bruce MoH
BG Bahnsen, John Jr.	COL Crosby, George
BG Audino, Ernie	COL Dillon, Robert
BG Crow, John	COL Donaghy, Michael
BG Foust, Jerome	COL Donlon, Roger MoH
BG Marshall, Jeffery	COL Fegan, Charles
BG Nicholson, John	COL Ford, Michael
BG Petty, Chris	COL German, Abraham
BG Stringham, Joseph	COL Godwin, James Jr.
BG Trifiletti, Anthony	COL Greco, George
BG Zais, Mitchell	COL Hadden, Mayo III
BG Anonymous	COL Hansen, Mark
BG Anonymous	COL Hathaway, John
COL Ballard, Don MoH	COL Hoffman, Jeffrey
COL Barnes, Thomas	COL Hueman, Thomas
COL Baxter, Vicki	COL Hug, Jack
COL Benson, John	COL Hughes, William
COL Bolinger, Marvin	COL Hurtado, Arthur
COL Bondshu, Arthur	COL Jackson, Joseph Jr.
COL Bowman, Greg	COL Johnson, Bradley
COL Bramblett, Howard	COL Kitterman, Jay

COL Kushner, F. Harold	COL West, Sterling
COL Lackey, Alan	COL Williams, Harold Jr.
COL Lentz, Carl	COL Zais, Barrie
COL Marm, Walter Jr. MoH	COL Anonymous
COL Mastrovito, Nick Jr.	COL Anonymous
COL Mejasku, Joseph	COL Anonymous
COL Merrill, Will III	COL Anonymous
COL Mowery, James	COL Anonymous
COL O'Connell, James Jr.	COL Anonymous
COL Padgett, Michael	COL Anonymous
COL Palmatier, Bruce	COL Anonymous
COL Prince, William	LTC Adams, John Jr.
COL Quackenbush, Robert	LTC Altobello, Roy
COL Redmond, Lawrence	LTC Armstrong, Council Jr.
COL Savory, Carlton	LTC Bahnsen, Peter III
COL Scannell, John	LTC Bailey, William
COL Shipley, Richard	LTC Barbee, Elmer
COL Shippee, Ronald	LTC Benson, Roy
COL Sipantzi, Vahan	LTC Benway, Kenneth
COL Stefan, James Sr.	LTC Bireley, Judson
COL Surdu, John	LTC Bradley, John
COL Thiessen, LaVoy Jr.	LTC Brauer, Albert II
COL Tobin, John	LTC Brown, Royal III
COL Totten, Robert	LTC Cerrone, Michael
COL Vernon, Frederick II	LTC Coombs, John
COL Webb, Gerald	LTC De Moya, Rick

LTC Fardink, Paul	LTC Randall, Charles
LTC Fellingner, Paul	LTC Searles, Jonathan Sr.
LTC Fletcher, Bill	LTC Shaw, Charles
LTC Ford, Richard	LTC Shea, Daniel
LTC Fritz, Harold MoH	LTC Toler, Michael
LTC Gardiner, Paul	LTC van Dam, Bruce
LTC Gifford, Edward III	LTC Wade, Dean
LTC Gleszer, Peter	LTC Walls, Russell
LTC Gregor, William	LTC Warncke, Ron
LTC Hidalgo, Manuel	LTC Whitworth, John
LTC Howe, Chuck	LTC Anonymous
LTC Hueman, Kevin	LTC Anonymous
LTC Hughes, John	LTC Anonymous
LTC Jilbert, Gerald	LTC Anonymous
LTC Johnson, Fred	LTC Anonymous
LTC Keller, Robert	LTC Anonymous
LTC Leskovjan, Larry	LTC Anonymous
LTC Luker, William	LTC Anonymous
LTC Lupfer, Timothy	LTC Anonymous
LTC Maertens, Thomas Jr.	LTC Anonymous
LTC Marsh, Stephen	LTC Anonymous
LTC McKay, Karen	LTC Anonymous
LTC Mills, Hugh	LTC Anonymous
LTC Nickel, Gary	MAJ Alexander, Robert
LTC Odom, Michael	MAJ Bowden, James
LTC Piraneo, Charles	MAJ Brennan, Ambrose

MAJ Coleman, William	CPT Hargis, James
MAJ Dumais, Richard	CPT Hoppe, Thomas
MAJ Dynes, John	CPT Hurley, Jeanell
MAJ Griffin, John	CPT Ishimoto, Wade
MAJ Miller, John	CPT Jones, Cliff
MAJ Morin, Mark	CPT Kim, Jimmy
MAJ Norris, Timothy	CPT Lentini, Anthony Jr.
MAJ Rice, Frederick C.	CPT Lukehart, Paul
MAJ Rodriguez, Wilfred Jr.	CPT Maguire, Stephen
MAJ Shimp, Robert	CPT McDougald, Charles
MAJ Smith, Mark	CPT McKeown, John
MAJ Sugdinis, Joel	CPT McQuarrie, Claude III
MAJ Taylor, James MoH	CPT Merrill, Mike
MAJ Whitner, Glen	CPT Minshew, Charles Jr.
MAJ Anonymous	CPT Mitchell, Eugene
MAJ Anonymous	CPT Moore, Earl
MAJ Anonymous	CPT Musser, Kurt
CPT Camacho, Isaac	CPT Nerdahl, John
CPT Carson, Craig	CPT Newgent, Matthew
CPT Chin, Johnson	CPT Qualls, Kendall
CPT Coughlin, David	CPT Reams, Larry
CPT Cunningham, David	CPT Rodriguez, Leo
CPT Davis, Donald	CPT Sarpen, Gary
CPT Evans, Brad	CPT Shook, Tommy
CPT Gemberling, Dean	CPT Sorrow, Jerry
CPT Gregory, William	CPT Vinson, Douglas

CPT Wood, David	CSM Anonymous
CPT Anonymous	CSM Anonymous
CPT Anonymous	MSG Denham, Daniel
CPT Anonymous	MSG Foster, Paul
CPT Anonymous	MSG Guerra, Jose
CPT Anonymous	MSG Petry, Leroy MoH
1LT French, William	1SG Phillips, James
1LT McLaughlin, Eugene	MSG Sinyard, Cletis
1LT Prosser, Donald	MSG Wardlow, Eric
1LT Anonymous	MSG Winnewisser,
1LT Anonymous	Edward
CW5 Adair, Michael	MSG Woodhead, Robert
CW5 Wilke, Daniel	MSG Anonymous
CW4 Harbin, Michael	SFC Davis, Sammy MoH
CW4 Talton, Michael	SFC Ford, Patrick
CW4 Watkins, Roger	SFC Heid, Eric
CW4 Mooney, James Jr.	SFC Mansour,
CW4 Anonymous	Rouhana IV
CW2 Samuels, Stanley	SFC Morris, Melvin MoH
SGM Anderson, John	SFC Van Ness, William
CSM Armandariz,	SFC Anonymous
Roberto	SSG Byrd, Don
SGM Giglia, David	SSG Corcoran, Stephen
SGM Gleason, Edward Jr.	SSG Grounds, Phill
SGM Holcom, Floyd	SSG Hempel, Steven
SGM Hux, Will	SSG Largent, Joshua
SGM Johnson, Gregory	SSG Meyer, John
CSM Leon, Angel	SSG O'Neil, Jimmie
CSM Snider, Ernest	SSG Romesha, Clint MoH

SGT Grimaldi, Saverio	RADM Johnson, J. Michael
SGT Harlow, Robert	
SGT Krutina, Danny	RADM Newman, William
SP5 McCloughan, James MoH	RADM Anonymous RDML Christenson, Ronald
SGT Moran, J. Blair	
SGT Pauley, Danny Joe	RDML Long, Noah Jr.
SGT Roeder, Robert	RDML Scott, Hugh
SP4 Abijaoude, Oswaldo	CAPT Bailey, Larry
SP4 Black, Doug	CAPT Burbage, Charles
SP4 Caspary, Louie	CAPT Carey, David
SP4 Fitzmaurice, Michael MoH	CAPT Cargill, Lee CAPT DeWitt, Paul
SP4 Llewellyn, Henry	CAPT Donahue, Conrad
SP4 True, Jessica	CAPT Estes, Edward
SP4 Webb, Jimmy	CAPT Flanagan, Thomas
PFC McKeever, William	CAPT Knutson, Rodney CAPT Mann, John CAPT McDaniel, Eugene
NAVY	CAPT Metzger, William
ADM Johnson, Jerome	CAPT Plumb, Joseph Jr.
ADM Smith, Leighton	CAPT Ramsey, Brenton
VADM Emery, George	CAPT Reinhold, Baron
VADM Robinson, David	CAPT Rumph, Scott
RADM Bremner, Bruce	CAPT Schery, Mike
RADM Byrd, John	CAPT Schoeffel, Peter
RADM Dantone, Joseph	CAPT Sheridan, Robert
RADM Flatley, James III	

CAPT Stafford, Perry	CDR Anonymous
CAPT Stratton, Richard	LCDR Barnes, George
CAPT Tredennick, Harry	LCDR Daley, Thomas
CAPT Treis, Robert	LCDR Davey, Bruce
CAPT Tulley, James Jr.	LCDR Herman, Roger
CAPT Tuma, David	LCDR Jackson, Harry
CAPT Tupacz, Eugene Jr.	LCDR Jasser, M. Zuhdi
CAPT Ward, Jack	LCDR Knudson, Thomas
CAPT Williams, Lewis	LCDR Neumann, Robert
CAPT Anonymous	LT Horne, Alvin
CAPT Anonymous	LT McCain, Todd
CAPT Anonymous	LT McCauley, William
CDR Antrim, Stanley	LT O'Neill, John
CDR Bowen, John	LT Pigeon, Lawrence
CDR Carpenter, Allan	LT Reinhold, Eric
CDR Clifford, Bill	LT Saacke, Paul
CDR Hewitt, Frank	LT Sawyer, Willits
CDR Hinckley, Robert	LT Simmons, Derek
CDR Keuhlen, Phillip	LT Spancake, Steven
CDR Martin, George	LT Stearns, Theodore
CDR Mobilia, Ross	LT Thornton,
CDR Murchison, Grover	Michael MoH
CDR Shankel, William	LT Anonymous
CDR Thornton, Gary	LTJG Flynn, James
CDR Wheat, David	LTJG Sacco, Joseph
CDR Young, Richard	LTJG Weekley, Richard
CDR Anonymous	ENS Worrell, Stewart
CDR Anonymous	CWO4 Chaudoin, Thomas

SCPO Jones, Clifford L.	Lt Gen Remington, Jeffrey
PO2 Fey, David	
PO2 Forke, Edward	Lt Gen Anonymous
PO2 Peterson, L. Carl	Maj Gen Baldwin, Charles
PO2 Anonymous	
PO3 Ingram, Robert MoH	Maj Gen Borling, John Maj Gen Bracken, Edward
PO3 Mann, Ricki	
PO3 Turpin, Trayntor	Maj Gen Collins, Richard
PO3 Anonymous	Maj Gen Comer, Richard Maj Gen Commons, David
AIR FORCE	
	Maj Gen Fortner, Larry
Gen Dugan, Michael	Maj Gen Halloran, Patrick
Gen Fogleman, Ronald	
Gen Hostage, Gilmary III	Maj Gen Hunt, James
Gen Kutyna, Donald	Maj Gen MacLane, Bruce
Gen O'Loughlin, Earl	Maj Gen Marr, Richard
Gen Smith, Lance	Maj Gen McBroom, John
Gen Anonymous	Maj Gen Miller, John Jr.
Lt Gen Bishop, Robert Jr.	Maj Gen O'Mara, Raymund
Lt Gen Brown, Richard	
Lt Gen Coolidge, Charles, Jr.	Maj Gen Post, David S. Maj Gen Rayburn, Bentley
Lt Gen Hamm, Charles	
Lt Gen Kelley, Jay	Maj Gen Scott, Winfield III
Lt Gen Kinnan, Timothy	
Lt Gen Kwast, Steven	Maj Gen Smith, Perry

Maj Gen Winters, John Jr.	Col Cordier, Kenneth
Maj Gen Anonymous	Col Crum, William
Maj Gen Anonymous	Col Desilets-Bixler, Nicole
Maj Gen Anonymous	Col Fer, John
Maj Gen Anonymous	Col Hungerbeeler, Henry Sr.
Brig Gen Ball, William	Col Jackson, Jackie
Brig Gen Bundy, Richard	Col Kirk, Thomas Jr.
Brig Gen Carr, Chalmers	Col Long, Gordon
Brig Gen Cubero, Ruben	Col Mac Isaac, Richard
Brig Gen Fleming, Thomas	Col Maness, Robert
Brig Gen Goodrich, Dan	Col Meck, Tracey
Brig Gen Johnston, James III	Col Moe, Thomas
Brig Gen Mansfield, Robert Jr.	Col Morgan, Sherman
Brig Gen Mueh, Hans	Col Nations, William
Brig Gen Rinebarger, Teddy	Col Parker, Amy
Brig Gen Welch, William	Col Parker, Roy II
Brig Gen Anonymous	Col Paulson, Ajrn
Brig Gen Anonymous	Col Pefley, Michael
Col Austin, William II	Col Perini, Michael
Col Bending, Michael	Col Petersen, Barbara
Col Brockman, John	Col Peterson, Kurt
Col Brown, Kenneth Jr.	Col Robinson, Paul Jr.
Col Certain, Robert	Col Rybak, Richard
Col Colter, Craig	Col Scott, Ronald Jr.
	Col Seares, David
	Col Stutz, Leroy

Col Torreano, Mark Sr.	Lt Col Piowaty, John
Col Vogel, Richard	Lt Col Potter, Gary
Col Waddell, Dewey	Lt Col Schlabs, Glenn
Col Webb, Ronald	Lt Col Schwertfeger,
Col Wells, William	William
Col Wray, James	Lt Col Sherman, John
Col Zietlow, James	Lt Col Staiger, Kathryn
Col Anonymous	Lt Col Tingman, Kenneth
Col Anonymous	Lt Col Anonymous
Col Anonymous	Lt Col Anonymous
Lt Col Austin, William C.	Lt Col Anonymous
Lt Col Ayres, Tim	Lt Col Anonymous
Lt Col Bone, Gary	Lt Col Anonymous
Lt Col Brown, Robert II	Lt Col Anonymous
Lt Col Cliatt, Jeffrey	Lt Col Anonymous
Lt Col Dolan, Michael	Lt Col Anonymous
Lt Col Fletcher, Keith	Maj Carlin, Bernard
Lt Col Gauntt, William	Maj Craig, Patricia
Lt Col Gervais, Thomas	Maj Crecca, Joseph
Lt Col Gimarc, John	Maj Hipps, Robert
Lt Col Greer, Charles Jr.	Maj Jones, Robert
Lt Col Hamlin, Kenneth	Maj Rose, Michael
Lt Col Hannen, John Jr.	Maj Seifert, Robert
Lt Col Hess, Jay	Maj Smith, Robert J.
Lt Col LeCato, Harvey	Maj Zawacki, Robert
Lt Col Mastin, Ronald	Maj Zielinski, David
Lt Col Mosher, Duane	Maj Anonymous
Lt Col Nance, Keith	Maj Anonymous

Capt Beecham, Brent	MajGen Livingston, James MoH
Capt Chambers, Carl	BrigGen Weise, William
Capt Ebner, David	Col Barnum, Harvey Jr. MoH
Capt Grant, Cecil, Jr.	Col Beavis, Robert
Capt Green, Linda	Col Couvillon, David
Capt Haugh, Dennis	Col Fischer, Robert
Capt Karr, Jordan	Col Hanvey, Stephan
Capt Lyle, Richard	Col Landes, Burrell
Capt Marvel, William	Col Leighton, David
Capt Mastrovito, Rita	Col Modrzejewski, Robert MoH
Capt Pettyjohn, Karen	Col Patrow, Michael
Capt Sturman, John	Col Sime, Colben Jr.
Capt Wells, Kenneth	Col Vargas, Jay MoH
Capt Anonymous	Col Welch, Patricia
Capt Anonymous	Col Anonymous
Capt Anonymous	LtCol Bailey, Richard
Capt Anonymous	LtCol Cathcart, Donald
Capt Anonymous	LtCol Cole, Jeffrey
CMSg Battle, Kenneth	LtCol Collins, Raymond
MSgt White, Sarah	LtCol Cooper, Kenneth
MARINES	LtCol Fiorillo, Michael
LtGen Hailston, Earl	LtCol Hilton, Judson
LtGen McCorkle, Frederick	LtCol Smith, Richard
MajGen Krupp, Dennis	LtCol Swindle, Orson
MajGen Kuklok, Kevin	Maj Bloom, David
	Maj Marmon, Anthony

Maj Anonymous	Cpl Rohrer, Robert
Maj Anonymous	
Capt Alstad, John	COAST GUARD
Capt Brooks, Robert	
Capt Buckley, Rich	VADM Thorsen, Howard
Capt Hapke, Norman Jr.	RADM Day, Steven
Capt Kleiboeker, Ronald	RADM McKinley, Andrew
Capt Lottie, Richard	CAPT Anonymous
Capt McEncroe, Jack	CDR Tirpak, Garrett
Capt Papineau, Thomas	
Capt Park, Brian	
Capt Redmond, Thomas	
Capt Regan, John	
Capt Ryman, Michael	
Capt Zobenica, Ronald	
Capt Anonymous	
CWO4 Williams, Hershel MoH	
SgtMaj Chevalier, Paul	
MGySgt McCartney, Lawrence	
MGySgt Anonymous	
MSgt Franklin, David	
Sgt Bolinder, Thomas	
Sgt Eden, Judith	
Sgt O'Malley, Robert MoH	
Cpl Birdsong, Grady	
Cpl Prestanski, Harry	

*Appendix B***VFM MEMBERSHIP DEMOGRAPHICS
AND ACCOMPLISHMENTS****GENERAL**

Total VFM Members	627
Army	308
Air Force	160
Navy	97
Marines	57
Coast Guard	5
Officers (Total)	545
General/Flag Officers	119
Warrant Officers	10
W-5s	2
Enlisted	72
E-9s	15
Minorities	31
Females	24
Combat Tours	934
Combat Command or Combat Leadership Positions	476
Career Command/Leadership Positions (combat and non-combat)	1,769
Years Served	14,397
Corporate Leadership Positions	290

AWARDS AND DECORATIONS^{1,2}

Medal of Honor	21
Distinguished Service/Navy/Air Force Cross	9
Silver Star	142
Distinguished Flying Cross ³	220
Bronze Star Medal with Valor ⁴	212
Bronze Star Medal (without valor)	360
Air Medal with Valor ⁵	366
Air Medal (without valor)	2,192
Other Valor Awards	163
Prisoner of War Medal	45
Purple Heart	215
Combat Action Awards (CIB/CAB/CMB/CAR/AFCAM)	217

COMBAT ACTION AWARDS

CIB (Combat Infantryman's Badge)	139
CAB (Combat Action Badge)	11
CMB (Combat Medic Badge)	6
CAR (Combat Action Ribbon)	53
AFCAM (Air Force Combat Action Medal)	8

¹ The highest three military decorations that are awarded solely for "valor" are, in descending order, the Medal of Honor; the Distinguished Service Cross (Army), Navy Cross (Navy, Marine Corps and Coast Guard when operating under Navy authority), and Air Force Cross (Air Force); and the Silver Star. Criteria for each are explained at *Military Awards for Valor-Top 3, Description of Medals*, U.S. Dep't of Def. (last accessed May 7, 2022), <https://valor.defense.gov/description-of-awards/>.

"Valor is an act or acts of heroism by an individual above what is normally expected while engaged in direct combat with an enemy of the United States, or an opposing foreign or armed force, with exposure to enemy hostilities and personal risk." Off. of Under Sec'y of Def. for Pers. & Readiness, Dep't of Def., DoDI

1348.33, DoD Military Decorations and Awards Program 20 (Apr. 9, 2021), <https://tinyurl.com/5n95uatk>.

² Several other “multi-purpose personal military decorations” sometimes are used to recognize “valor.” They include the Distinguished Flying Cross (DFC), Bronze Star Medal (BSM), Air Medal (AM) and various commendation medals. When these are used to recognize “valor” (as defined above), the citation should specify the award to include the “V” device. *Id.* For the DFC, however, this was not always true, with DFCs’ having been routinely awarded—without inclusion of the “V” designation—to recognize valorous actions (see n.3, *infra*). A 2016 regulation revision attempted to standardize practices regarding award of the DFC prospectively. *Id.*

The data provided here represent the numbers of valor awards (and BSMs and AMs without “valor”), including “Other Valor Awards,” received by VFM members. The Prisoner of War Medal, Purple Heart, and Combat Action Awards are not “valor” awards but are relevant decorations.

³ The DFC is awarded for heroism or extraordinary achievement while participating in aerial flight. The actions must be entirely distinctive, involving operations that are not routine. *Fact Sheet Display, Distinguished Flying Cross, A.F. Pers. Ctr.* (last accessed May 7, 2022), <https://www.afpc.af.mil/Fact-Sheets/Display/Article/421931/distinguished-flying-cross/>. The actions involved need not necessarily have been in combat.

All but one VFM member who reported award of the DFC also reported combat deployments. (The one DFC recipient who reported no combat deployments flew with the U.S. Air Force Air Demonstration Squadron—Thunderbirds—which may explain the circumstances of his DFC award.) Review of citations, e.g., MG Brady’s six DFC citations, *Awards, Patrick Brady, Mil. Times* (last accessed May 7, 2022), <https://valor.militarytimes.com/hero/2540>, shows that most (all in General Brady’s case) do not include the “V” device, but they do document heroism and/or extraordinary achievement in aerial flight in combat operations. The majority of the DFCs reported here, therefore, recognize heroism or extraordinary achievement in combat.

⁴ The Bronze Star Medal is awarded to those who have distinguished themselves “by heroic or meritorious achievement or service, not involving participation in aerial flight, in connection with military operations against an armed enemy.” *Fact Sheet Display, Bronze Star Medal*, A.F. Pers. Ctr. (last accessed May 7, 2022), <https://www.afpc.af.mil/Fact-Sheets/Display/Article/421879/bronze-star-medal/>. The award recognizes acts of heroism performed in ground combat if they are of lesser degree than that required for the Silver Star. *Id.* It is thus the fourth highest award for heroism or meritorious achievement for actions on the ground. When awarded for “valor,” the citation will indicate inclusion of the “V” device. Off. of Under Sec’y of Def. for Pers. & Readiness, Dep’t of Def., DoDI 1348.33, DoD Military Decorations and Awards Program 20 (Apr. 9, 2021), <https://tinyurl.com/5n95uatk>. “All [BSM] awards for non-valorous achievement or service must satisfy the requirements for personal exposure to hostile action or significant risk of exposure to hostile action.” *Id.* at 14.

⁵ The Air Medal is awarded for single acts of heroism or meritorious achievements while participating in aerial flight in actual combat in support of operations. *Fact Sheet Display, Air Medal*, A.F. Pers. Ctr. (last accessed May 7, 2022), <https://www.afpc.af.mil/Fact-Sheets/Display/Article/421927/air-medal/>. The award recognizes achievement less than that required for the Distinguished Flying Cross, but which is above and beyond what is expected of professional airmen. *Id.* When awarded for “valor,” the citation will indicate inclusion of the “V” device. *Id.*

OFFICER COMMISSIONING SOURCES

Service Academy Graduates	292
ROTC	100
OCS	66
OTS	25
PLC	15
Other	47

SERVICE ACADEMY GRADUATES

USMA	167
USNA	49
USAFA	73
USCGA	2
USMMA	1

COMBAT TOURS

Korea	10
Vietnam	535
Gulf War	91
Iraq	105
Afghanistan	72
Other	121

MINORITIES

Asian	3
Black	9
Hispanic	10
Native American	2
Pacific Islander	3
Other	4

PAYGRADE

O-10	12
O-9	25
O-8	53
O-7	29
O-6	161
O-5	124
O-4	45
O-3	87
O-2	8
O-1	1
W-5	2
W-4	7
W-3	0
W-2	1
W-1	0
E-9	15
E-8	12
E-7	8
E-6	8
E-5	14
E-4	14
E-3	1
E-2	0
E-1	0

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*Appendix C***PAYGRADES AND CORRESPONDING RANKS**

Pay-grade	Army	Air Force	U.S. Marine Corps	Navy/Coast Guard
O-10	GEN General	Gen General	Gen General	ADM Admiral
O-9	LTG Lieutenant General	Lt Gen Lieutenant General	LtGen Lieutenant General	VADM Vice Admiral
O-8	MG Major General	Maj Gen Major General	MajGen Major General	RADM Rear Admiral Upper Half
O-7	BG Brigadier General	Brig Gen Brigadier General	BGen Brigadier General	RDML Rear Admiral Lower Half
O-6	COL Colonel	Col Colonel	Col Colonel	CAPT Captain

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Pay-grade	Army	Air Force	U.S. Marine Corps	Navy/Coast Guard
O-5	LTC Lieutenant Colonel	Lt Col Lieutenant Colonel	LtCol Lieutenant Colonel	CDR Commander
O-4	MAJ Major	Maj Major	Maj Major	LCDR Lieutenant Commander
O-3	CPT Captain	Capt Captain	Capt Captain	LT Lieutenant
O-2	1LT First Lieutenant	1st Lt First Lieutenant	1stLt First Lieutenant	LTJG Lieutenant, Junior Grade
O-1	2LT Second Lieutenant	2d Lt Second Lieutenant	2ndLt Second Lieutenant	ENS Ensign

Pay-grade	Army	Air Force	U.S. Marine Corps	Navy/Coast Guard
W-5	CW5 Chief Warrant Officer 5		CWO5 Chief Warrant Officer 5	CWO5 Chief Warrant Officer 5
W-4	CW4 Chief Warrant Officer 4		CWO4 Chief Warrant Officer 4	CWO4 Chief Warrant Officer 4
W-3	CW3 Chief Warrant Officer 3		CWO3 Chief Warrant Officer 3	CWO3 Chief Warrant Officer 3
W-2	CW2 Chief Warrant Officer 2		CWO2 Chief Warrant Officer 2	CWO2 Chief Warrant Officer 2
W-1	WO1 Warrant Officer		WO Warrant Officer	WO1 Warrant Officer

Pay-grade	Army	Air Force	U.S. Marine Corps	Navy/Coast Guard
E-9	SGM/CSM/SMA Sergeant Major Command Sergeant Major Sergeant Major of the Army	CMSgt/CMSAF Chief Master Sergeant Chief Master Sergeant of the Air Force	MGySgt/SgtMaj Master Gunnery Sergeant Sergeant Major	MCPO/MCPON/MCPOCG Master Chief Petty Officer Master Chief Petty Officer of the Navy Master Chief Petty Officer of the Coast Guard
E-8	MSG/1SG Master Sergeant First Sergeant	SMSgt Senior Master Sergeant	MSgt Master Sergeant	SCPO Senior Chief Petty Officer

Pay-grade	Army	Air Force	U.S. Marine Corps	Navy/Coast Guard
E-7	SFC Sergeant First Class	MSgt Master Sergeant	GySgt Gunnery Sergeant	CPO Chief Petty Officer
E-6	SSG Staff Sergeant	TSgt Technical Sergeant	SSgt Staff Sergeant	PO1 Petty Officer 1st Class
E-5	SGT Sergeant	SSgt Staff Sergeant	Sgt Sergeant	PO2 Petty Officer 2nd Class
E-4	SPC/CPL Specialist Corporal	SrA Senior Airman or Sergeant	Cpl Corporal	PO3 Petty Officer 3rd Class

Pay-grade	Army	Air Force	U.S. Marine Corps	Navy/Coast Guard
E-3	PFC Private First Class	A1C Airman First Class	LCpl Lance Corporal	SN Seaman
E-2	PV2 Private 2	Amn Airman	PFC Private First Class	SA Seaman Apprentice
E-1	PVT Private	AB Airman Basic	Pvt Private	SR Seaman Recruit

Appendix D**VFM MEMBERSHIP SPECIAL RECOGNITIONS
AND SENIOR LEADERSHIP SUMMARY****SPECIAL RECOGNITION**

Medal of Honor Recipients	21
Distinguished Service/Navy/Air Force Cross Recipients	9
Total Combat Valor Awards Received	> 900
Prisoners of War	45
Service Academy Distinguished Graduate Award (post career) Recipients	8
U.S. Military Academy	4
U.S. Naval Academy	1
U.S. Air Force Academy	3

SENIOR LEADERSHIP SUMMARY

Four-star Generals/Admirals	12
Service Chiefs of Staff (Air Force)	2
Vice Chiefs of Staff/Vice Chief of Naval Operations (Army, Navy)	2
Four-star Commands Held	15
CINC, USFK-UNC Korea	
CINC, USAREUR/7th Army	
CINC, U.S. Naval Forces Europe/ NATO CINC Allied Forces Southern Europe	

SENIOR LEADERSHIP SUMMARY (CONT'D)

Four-star Commands Held (cont'd)

Cdr, NATO IFOR, Bosnia

CG, Air Combat Command

CG, Air Force Logistics Command

CG, Air Force Space Command

CG, NORAD & U.S. Space Command

CINC, U.S. Transportation Command

CG, Air Mobility Command

CINC, U.S. Air Forces Europe,

Cdr, Allied Air Forces Central Europe

CG, U.S. Joint Forces Cmd & NATO Supreme
Allied Cdr for Transformation

Anonymous (3)

Three-star Generals/Admirals 25

Significant Three-star Staff Positions Held 8

Dep'y Chief of Staff,

Personnel (Army, Air Force) (2)

Dep'y Chief of Staff,

Programs and Resources (AF)

Dep'y Chief of Staff,

Plans & Operations (AF)

Dep'y Chief of Naval Operations,

Plans Policy & Operations (Navy)

Dep'y Commandant for Aviation, HQ USMC

Inspector General, HQ Dep't of the Army

Anonymous

SENIOR LEADERSHIP SUMMARY (CONT'D)

Three-star Commands Held	24
CG, I Corps	
CG, III Corps (2)	
CG, V Corps	
CG, VII Corps	
CG, U.S. Army Pacific	
CG, U.S. Army Special Operations Command	
CG, U.S. Army Space & Missile Defense Command	
Cdr, Second Fleet & NATO Striking Fleet	
Cdr, Submarine Force Atlantic Fleet/Cdr, Submarine Allied Command Atlantic	
Cdr, Naval Surface Force Pacific Fleet	
CG, 3rd Air Force	
CG, 7th Air Force (2)	
CG, Air Component Command, RoK/ U.S. Combined Forces Command, RoK	
CG, Air Education and Training Command	
CG, USAF Air University (2)	
III Marine Expeditionary Force & MCB Japan	
CG, U.S. Marine Forces Pacific/ U.S. Marine Forces Central Command/ Fleet Marine Force, Pacific, U.S. Marine Corps Bases, Pacific	
Cdr, Atlantic Area & U.S. Maritime Defense Zone Atlantic	
Anonymous (3)	

SENIOR LEADERSHIP SUMMARY (CONT'D)

Other Notable Commands	40
CG, 82nd Airborne Div. (2)	
CG, 6th Infantry Div.	
CG, 24th Infantry Div.	
CG, 25th Infantry Div.	
CG, 2nd Armd Div.	
CG, Military District Washington	
CG, U.S. Army Recruiting Command	
CG, Joint Forces HQ National Capital Region & MDW	
CO, U.S. Army 75th Ranger Regiment (2)	
Cdr, Carrier Battle Group Six (2)	
Cdr, Carrier Group Three	
Cdr, Carrier Group Four & NATO Carrier Striking Fleet	
Cdr, Carrier Group Eight	
Cdr, Submarine Group Five (West Coast Pacific Fleet)	
Cdr, Cruiser Destroyer Group 8	
CG, MCAS Cherry Point	
CG, Third Marine Aircraft Wing	
CG, Marine Air Ground Combat Center	
CG, 1st Marine Expeditionary Brigade	
CG, 4th Marine Division	
CG, Marine Forces Reserve	

SENIOR LEADERSHIP SUMMARY (CONT'D)

Other Notable Commands (cont'd)

CG, Second Marine Air Wing

CG, III Marine Expeditionary Brigade

CG, 4th Marine Aircraft Wing

CG, Marine Corps Reserve Support Command

CG, AF Doctrine Center (3)

CG, AF Personnel Center

Cdr, Seventh Coast Guard District

Cdr, USCG Reserve

Cdr, U.S. Navy Blue Angels

Anonymous (5)

Ships Commanded

18

USS Coral Sea (CV-43)

Midway-class carrier (2)

USS America (CV-66)

Kitty Hawk-class supercarrier

USS Dwight D. Eisenhower (CV-69)

Nimitz-class carrier

USS Abe Lincoln (CG-3) (CVN-72)

Nimitz-class carrier

USS Saratoga (CVA-60)

Forrestal-class supercarrier

USS Ohio (SSBN-726) Ohio-class

nuclear powered ballistic missile submarine

SENIOR LEADERSHIP SUMMARY (CONT'D)

Ships Commanded (cont'd)

USS Groton (SSN-694)

Los Angeles-class submarine

USS Luce (DDG-38)

Farragut-class guided missile destroyer

USS Richmond K. Turner (DLG-20)

Leahy-class cruiser destroyer

USS San Jose (AFS-7)

Mars-class combat stores ship

USS Canon (PG-90) Asheville-class gunboat

USS Ready (PG-87) Asheville-class gunboat

USS Savannah (AOR-4)

Wichita-class replenishment oiler

USS Kalamazoo (AOR-6)

USS Caloosahatchee (AO-98)

USS Wichita (AOR-1)

USS White Plains (AFS-4)

Mars-class combat stores ship

NORAD, Command Director

Cdr, Medium Attack Tactical Electronic

Warfare Wing Pacific

Director, Reserve and Military Personnel, USCG

Director, Officer Personnel Management Systems

XXI Task Force (Army)

SENIOR LEADERSHIP SUMMARY (CONT'D)

Service Academy Superintendent (USAFA)	
Service Academy Commandants (USMA, USCGA) (2)	
Service Academy Deans (USAFA)	
Senior Service School Commandants	5
National War College (2)	
Air War College (2)	
Naval War College	
Other Service School Commandants	3
U.S. Army AMEDDC&S (2)	
U.S. Special Forces WOI School	
U.S. Army Training Center Commanding Generals	5
CG, U.S. Army Armor School	
CG, U.S. Army Infantry School & Ft. Benning	
CG, U.S. Army Transportation Center & School	
CG, U.S. Army JFK Special Warfare Center & School	
Anonymous	
White House Assignments	3
Military Assistant to the President	
Anonymous (2)	

SENIOR LEADERSHIP SUMMARY (CONT'D)

University/College Presidents	2
University of Alaska	
Colorado Technical University	

OTHER LEADERSHIP 53

Chairman of the Board, USNA Alumni Ass'n	
Naval Academy Board of Visitors	
Trustee, USNA Foundation Athletic & Scholarship Program	
President & CEO, Navy-Marine Corps Relief Society	
Chair, Senior Advisory Group to Director, Los Alamos Nat'l Laboratory	
General Chair, Submarine Technology Symposium	
Trustee & Committee Chair, West Point Ass'n of Graduates	
Chair, Technical College of the Low Country Foundation	
NSA Advisory Board	
Dep'y Ass't SECNAV Reserve Affairs	
Chair, SC Commission for Minority Affairs	
White House Fellow & Staff (2)	
Dir., DOD Coop Threat Reduction	
Defense Health Board	
Dir., Political Military Affairs Asia Pacific, JCS	

OTHER LEADERSHIP (CONT'D)

Civilian Aide SECARMY
IT Director, USDA
Dep'y Ass't SECDEF, Civil Military Policy
Ass't U.S. Attorney
State Dir. Transportation, MO
Spec. Ass't to Dep'y Under Secretary Navy
Dir., USA Vietnam War Commemoration
Manager, Sandia National Labs
Commissioner, U.S. Comm. Int'l Religious Freedom
Dep'y Dir. Spec Ops to Ass't SECDEF for Spec Ops
Dir., Emergency Operations, DoE
Navy Liaison, House of Representatives
Member, Reserve Forces Policy Board
Dir., Ohio State Dep't Veterans Services
Secretary, American Battle Monuments
Commission
NORAD PAO
Chief of Base, CIA
DAIG Inspection Team Chief
President, Colorado Board of Health
Dir., White House Military Operations
Chairman, Naval Aviation Museum Foundation
National President, Air Force Association
Ass't Secretary of Commerce, FTC
FEMA Federal Coordinating Officer

OTHER LEADERSHIP (CONT'D)

Squadron Commander, MS Civil Air Patrol
 Sr. Defense Reform Advisor
 Army Science Board
 Dep'y PEO Armored Systems Modernization
 Sec'y, CA Dep't Veterans Affairs
 N.C. House of Representatives
 Pres., Comm'n on the Assignment of Women
 in the Armed Forces
 Commandant, VA Nursing Home
 U.S. Deputy & Acting Sec'y Education
 Leadership Course Director, USAFA
 Anonymous (4)

COMBAT COMMANDS/LEADERSHIP POSITIONS HELD¹

Combatant Command	0
Corps	1
Division	5
Fleet	0
Group	10
Wing	14
Brigade	6
Regiment	3

¹ Partial data for principal command levels, mostly Army and Air Force.

**COMBAT COMMANDS/LEADERSHIP POSITIONS HELD
(CONT'D)**

Battalion	38
Squadron	18
Company	62
Troop	7
Platoon	35

HIGHEST COMMANDS/LEADERSHIP HELD NON-COMBAT²

Combatant Command	4
Corps	5
MAJCOM	17
Numbered Air Force	3
Division	14
Fleet	4
Group	14
Wing	23
Brigade	30
Regiment	6
Battalion	46
Squadron	19
Company	52
Troop	3
Platoon	16

² Partial data for the highest level of command held not in combat.

Appendix E

**VFM MEDAL OF HONOR RECIPIENTS AND
PRISONERS OF WAR**

MEDAL OF HONOR RECIPIENTS

COL Donald E. Ballard, USA

The Recipients, Donald Everett Ballard, Cong. Medal of Honor Soc’y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/donald-e-ballard>

Col. Barney Barnum, Jr., USMC

The Recipients, Harvey Curtiss “Barney” Barnum Jr., Cong. Medal of Honor Soc’y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/harvey-curtiss-barney-barnum-jr>

MG Patrick H. Brady, USA

The Recipients, Patrick Henry Brady, Cong. Medal of Honor Soc’y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/patrick-h-brady>

COL Bruce P. Crandall, USA

The Recipients, Bruce P Crandall, Cong. Medal of Honor Soc’y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/bruce-p-crandall>

SFC Sammy Davis, USA

The Recipients, Sammy Lee Davis, Cong. Medal of Honor Soc’y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/sammy-l-davis>

COL Roger H. Donlon, USA

The Recipients, Roger H.C. Donlon, Cong. Medal of Honor Soc'y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/roger-h-donlon>

SP4 Michael J. Fitzmaurice, USA

The Recipients, Michael John Fitzmaurice, Cong. Medal of Honor Soc'y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/michael-j-fitzmaurice>

LTC Harold A. Fritz, USA

The Recipients, Harold Arthur Fritz, Cong. Medal of Honor Soc'y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/harold-a-fritz>

PO3 Robert R. Ingram, USN

The Recipients, Robert Ronald Ingram, Cong. Medal of Honor Soc'y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/robert-r-ingram>

Maj. Gen. James E. Livingston, USMC

The Recipients, James Everette Livingston, Cong. Medal of Honor Soc'y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/james-e-livingston>

COL Walter Joseph Marm, Jr., USA

The Recipients, Walter Joseph Marm Jr., Cong. Medal of Honor Soc'y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/walter-j-marm-jr>

SP5 James C. McCloughan, USA

The Recipients, James C McCloughan, Cong. Medal of Honor Soc'y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/james-c-mccloughan>

Col. Robert J. Modrzejewski, USMC

The Recipients, Robert Joseph Modrzejewski, Cong. Medal of Honor Soc'y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/robert-j-modrzejewski>

SFC Melvin Morris, USA

The Recipients, Melvin Morris, Cong. Medal of Honor Soc'y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/melvin-morris>

SGT Robert E. O'Malley, USMC

The Recipients, Robert Emmett O'Malley, Cong. Medal of Honor Soc'y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/robert-e-omalley>

MSG Leroy A. Petry, USA

The Recipients, Leroy Arthur Petry, Cong. Medal of Honor Soc'y (last accessed May 8, 2022),
<https://www.cmohs.org/recipients/leroy-a-petry>

SSG Clinton Romesha, USA

The Recipients, Clinton Lavor Romesha, Cong. Medal of Honor Soc'y (last accessed May 8, 2022),
<https://www.cmohs.org/recipients/clinton-l-romesha>

MAJ James A. Taylor, USA

The Recipients, James Allen Taylor, Cong. Medal of Honor Soc'y (last accessed May 8, 2022),
<https://www.cmohs.org/recipients/james-a-taylor>

LT Michael E. Thornton, USN

The Recipients, Michael Edwin Thornton, Cong. Medal of Honor Soc'y (last accessed May 8, 2022),
<https://www.cmohs.org/recipients/michael-e-thornton>

Col. Jay R. Vargas, USMC

The Recipients, Jay R Vargas, Cong. Medal of Honor Soc'y (last accessed May 8, 2022),
<https://www.cmohs.org/recipients/jay-r-vargas>

CWO4 Hershel W. Williams, USMC/USA

The Recipients, Hershel Woodrow “Woody” Williams, Cong. Medal of Honor Soc’y (last accessed May 8, 2022), <https://www.cmohs.org/recipients/hershel-woodrow-woody-williams>

PRISONERS OF WAR

Col William R. Austin II, USAF

Biographies on Prisoners of War and Missing in Action, Austin William Renwick II, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/a/a043.htm>

Lt Col Timothy R. Ayres, USAF

Biographies on Prisoners of War and Missing in Action, Ayres Timothy R., P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/a/a070.htm>

Maj Gen John L. Borling, USAF

Biographies on Prisoners of War and Missing in Action, Borling John Lorin, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/b/b093.htm>

CPT Isaac Camacho, USA

Biographies on Prisoners of War and Missing in Action, Camacho Issac “Ike”, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/c/c134.htm>

CAPT David J. Carey, USN

Biographies on Prisoners of War and Missing in Action, Carey David Jay, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/c/c076.htm>

CDR Allan R. Carpenter, USN

Biographies on Prisoners of War and Missing in Action, Carpenter Allan Russell, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/c/c077.htm>

Col Robert G. Certain, USAF

Biographies on Prisoners of War and Missing in Action, Certain Robert Glenn, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/c/c165.htm>

Capt Carl D. Chambers, USAF

Biographies on Prisoners of War and Missing in Action, Chambers Carl Dennis, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/c/c079.htm>

Col Kenneth W. Cordier, USAF

Biographies on Prisoners of War and Missing in Action, Cordier Kenneth William, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/c/c094.htm>

Maj Joseph Crecca, USAF

Biographies on Prisoners of War and Missing in Action, Crecca Joseph, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/c/c099.htm>

CAPT Edward D. Estes, USN

Biographies on Prisoners of War and Missing in Action, Estes Edward Dale, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/e/e029.htm>

Col John Fer, USAF

Biographies on Prisoners of War and Missing in Action, Fer John, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/f/f007.htm>

Lt Col William A. Gauntt, USAF

Biographies on Prisoners of War and Missing in Action, Gauntt William Aaron, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/g/g078.htm>

Lt Col Jay C. Hess, USAF

Biographies on Prisoners of War and Missing in Action, Hess Jay Criddle, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/h/h047.htm>

Maj Robert C. Jones, USAF

Biographies on Prisoners of War and Missing in Action, Jones Robert Campbell, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/j/j016.htm>

Col Thomas H. Kirk, Jr., USAF

Biographies on Prisoners of War and Missing in Action, Kirk Thomas H., P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/k/k023.htm>

CAPT Rodney A. Knutson, USN

Biographies on Prisoners of War and Missing in Action, Knutson Rodney Allen, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/k/k048.htm>

COL F. Harold Kushner, USA

Biographies on Prisoners of War and Missing in Action, Kushner Floyd Harold, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/k/k051.htm>

LTC Ronald L. Mastin, USAF

Biographies on Prisoners of War and Missing in Action, Mastin Ronald Lambert, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/m/m022.htm>

CAPT Eugene B. McDaniel, USN

Biographies on Prisoners of War and Missing in Action, McDaniel Eugene Baker "Red", P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/m/m101.htm>

CAPT William J. Metzger, Jr., USN

Biographies on Prisoners of War and Missing in Action, Metzger William John Jr., P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/m/m113.htm>

Col Thomas N. Moe, USAF

Biographies on Prisoners of War and Missing in Action, Moe Thomas Nelson, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/m/m114.htm>

CAPT Joseph C. Plumb, Jr., USN

Biographies on Prisoners of War and Missing in Action, Plumb Joseph Charles, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/p/p064.htm>

Col Paul K. Robinson, Jr., USN

Biographies on Prisoners of War and Missing in Action, Robinson Paul K., P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/r/r095.htm>

CAPT Peter V. Schoeffel, USN

Biographies on Prisoners of War and Missing in Action, Schoeffel Peter Vanruyter, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/s/s090.htm>

Lt Col William R. Schwertfeger, USAF

Biographies on Prisoners of War and Missing in Action, Schwertfeger William R., P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/s/s182.htm>

CDR William L. Shankel, USN

Biographies on Prisoners of War and Missing in Action, Shankel William Leonard, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/s/s095.htm>

MAJ Mark A. Smith, USA

Biographies on Prisoners of War and Missing in Action, Smith Mark Allyn, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/s/s189.htm>

LtCol Richard E. Smith, USAF

Biographies on Prisoners of War and Missing in Action, Smith Richard Eugene, Jr., P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/s/s107.htm>

CAPT Richard A. Stratton, USN

Biographies on Prisoners of War and Missing in Action, Stratton Richard Allen "Dick", P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/s/s122.htm>

Col Leroy W. Stutz, USAF

Biographies on Prisoners of War and Missing in Action, Stutz Leroy William, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/s/s123.htm>

LtCol Orson G. Swindle III, USMC

Biographies on Prisoners of War and Missing in Action, Swindle Orson George III, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/s/s126.htm>

CDR Gary L. Thornton, USN

Biographies on Prisoners of War and Missing in Action, Thornton Gary Lynn, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/t/t045.htm>

Col Richard Vogel, USAF

Biographies on Prisoners of War and Missing in Action, Vogel Richard Dale, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/v/v010.htm>

Col Dewey W. Waddell, USAF

Biographies on Prisoners of War and Missing in Action, Waddell Dewey Wayne, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/w/w058.htm>

Col Ronald J. Webb, USAF

Biographies on Prisoners of War and Missing in Action, Webb Ronald John, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/w/w064.htm>

Capt Kenneth R. Wells, USAF

Biographies on Prisoners of War and Missing in Action, Wells Kenneth Roth, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/w/w099.htm>

CDR David R. Wheat, USN

Biographies on Prisoners of War and Missing in Action, Wheat David Robert, P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/w/w067.htm>

CAPT Lewis I. Williams, Jr., USN

Biographies on Prisoners of War and Missing in Action, Williams Lewis Irving Jr., P.O.W. Network (last accessed May 8, 2022), <https://www.pownetwork.org/bios/w/w070.htm>

Anonymous (6)