



The REGISTER

Selective Service System

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Ken Bing Named Region III Director

Mr. Kenneth Bing was appointed region director for Selective Service's Region III Headquarters on February 3, 2009. He brings with him a wealth of knowledge and experience of Selective Service to transition smoothly into his new position.

Bing began his career with the Selective Service System and Region III Headquarters on December 1, 1994. During his time with the agency, he has served as a local board program analyst, readiness-training and registration program analyst, operations manager, acting region director, and currently as region director.


As region director, Bing is responsible for the daily operations of a joint military-civilian regional headquarters with operational control in 23 states and territories. He also represents the agency director and deputy director before a variety of professional and civic groups.

Bing's oversight also includes the training of 56 current Reserve Force Officers, 23 state directors, one deputy state director, and over 3,000 volunteer local board members. In addition, he manages a current FTE staff of seven full-time employees.

Bing is an Air Force retiree, having worked as an aerospace physiology technician, teaching undergraduate pilot training. He also served as the director of education for the Professional Military Education Center at Lowry Air Force Base. In that capacity, he trained in the areas of human relations, military education, and world affairs.

Bing attended the Academic Instructor and Foreign Officer School at Maxwell Air Force Base, Alabama. Bing is a master instructor, also completing the Technical Instructor School at Lowry Air Force Base. He is a level-one professional, as a contracting craftsman, and is also a journeyman parachutist completing the Fort Benning Basic Course.

During his Air Force career, Bing received the Meritorious Service Medal, Air Force Commendation with Oak Leaf Cluster, Outstanding Unit Award with two Oak Leaf Clusters, Air Force Organization Excellence Award, Air Force Good Conduct Medal with Silver Oak Leaf Cluster, and several other awards.

Bing is a native of Georgia. He is a graduate of Webster University where he earned a graduate degree in human resource development. He also earned a bachelor of arts degree in management and health care from Park College. 



REGION III Director — Kenneth Bing was named director of Region III on February 3, 2009.

When the Draft Calls Ended P. 2

Meet Oregon State Director P. 3

Tips for Staying Healthy P. 5

A Legacy of Service P. 6

When the Draft Calls Ended

John T. Correll
Contributing Editor

Editor's Note: The article below is a reprinted from the Air Force Magazine. This is the second part of two. The first part appeared in the July - August 2008 issue.

A Hidden Tax-in-Kind

It was clear to everyone that using the AVF [all-volunteer force] would not be cheap, but the commission said that taxpayers at large had gotten a free ride with the draft force. There was a hidden "tax in kind" paid only by draftees and draft-induced volunteers, who were forced to serve for low pay. In 1970, pay for new recruits and draftees was about 60 percent of comparable civilian pay.

The services had differing experiences. For the most part, Air Force recruiters met their quotas without difficulty through the Vietnam War, although as many as half of the Air Force's enlistments were induced by pressures of the draft. The Army, though, would have more difficulty with an AVF than the other services.

The services put more recruiters in the field and hired advertising agencies to support their efforts. To the disgust of many old-timers, a new way of thinking took hold. A 1971 report from the Army's advertising agency, N.W. Ayer, referred to potential recruits as "the market" and the Army as "the product." A spotlight fell on Adm. Elmo R. Zumwalt Jr., the Chief of Naval Operations, who achieved fame and notoriety with his programs to (as *Time* magazine put it) "scuttle those customs and traditions that no longer seem to have a point—if indeed they ever did."

Upon becoming CNO in July 1970, Zumwalt began sending out directives known as "Z-Grams." Over four years, he issued 121 of them. An early one eliminated restrictions on the wear of civilian clothes on base when off duty. Another permitted beer-vending machines in enlisted and officer quarters. The most famous Z-Gram was No. 57, issued in November 1970. It said that the "demeaning or abrasive

regulations generally referred to in the fleet as 'Mickey Mouse' or 'chicken' regs had to go.

"We must learn to adapt to changing fashions," Zumwalt said. "I will not countenance the rights or privileges of any officers or enlisted men being abrogated in any way because they choose to grow sideburns or neatly trimmed beards or moustaches or because preferences in neat clothing styles are at variance with the taste of their seniors."

Z-Gram 57 allowed sailors who lived off base to travel to and from work in duty uniforms, including dungarees. (Previously they had to wear the uniform of the day or better to travel, change into work uniforms at work, then change again to go home.) It also eliminated the "unreasonable" requirement, for line handlers, refueling parties, topside watch officers in inclement weather, and others, to perform their jobs in white or blue uniforms when "engaged in work which would unduly soil or damage such uniforms."

Zumwalt encountered opposition mainly from two sources: hard-line admirals and angry chief petty officers. They thought his reforms undermined discipline, and the chiefs did not like it that perquisites it took them years to earn were awarded immediately to junior sailors.

The news media ate it up and made Zumwalt a star. *Time* magazine said the other services were behind the Navy in getting rid of Mickey Mouse and making "life in the service more bearable and attractive." The Army reacted with changes that could be made quickly. Among these were an end to unnecessary troop formations, such as assembly at reveille "except for special occasions" and doing away with nighttime bed checks except in disciplinary cases. Ft. Carson, Colo., opened the "Inscape Coffee House" with a black light and a peace symbol on display. Officers dropped by to "rap with the troops."

Not So Much To Fix

The Air Force, with little Mickey Mouse to eliminate, was at a disadvantage in finding things to fix. At a press briefing in December 1970, Lt. Gen. Robert J. Dixon, the deputy chief of staff for personnel, announced that the Air Force was reducing inspections and giving airmen more time off to settle their families when reassigned.

World War I (September 1917 through November 1918)	2,810,296
World War II (November 1940 through October 1946)	10,110,104
Korean War (June 1950 through June 1953)	1,529,539
Vietnam War (August 1954 through February 1973)	1,857,304

SOURCE: SELECTIVE SERVICE WEB SITE

Continued on page 4

Meet Oregon State Director Michael Valdez

On July 21, 2008, Colonel Michael Valdez, U.S. Army (Retired), was appointed state director for Oregon, replacing Lynn Ashcroft who resigned in October 2007. An informal swearing-in ceremony was held at the Oregon Adjutant General's office with Selective Service Director William Chatfield in attendance.

Oregon State Governor Ted Kulongoski, with the support of The Adjutant General, recommended Valdez for the state director appointment. Selective Service Director William Chatfield then confirmed the appointment on behalf of former President George W. Bush.

Born and raised in Wyoming, Valdez enlisted in the U.S. Marine Corps after graduating from high school. He served two tours in Vietnam, before released from Active Duty. In 1972, Valdez was commissioned in the U.S. Army where he served his remaining military career in Oregon. He retired from the Army in 1991.

While serving in the Army, Valdez earned a degree in criminal justice from Chemeketa Community College, Salem, OR, in 1975. He completed further degree work from Southern Oregon State College, Ashland, OR.

In his civilian capacity, Valdez served as a deputy U.S. Marshal in 1971 to 1972, and was selected equal employment opportunity counselor. From 1972 to 1975, Valdez was an Oregon state trooper where he worked undercover in gambling cases in which Hispanics were being scammed of their money. As a state trooper, Valdez also conducted safety and motor law courses in Spanish and recruited Hispanics for positions in the Oregon State Police. In 1975 until his retirement from the U.S. Army, Valdez joined the Military Department as the Hispanic Employment Program Manager. He was appointed military aide to the governor of Oregon. He volunteered as counselor to veterans, and served the last two years as military technician for the 41st Separate Infantry Brigade. In 1999 to 2003, Valdez served on the Community Relations Commission for the city of Oceanside, CA. He served as commissioner for the Oceanside Police and Fire Departments. In October 2005 to January 2008, Valdez served as military technician as a Hispanic advancement manager.

Valdez received numerous citations and decorations, to include the Legion of Merit, Meritorious Service Medal with 2 Oak Leaf Clusters, Navy Commendation



SWEARING-IN CEREMONY — On August 11, 2008, Col. Michael Valdez, U.S. Army (Ret.), was sworn in as state director for Oregon. He is shown here flanked by Selective Service Director William Chatfield (left) and Major General Raymond Rees, The Adjutant General, Oregon.

Medal with combat “V” for Valor (2 awards), Army Commendation Medal with 2 Oak Leaf Clusters, Infantry Hall of Honor, 41st Separate Infantry Brigade, and Sixth Region Association of the United States Army Public Service Award for leadership and services as Hispanic Advancement Liaison to the Oregon National Guard.

Sharing his thoughts, Valdez said, “Joining the Selective Service System has been a highlight in my personal career. I find this position very challenging, yet very rewarding. First of all, I am a very highly motivated person, who is led by a ‘can-do’ attitude, as I believe attitude is everything. I bring to the Selective Service System, much knowledge from my military career, all of which reinforces my position as state director. My goal is always ‘mission accomplished.’ In the near future I hope and pray to improve my state’s overall record in all areas of concern. I meet every challenge head on, and expect only the very best from my RFOs. I lead by example, my leadership traits, and principles. I am not interested in the past, I am interested in the future, for that is where I expect to spend the rest of my life. In closing I say this ‘Line may divide us but Hope will unite us.’” SSS

When the Draft Calls Ended (Cont. from pg. 2)

The Marine Corps wasn't having any of it. The marines said they were going to keep their traditions and their short haircuts and that those who regarded it as Mickey Mouse need not apply.

Incredible though it may seem in retrospect, the burning issue was haircuts. By sheer chance, the coming of the volunteer force issue coincided with the shaggiest men's hairstyles of the 20th century.

Recruiting ads went as far as they could to appeal to the "market." When traditionalists complained that the models in the advertising photos violated haircut standards, an Army spokesman explained somewhat lamely that for the soldiers depicted in ads, it was the day before a haircut, not the day after.

Before 1970, Air Force grooming standards had been vague. They said that hair had to be neat and trim, which was sufficient definition for previous generations. In the era of Z-Grams, specificity was required.

The new Air Force standards that appeared in 1970 said that hair could not "exceed one-and-one-quarter inches (1-1/4") in bulk, regardless of length." It went on to explain, "Bulk refers to thickness or depth of hair—the distance the mass of hair protrudes from the scalp when groomed."

The Air Force ruled that mustaches could not extend any farther than the "vermillion part of the lip" and that sideburns could not "extend below the lowest part of the exterior ear opening." The other services had sideburns rules, too. Zumwalt wore his own sideburns to the longest length permitted.

Barbers from the base barber shop at Naval Air Station Miramar in San Diego were sent to hair-styling school so they could give a more stylish result with their \$1 haircuts.

The uproar about hair and mustaches finally faded away as long hair went out of fashion and hard-liners who insisted on buzz cuts retired from the services. The advertising agency dream of a permissive military gave way to more reasonable goals.

In 1971, Congress approved Nixon's proposal to "zero out" the military draft but leave the Selective Service machinery in place as a safeguard. Young men would still be required to register with their draft boards.

As the final days of the draft approached, many expressed worry that the AVF would not attract sufficient recruits or that it would pull in only those who could not get a job elsewhere. The National Guard and the reserves, about 75 percent of whose membership stemmed from the pressure of the draft, were of particular concern.

The most frequent problem anticipated, though, was that the volunteer force would not be representative of society at large. It was feared that minorities would bear a disproportionate share of the risk in wartime, with economic incentives to enlist being "tantamount to luring the poor to their deaths."

The last draft call went out in December 1972. On June 30, 1973, Dwight Elliott Stone, a 24-year-old apprentice plumber from Sacramento, Calif., became the last person to be inducted into the armed forces as a result of the draft.

In July 1973, just eight days after Stone's induction, Gen. William C. Westmoreland, the former Army Chief of Staff, said, "As a nation, we moved too fast in eliminating the draft." His 1976 memoir, *A Soldier Reports*, advanced the view that, without the draft, "the Army might become the province of the less affluent and the less skilled."

Another opponent of the volunteer force was Sen. Sam Nunn (D-Ga.), who was elected to Congress 1972. Though Nunn's power in the 1970s was not yet great, the Georgian would eventually become the powerful chairman of the Senate Armed Services Committee.

Some loose ends soon were tied up. President Ford in 1974 gave conditional amnesty to American draft evaders. In 1975, Ford also issued an executive order ending standby draft registration. In 1977, President Carter declared a new broader amnesty for draft evaders and war resisters.

(In 1980, Carter and Congress approved resumption of draft registration in response to the Soviet invasion of Afghanistan. It continues in effect today. Young men are required to register with their draft boards within 30 days of turning 18.)

Proposals to reinstitute the draft have never vanished completely. When repeated cutting of the defense budget in the Carter years led to the "hollow force" of the late 1970s, Gen. Bernard W. Rogers, Army Chief of Staff, and Adm. Thomas B. Hayward, the Navy CNO, called for a

return to conscription. The Hollow Force problems were solved instead by the Reagan rearmament programs of the 1980s.

A Professional Force

The calamities predicted by critics of the AVF did not occur. Between 1970 and 1973, the number of recruiters increased by 65 percent. Recruits were given better pay, bonuses, and education benefits as well as more latitude in choosing their military jobs. Base pay for the most junior service members almost doubled, bringing it into line with compensation in the civilian sector.

Under the AVF concept, military manpower costs increased by about 11 percent a year, but this never became an affordability problem. The impact diminished as the economy grew and the armed forces decreased in size.

Despite some ups and downs, the services were able to recruit and retain sufficient numbers of high-quality troops. One reason for success was that the number of women in the active duty enlisted force increased from less than two percent when the draft ended to about 15 percent today.

**Voluntary Enlistments,
Percentage of High School Graduates**

Service	1959	1959
Army	68%	68%
Navy	60%	60%
USMC	54%	54%
Air Force	73%	73%

SOURCE: GATES COMMISSION

The quality of the force improved, as measured by AFQT scores and educational achievement. The share of the total force holding high school diplomas rose to its highest level

ever; at the same time, the number of Cat IV recruits fell nearly to zero.

The Guard and Reserve made the transition well. Selected Reserve strength dropped in the 1970s (nearly all of the fluctuation was in the Army Guard and Reserve) but recovered and reached an all-time high by 1985. With the factor of draft-induced enlistments gone, the Guard and Reserve became more professional and more experienced, at least equal to and often better than active duty forces.

The end of the draft did not lead to a force of the black and the poor. Blacks presently constitute 13 percent of active duty recruits, closely reflecting the US military age population, which is 14 percent black. Blacks are 19 percent of the active duty enlisted force, the exact percentage predicted in 1970 by the Gates panel. Neither minorities nor the poor have been overrepresented in the combat arms or in the fatality rates in combat.

The clamor to bring back the draft rose again in 2003. However, this time it was led by a staunch liberal, Rep. Charles B. Rangel (D-N.Y.). Rangel particularly deployed the allegation—refuted with strong evidence by the Pentagon—that the volunteer force puts too much of the burden on minorities and the poor.

The circumstances under which the nation would accept a revival of conscription after a hiatus of 35 years are unknown. What is clear, however, is that recent circumstances have not been sufficient. Rangel's proposal went essentially nowhere. In October 2004, the House rejected it by a vote of 402 to two. [SSS](#)

John T. Correll was editor in chief of Air Force Magazine for 18 years and is a contributing editor for the magazine.

Tips for Staying Healthy

Get your seasonal flu shot. (Note: A seasonal flu shot will not protect you from a new virus strain, but it can keep you healthier.

Eat a balanced diet, exercise in moderation, and get plenty of rest.

Wash your hands often with soap and water or use an alcohol-based hand cleaner.

Cover your mouth and nose with a tissue when you cough and sneeze.

Put used tissues in a waste basket, not in your purse or pocket.

Frequently clean commonly used surfaces such as counters, railings, washbasins/toilet, telephones, computer mouse and key board, grocery cart handles with disinfectant. [SSS](#)

A Legacy of Service

Featured speaker Major Nicole Malachowski gave an inspirational presentation on “A Legacy of Service” as part of National Headquarters’ Women’s History Month Program, March 24, 2009. The program was coordinated by Matilda Slagle, National Headquarters’ EEO representative of the Federal Women’s Program.

Malachowski shared with National Headquarters employees her personal experiences which led to her position as the historic first female pilot on any U.S. jet demonstration team for the Thunderbirds #3 Right Wing, U.S. Air Force Air Demonstration Squadron. She stated that her “heroes” are the people she has met on her journeys. She added she is proud to wear the uniform in the name of “Freedom.”



Major Nicole Malachowski and Debora Pinkney, Administrative and Readiness, Operations Directorate, talk after the presentation of the Selective Service Meritorious Service Award.

Malachowski is currently serving as a White House Fellow serving as deputy chief of staff at the U.S. General Services Administration. [SSS](#)



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Editor: Jennifer Burke, Layout/Design: Laurie Zaleski and Lee Alexander.

The Register welcomes any news of interest to the Selective Service System employees. Send article submissions to Editor, The Register, Selective Service System, National Headquarters, Arlington, VA 22209-2425.